



Leadership at Christ Presbyterian Church

We desire, with the Spirit's leading, to see CPC continue becoming a flourishing and growing church that makes a difference for Jesus in our community and the world. Our ability to live into this future depends on how successful the congregation and staff are at extending the invitation Jesus makes to us, to everyone. To do this, we have to be intentional and vigilant about ensuring CPC is an invitational, accessible community. We have to also ensure what's happening here is worth inviting others into. Therefore, we believe it is critical to structure our staff around making these commitments a priority at every level of the organization. We think our leadership structure will give us opportunity to have executive level staff strategically spearheading the two areas that are essential over the coming 5 years if we are going to grow as a church:

- **Increased engagement in worship and entry points AND**
- **Increased participation in discipleship, formation, and mission**

In addition, these changes will help the workload of our team be sustainable and allow for innovation and creativity while also maintaining accountability for execution of work. We do not want the structure of our organization to be static; rather, it should be about adaptive change.

Where We've Been

Here is a quick overview of what church executive team structure has looked like at CPC and at churches in general:

- Since the late '90s/early 2000s, CPC was structured like a majority of churches our size—with a Senior Pastor and an Executive Pastor.
- About 5 years ago, Session helped create an innovative "Lead Team" model that reimagined the executive function of large church leadership to be shared among multiple positions. Petey and Mara were hired as Pastor of Adult Ministries and Director of Operations as part of 5-person Lead Team, including the Senior Pastor.
- Over the last 5 years we've seen many similar-sized churches attempt new models of executive leadership; while this is innovative, it is certainly not novel or untried.
- The announcement of John Crosby's retirement closely coincided with the loss of 2 members of the Lead Team. The most logical way to handle this, given the major transition the church was experiencing, was to split all the work into two roles for the two remaining Lead Team members.
- Personnel gave Mara and Petey the titles of Executive Director and Executive Pastor because they reflect their skills and experience, specifically the use of the word "pastor" for Petey. The regular preaching part of Petey's role was retained because of his previous role as Pastor of Adult Ministries, not because he was Executive Pastor.

The Leadership Structure Today

Our new Lead Team model will be Senior Pastor Petey Crowder and three executive roles:

Executive Director (Mara Amiot)

Responsible for innovation and healthy processes around operations, communications, and staff development. This person will be successful when the operations (finance, facilities, production, IT, HR) and communications of CPC are furthering our ability to fulfill our mission and engage people with transparency and trust, as well as when our budgeting process is healthy and growing and our staff satisfaction and retainment are at high levels.

Executive Pastor (to be hired)

Responsible for providing leadership and oversight to ministry areas, birth through senior adults, including Missions and Care. This person will be successful when CPC is providing engaging, appropriate, and meaningful programs, processes, and pathways for everyone to experience the invitation of Jesus into discipleship and serving.

Senior Director of Engagement (internal hire/promotion)

Responsible for the areas of engagement and worship. This person will be successful when CPC is growing in its ability to extend the invitation of Jesus through weekend worship, hospitality on our church campus, appropriate next steps to learn more about Jesus and CPC, and outreach programs.

Cory Gregory has been selected to serve as the Senior Director of Engagement on our Lead Team. Since returning to our staff in August 2019 as Director of Connections, Cory has been a tremendous asset to helping us live into our mission and think differently about the way all of our worship gatherings and program ministries work together to help us have a more consistent, cohesive approach to living out our identity.

The hiring process for the Executive Pastor will begin by marketing the position both externally and internally. A job description, approved by Personnel, will be used to create an opportunity profile. Similar to other positions at this leadership level, there will be a search committee that works together to hire this position, including the Senior Pastor, a minimum of one Personnel elder, and selected staff.

We believe the structure we've put in place will enable our staff and community to center our mission on extending the invitation of Jesus by increasing engagement and growing deep, dependent relationships on Christ. These changes will also allow us to put even more focus on many areas of the organization that we have wanted to enhance: outreach, staff development, budget growth, IT, and innovative, inspiring communication. We are excited to get moving, we hope you are too!