

# THE EXECUTIVE TEAM

WHERE DO I GO FOR...



Rev. Matthew Ruffner  
Senior Pastor



Rev. Sarah Johnson  
Senior Associate Pastor  
for Adult Learning and  
Engagement



Rev. Mark Brainerd  
Senior Associate Pastor  
for Congregational Care  
and Administration



Trey Angel  
Director of Finance  
and Administration

# AN UPDATE FROM THE EXECUTIVE PASTOR NOMINATING COMMITTEE

JANUARY 6, 2019

For the past sixteen months your EPNC - Diane Brown, Anne Smith, Reagan Drake, John Livingston and I - have had the distinct honor to serve on the Executive Pastor Search Committee. We consider it a great gift to share in ministry as we sought to pray and listen for God's call for a new Executive Pastor for our church.

Our committee conducted a nationwide search. Our process included exploring PCUSA's Church Leadership Connection website, contacting churches similar in size and context to PHPC, reaching out to PCUSA seminaries across the country, as well as speaking to our own pastoral team, in order to cultivate a potential candidate pool. We learned much through our process, but here are several highlights.

- We have a great team at Preston Hollow, and we have much to be thankful for. Our team is highly thought of nationally, and we are blessed to have such gifted leadership across our entire ministry platform.
- The Executive Pastor model is being re-examined nationally. We learned in our work that churches that have enjoyed this model are beginning to rethink its effectiveness or have let go of this model entirely to pursue different leadership approaches.
- There is a leadership gap in the PCUSA. Potential candidates for this position are now being called upon to serve in head of staff roles in our denomination.

After conducting interviews with potential candidates, we felt that potential candidates were not a good fit for our current ministry team. We also felt that the leadership characteristics we were searching for are represented on our current staff. Given what we learned throughout this process, in regards to different leadership approaches, we explored what leadership among our current staff could look like. To that end, we passed our work onto the Staff Committee given it affected current staff positions. We are pleased with the Senior Associate Pastor model they have envisioned.

It has been a pleasure in sharing in ministry with members of the EPNC and walking this journey of faith together. We are excited about the future of Preston Hollow and excited to see how this new approach will bear fruit in the coming years.

Faithfully,

Dan Lorimer  
EPNC Chair

## REV. SARAH JOHNSON

- Adult Learning and Engagement - Sunday school, Table Groups, short-term classes, Bible studies, book studies and speakers
- Membership and new ministry ideas
- Church leadership

## REV. MARK BRAINERD

- Congregational Care concerns (memorials, prayer concerns, birth/death announcements, visitation, outreach communion)
- Sunday morning logistics
- Weekday meeting needs

## TREY ANGEL

- Space and facility rental for outside groups
- Giving and budget concerns
- Property and facility questions

# PROPOSED SENIOR ASSOCIATE PASTOR MODEL

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## REV. SARAH JOHNSON

**Current Position:** Associate Pastor for Discipleship

**Proposed Position:** Senior Associate Pastor for Adult Learning and Engagement

**Proposed Additional Responsibilities:**

- Guide the church staff in effective planning and execution of the ministries and mission of the church
- Oversight for Membership ministry through Member Engagement Coordinator
- Provide for expanded leadership development across all ministry platforms (members, staff, and pastors) in conjunction with the Senior Pastor

- Shepherd CNC and develop and implement annual training for church leaders
- Assume primary leadership for Worship at Five (following the departure/transition of Rev. Jessie Light-Wells in August at the completion of the Monie Pastoral Residency)

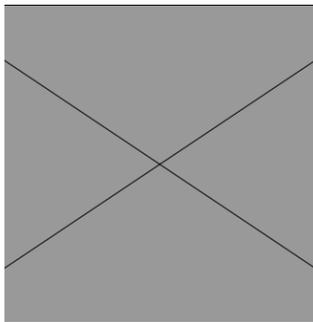
**From Rev. Sarah:**

"Preston Hollow has provided so many opportunities to grow in ministry while continuing to listen for God's call. I have come again in the opportunity to serve in the expanded role of Senior Associate Pastor. I am grateful for the church's ongoing support and I am looking forward to continued ministry as we all work to be the Church in the world."

**From Sharon Balch, 2012 APNC for Congregational Care:**

"As the Associate Pastor for Congregational Care, Sarah walked with members during times of joy and pain and demonstrated her leadership skills in guiding the Diaconate. As the Associate Pastor for Discipleship, Sarah has demonstrated her passion and creativity in teaching the gospel via a variety of new programs. The advancement of Sarah to Senior Associate will enable these skills and sensibilities to be applied more broadly for the betterment of PHPC."

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## REV. MARK BRAINERD

**Current Position:** Associate Pastor for Congregational Care

**Proposed Position:** Senior Associate Pastor for Congregational Care and Administration

**Proposed Additional Responsibilities:**

- Guide the church staff in effective planning and execution of the ministries and mission of the church
- Oversee the daily ministry operations of the church
- Oversee the Monie Pastoral Residency Residency Program
- Coordinate all ministry programming and worship logistics
- Facilitate implementation of vision and strategy throughout program areas

**From Rev. Mark:**

"PHPC is a faith community marked by depth of care, service to others and excellence in worship and education. These marks happen due to our gifted staff and the support of our Session, Diaconate, Foundation, committees and councils. As a detail guy, I am pleased for the opportunity to live into my sense of calling by providing oversight and guidance for our operations. I look forward to continuing the collaborative and supportive relationships that make it a joy to engage in ministry."

**From John White, Chair, APNC for Congregational Care**

"The elevation of Mark acknowledges his leadership ability and brings to reality the APNC's vision of Mark's role at PHPC. This change in responsibility is in the best interest of our church and congregation."

# YOU MAY BE WONDERING...

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## WHAT IS GOING TO STAY THE SAME?

The Sunday morning experience at Preston Hollow will feel no different in this model. Much of how we function on a daily basis will also remain the same.

- **Rev. Matthew Ruffner** will continue to serve as head of staff, supervising the Pastoral Team.
- **Rev. Mark Brainerd** will continue to lead the Caring Ministries of our church.
- **Rev. Sarah Johnson** will continue to lead our Adult Learning Ministry.
- **Trey Angel**, Director of Finance and Administration, will remain in his position managing the business side of the church. In this role, Trey will continue to oversee our facilities staff, the management and use of our building, and our financial health and stewardship of the church.

## WHAT IS GOING TO CHANGE?

- We will move to an Executive Team model that will include **Sarah Johnson, Mark Brainerd** and **Trey Angel**, rather than a single Executive Pastor. This team will be responsible for ensuring the day-to-day business of the church runs in conjunction with the vision the Session has discerned.
- The Care department will add an additional Parish Associate in the **Rev. Dr. John Roper** to provide support. John has served churches across the country, including 21 years as Pastor and Head of Staff at Harvey Browne Memorial Presbyterian in Louisville, KY, from which he retired in 2018.
- Adult Learning and Membership Engagement will add a **Member Engagement Coordinator** (formerly the Director of Membership position), to assist with membership responsibilities and connect those in the church to active ministry. *This is a position the Session felt was critical to long-term connection and growth for our community.*

## WHY THIS MODEL?

We have a gifted and collaborative team. Expanding Sarah and Mark's roles fit their gifts and experience level. Additionally, this is a model that has been adopted nationally. While the Executive Pastor model met the needs for our past ministries at Preston Hollow, the Senior Associate Pastor model meets our future ministry needs.

## IS THIS WITHIN THE BUDGET?

Yes! The Staff Committee ensures the strategic staffing needs are met within budget each year. By consolidating the Executive Pastor duties, the Staff Committee is able to address other strategic staff needs while also compensating the two new Senior Associates justly.

## WHO DO I GO TO FOR WHAT?

Great question! Please turn the page for examples.

## I HAVE QUESTIONS THAT AREN'T ANSWERED HERE. WHO DO I ASK?

We will be holding a Town Hall meeting on **Sunday, January 27** following 11 a.m. worship to talk through the new model in greater detail and answer any questions you might have.