



# THE TABLE

# Application Packet

## Our Process

If you're interested in applying, **please send the following information to the Lead Pastor, Brad Edwards ([brad@tablechurch.com](mailto:brad@tablechurch.com)) and RE Chris Jorgensen ([chrishjorgensen@yahoo.com](mailto:chrishjorgensen@yahoo.com)) no later than November 1st, 2022:**

- Cover Letter & Resumé
- At least 3 references directly related to the role description.
- Links to at least 3 sermons and other examples of ministry content demonstrating philosophy of ministry alignment and experience in a similar cultural context.

# Culture & Community

## The Table

We exist to **become the embodied hospitality of Jesus for the Glory of God & Good of Neighbor**, but we try to describe our ethos in a variety of ways. For example...

- ... we try to take ourselves lightly and Jesus seriously.
- ... we are an interdenominational Presbyterian (PCA) church in the Acts 29 Network
- ... we long to be a place where all may find true spirituality & deep community.

**Growth:** As a 6-year-old church plant, we experienced incredible initial growth in a region that critically lacks healthy churches (Gospel-saturated, and missional). We grew from a launch team of about 40 adults and 20 kids in the summer of 2016 to an average weekly attendance of 120 adults and 60 kids (pre-Pandemic). During the pandemic, we shrank for several reasons: we sent our church planting resident with 8-10 families to launch [Redeemer Longmont](#), tenuous attachment to the church, economic instability forcing job-related moves, and political/cultural polarization. We now average 75-90 adults and 25-35 kids, with another handful of households watching the livestream (due to health/COVID caution).

**Culture:** We very accurately reflect our region and have primarily young families and couples, but are increasingly diversifying in both age and socio-economic levels as we mature. Vocations range from PhD-level engineers and executives to creative professionals & digital artists, and everything in between. Anywhere from 5-10% of our weekly attendance include non-Christians, which has so catalyzed a culture of hospitality that our people would be surprised if that ever *didn't* happen.

**Post-Evangelical:** Our most common church demographic and cultural anchor is what we've come to describe as *post-evangelical*: those who have tasted evangelical expressions of church subculture that have left them unsatisfied (at best), alienated (at least), or wounded (at worst).<sup>1</sup> They don't necessarily want to give up on Jesus or his church (though many have), but they are culturally burnt out on trying to find a community that can meaningfully engage with their cultural and/or generational perspective. The Table is the spiritual community in which many are just barely able to muster up the courage to give the church one last chance and, somewhere along the way, have found a home where they can be in process (and come to faith).

**Critical Need for More Churches:** While we worship in Lafayette, we have people from Louisville, Erie, Longmont, and Broomfield, with some coming from 25 min away in Brighton. The region is vocationally and economically tied to Boulder, where about 2/3 of our congregation works. Boulder County is made up of young families and old hippies, immigrants and Colorado "Natives," new-age gurus and grad students, CEOs and electricians. It's a strange mix of **urban values, suburban rhythms, and rural aspirations for community**. We most consistently reach those who move when their family outgrows exorbitantly expensive homes in Boulder. With 110k people and only 10 evangelical churches (including The Table) within a 10 min drive, we get a lot of young couples, singles, and families, and the region is expected to grow by another 10% (30k people) over the next 4 years.

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<sup>1</sup> According to Michael Graham's taxonomy, we are solidly a "Type C" church with a small but committed group in the 2.5-2.9 range who really believe in our mission and vision. For more info: <https://mereorthodoxy.com/six-way-fracturing-evangelicalism/>

# Our Philosophy of Ministry

We are looking for someone who shares our values and priorities while complementing our existing team in personality, style, gifting, and ministry passion. Below are the non-negotiable staff values (in addition to our *core* values as described on our [website](#)) that serve as a foundation for us to flourish in ministry as a team.

## Team

We strive to put people and teams first, give leaders the freedom to fail, and empower all people to live out their calling in the Church. Our staff has a commitment to one another and each others' ministries such that we are willing to let our own ministry suffer if it serves the church's greater good. This dynamic has cultivated an openness in communication and dedication to each others' success that has freed our team to pursue meaningful risk, grow through failure, and have a hell of a lot of fun while we're at it.

## King & Kingdom

Individualism's potent influence has led the Western world (including the church) to distort the creative image we bear. The solution isn't to resist consumerism or autonomy, but to re-embrace a love of neighbor, the cultural mandate, and our role as Kingdom ambassadors. We're convinced that a church approaching worship, community, and discipleship with this posture will both challenge and affirm values across most of the cultural/political spectrum.

## Story

The redemptive message of scripture is historical narrative. Understanding our role in God's Story is much bigger than the reductionistic, transactional understanding of the Gospel (merely "Jesus died for your sins"). *It does include that glorious truth*, but it is so much more. Effectively proclaiming the Gospel & making disciples in our context means recovering that redemptive-historical narrative as a lens for *every inch* of life, and incorporating a narrative lens into our approach to spiritual formation.

## Love for Non-Christians

Loving our neighbor means sacrificing personal preferences of style, form, or focus - for their good. We want to demonstrate God's radical grace by critically considering every opportunity to contextualize His love, and making sure we especially consider those who have little-to-no experience with the church. This doesn't mean we discard tradition, only that we don't assume it.

## Church Planting

We're convinced that church planting is the most effective means of *embodying the hospitality of Jesus* beyond our reach. If we truly want to be a church that is not for ourselves, then the only possible course of action upon establishing *The Table* is to repeat the process. While we have not particularized yet, we have already sent our first church planter, Justin Chappell, to plant **Redeemer Longmont** in Fall 2020.

# Role Description: Assistant Pastor of Spiritual Formation

## Summary

**Purpose:** Comprehensively lead and deepen spiritual formation, with an emphasis on equipping adults and youth in missional discipleship.

**Pastoral Profile:** A *Depth-of-Growth* leader to complement the Lead Pastor's *Breadth-of-Growth* leadership and ensure our spiritually-diverse congregation increasingly *becomes the embodied hospitality of Jesus for the Glory of God and Good of Neighbor* with the following characteristics:

- Passion for developing both *people* and *systems*, with experience discipling and equipping lay leaders. This role is a *mentoring conductor* skilled in strategically and personally equipping leaders in ministry, not a *1st chair musician* who executes the ministry on behalf of the church.
- Experience discipling “nones” and “dones” who've rejected evangelical culture &/or theological assumptions in a hyper-individualistic, secular, & progressive context. *This is not the Bible Belt*, but a context where even Christians are skeptical of institutions and distrustful of any spiritual authority outside themselves.
- Eager for high ownership and freedom to innovate in a post-Christian context and grow the church in order to train, send, and support church planters across the region.

## Reports to

Lead Pastor

## Relates/Works Closely with

Lead Pastor, Connections Lead

## Direct Reports

Table Kids Coordinator, Sunday Morning Team Leaders, Community and Discipleship Group Leaders

## Leadership Responsibilities

### **Pastoral & Organizational Leadership (12 hours per week)**

- Attend and participate in Staff and Shepherding Team (/Session) Meetings.
- Preach 12-15 times per year and lead liturgy up to weekly.
- Work with the *Connections Lead* to personally connect visitors to all levels of involvement at *The Table*, especially ensuring new individuals/families are warmly welcomed in Community Groups.
- Oversee and develop all Sunday Morning Hospitality Teams (disciple team leaders, cultivate hospitality, improve process, etc).
- Coordinate community, outreach, and connections-related events as needed.
- Shortly after particularization (tentatively: 2024), the Session will give the Lead Pastor a 4-6 month sabbatical, during which this role will assume weekly preaching and staff leadership.

### **Community and Discipleship Groups (25 hours per week)**

- Disciple, equip, and coach all existing leaders in both Technical and Adaptive needs, shepherding members as needed and bringing critical needs to the Shepherding Team (/Session).
- Lead the *Spiritual Formation Incubator* (pre-leader discipleship class), and create additional resources/experiences to build on that foundation over the long-term.
- Develop and maintain a robust leadership pipeline for identifying and equipping CG/DG Leaders.
- Strategically plan and implement group multiplication to ensure space for new members.
- Manage intake/outtake process for members and leaders, anticipating seasons of rest and growth.

## Family Nurture (12 hours per week)

- Oversee and develop *Table Kids Coordinator*.
- Start, lead, and develop The Table's youth ministry with the following principles:
  - Emphasis on both discipling families (parents + youth) and evangelizing youth.
  - Directive leadership to instill The Table's DNA in the short term, but increasingly open-handed and team-based lay leadership as the ministry grows.
  - Explore potential partnership with YoungLife and lay-led Youth Discipleship Groups.

## Primary Strengths Required

### Character

- Meets the qualifications of Elder (Titus 1:5-9, 1 Tim. 3:1-7, 1 Peter 5:1-4).
- Motivated and willing to take ownership as part of a team that gladly submits to one another.
- Enjoys collaboration, eager for constructive feedback, and quick to trust; a devoted team player.
- Very high emotional intelligence and self-aware; eager to forgive, repent, and resolve conflict.

### Chemistry

- Driven, proactive leader willing to take risks and fail for the sake of equipping the church to disciple and evangelize in a post-Christian context.
- Thrives in ideologically diverse communities, and trusts that *belonging* catalyzes *believing*.
- Hospitable and servant-hearted, especially toward those most skeptical of Jesus & his Church.

### Competency

- High cultural intelligence; can comfortably navigate controversial cultural topics with truth and love.
- Creative and strategic, able to design contextualized ministry solutions with a bias toward action.
- Proven ability to personally and relationally develop leaders and equip disciples across diverse church backgrounds and levels of spiritual maturity.

### Calling

- **Ordainable** in the PCA; Theologically Reformed and Covenantal.
- **2-3 years combined experience in pastoral ministry AND/OR leading, developing, and building teams** in a professional/non-ministry organization.

## Time and Compensation

- 50 hours per week at **\$TBD (Salary+H/A)** per year, commensurate with experience.
  - **Note:** As a church plant that is only 80% self-sustaining, this position requires a commitment to raise up to \$1,500 per month for 3 years.<sup>2</sup>
- Social Security stipend plus 2.35% of total compensation (Salary + H/A) toward retirement.
- Up to an additional \$500 per month for Health Insurance (through the Colorado Health Exchange).
- 2 weeks paid vacation and a 1-month summer respite for personal retreat and study leave per year.
- TBD budgets for ministry-related hospitality, resources, and vocational development.

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<sup>2</sup> As a church with a high value of "team" and partnership, this both cultivates shared ownership and enables us to be more generous in an area with a high cost of living.