

holycross church

The logo for Holycross Church, featuring a stylized white icon of a cross with a horizontal bar and a vertical bar, set against a blue sky background.

holycrosstucson.com



HOLY CROSS PRESBYTERIAN CHURCH (PCA)
TUCSON, ARIZONA

LEAD PASTOR PACKET

Dear Pastor,

Thank you for your interest in Holy Cross. We are grateful for the opportunity to share more about our church family—a word that truly reflects who we are in Christ and our deep commitment to one another. As His people, we seek to **magnify God, live as His people, and engage in His mission**. We are prayerfully pursuing His plan for our future and invite you to consider how you might be part of that journey.

At Holy Cross, we are united by the Holy Spirit and invested in one another, growing together in faith, grace, and truth. Like any church, we have faced challenges, but our commitment to God's church remains unwavering. We recognize that *all have sinned and fall short of the glory of God*, and we trust that He is at work, refining and strengthening us for the future He has prepared for our community.

We are seeking a lead pastor who will **shepherd with compassion, preach the Word with conviction, and encourage our people to live out their faith in their daily lives**. Our Session is unified in this search, supported by the faithful service of our Assistant Pastor, who will remain until called elsewhere, and the guidance of Flourish Coaching to help us in this process. This Lead Pastor Packet provides a deeper look at:

- **Our Church Life**
- **Our Community**
- **Our Vision for Future Leadership**



We encourage you to explore this information and prayerfully consider this opportunity. If you have any questions, please don't hesitate to reach out to us or Flourish Coaching.

Thank you for your faithfulness. We look forward to seeing how God leads each of us in this season and beyond.

The Pastoral Search Committee

Tina Atkinson
Mindy Burnett
Austen Cottam
Jamie Dill
Caitlin Haines
Robert Kim
Justin Frye
Roger Slagel
& Tim Sinclair

(Find our PSC member bios on pages 17-19)



PART 1: Our Church Life Together

A Word about Morale

Our congregation has experienced significant change and loss. The departure of our founding pastor due to a moral failure was a difficult moment in our church's history, and some members, including elders, chose to leave in its wake. Due to this, our financial reality is no longer that of a two pastor church. Our Assistant pastor has done a great job in a role he wasn't brought on for, but is seeking a call elsewhere.

Yet we believe God is far from done with Holy Cross. Those who have remained continue to stay committed to the Lord and to one another. Our love for God, His Word and our community remains steadfast, and has carried us through a difficult year in our church's story. Flourish's Executive Director, Matt Bohling, has spent significant time with us and offers this insight into the faithful community at Holy Cross:



This congregation demonstrates resilience. While the departure of some members has been deeply felt, those who remain are committed to the work God is doing here. There is a strong foundation and a healthy dynamic that makes ministry at Holy Cross a meaningful and promising opportunity.



WHERE WE'RE STRONG



Small Group Involvement. We have a strong participation and commitment to meeting weekly in Life Groups. Life groups serve as a primary place of fellowship for the congregation.



Pulpit Ministry. We continue to receive preaching that connects with a broad audience, including those who don't know Christ yet and those who are not from "our circles." Many of our people have not previously attended a PCA church.



Attendee Participation. As a small church community, we depend on volunteers to support our Sunday morning kids' rooms and worship, and other church-sponsored events. Our members and regular attendees consistently demonstrate their commitment by generously giving their time and resources.



Assimilation of New Members. The Lord has continued to bring people our way and, by His grace, our community eagerly welcomes new people into the life of the church and invites them to get involved.

AREAS OF GROWTH & FUTURE PLANNING

There are aspects of life at Holy Cross that come with more complexity and challenges. At the same time, we have areas where we are actively growing and working to strengthen our foundation. With the Lord's help, we can navigate these together, relying on His grace and trusting Him to work in and through us.

May the God who Heals grant that we will continue to seek Him, even as He helps us continue to grow in grace.



Multi-Generational Ministry.

While HC welcomes attendees of all ages, our community leans toward young families. We view this as a strength and an opportunity for growth as we seek additional resources to develop a more structured children's ministry.



Leadership Development.

We currently have five Ruling Elders and four deacons overseeing the leadership and care of our church body. We are continuing to prayerfully ask the Lord to raise up a next layer of leaders to move the church forward.



Ongoing Need for Shepherding.

Our community has walked through a difficult season of transition due to moral failure by the founding pastor, and we are ready to welcome a committed individual who can embrace and lead our church forward.

Our Beliefs and Values

Our Mission

Holy Cross Church is a fellowship of Christian disciples motivated to **magnify** God's glory, **live** as God's people, and **engage** in God's mission.

These three principles define our ministry efforts. They are the motivating factors for our behavior, and the guides for our ministry strategy. It is our prayer that these principles will be increasingly manifested in our lives and propel us forward to reach our communities and cities with the good news of Jesus Christ.

MAGNIFY
GOD'S GLORY

LIVE
AS GOD'S PEOPLE

ENGAGE
IN GOD'S MISSION



Our Beliefs

The perfect record and righteousness of Christ, not the increase of our character, is the basis of our hope and salvation. When it comes to our beliefs, we don't expect that everyone will agree with us, but we do hold certain theological convictions that influence our ministry practices and expressions.

Please refer to our [website](http://www.pcanet.org) for helpful summaries of our doctrine. As a congregation of the Presbyterian Church in America, we hold to the Westminster Standards. You can visit www.pcanet.org to explore the beliefs of our denomination. Having a connectional form of church government, we are one of the 17 churches that form the PCA's [Arizona Presbytery](#).

Our Core Values

We arrived at the following **seven items** through a survey assessment of a healthy cross-section of our people. We think this accurately reflects the most important aspects of the life of our church.

1. Fellowship

At Holy Cross, relationships are vibrant and essential. We genuinely enjoy being together, fostering a true sense of community rather than just a social gathering. We believe biblical fellowship happens when Christians share their lives and engage with one another through God's Word.



2. Worship

Attributing worth to God is also at the core of what we do and who we are as believers at HC. Our covenant-keeping LORD is indeed "worthy to be praised" (Psalm 18:3/2 Samuel 22:4) and we are firmly committed to gathering publicly to surrender our lives to Him and extol His virtues because He is our God, our Savior, and our King.



3. Bible Knowledge

We want all of our people to have familiarity with the truths of the Scriptures and provide multiple opportunities for our community to study and reflect God's word (Sunday teaching, small groups, Bible studies, etc.). We believe this is key to having our minds renewed (Romans 12:1-2) so that our lives become more and more reflective of the Lord Jesus.



4. Church Membership

As God has entered into a covenant with His people, we reciprocate by pledging our lives in solidarity to Him. In a world where even the Church can be laissez-faire about commitment, we solemnly vow to follow Christ together. This is somewhat rare for churches in the western United States and reflects our love for Him and for one another.



5. Encourage

We know fellowship isn't just small talk and socializing. Instead, our healthy involvement in each other's lives is meant to spur us on in the faith. It's not simply about our common interests—but as a necessary component of Christian living, as per the exhortation of Hebrews 3:13, "But encourage one another every day, as long as it is still called 'today,' so that none of you will be hardened by the deceitfulness of sin."



6. Gospel-centered living

We at Holy **Cross** believe that the gospel sits as the "hub" for life and ministry. Our relationship with Christ is central to our lives and thus every aspect of life is organized around His Person and Work.



7. Preaching & Teaching Scripture

At Holy Cross, we deeply cherish the Bible—it is the foundation of our faith and the guiding truth in all we do. While it may not be listed first, that's only because it is understood as the cornerstone of our community.



Our Aspirations

The two final values below were not expressed through the survey instrument we utilized to ascertain the seven above. Nevertheless, we maintain that these are things that we want to be true of our life together so that we can be a growing and vital church. As such, this grouping expresses our aspirations as a congregation.

Community ministry & engagement



We are aware that we need to do a better job of community ministry and engagement. We want to unite our strength with gospel words to much-needed gospel demonstration through our deeds. Christ said that through His earthly life and ministry the poor have the gospel preached to them (Luke 7:22). We want to share our Lord's heart for the poor and disenfranchised and reach out to lost people whose only hope is Christ, whether they know it or not.



Prayer



Another area in our corporate discipleship that we see needs growth is prayer. As His disciples, we want to seek His face together. While we know that the early church was rife with problems, we also note how the first followers of Jesus were devoted not only to the teaching and to fellowship, but also to praying together.



Holy Cross Presbyterian Church by the Numbers

Our Congregation

62

MEMBERSHIP

Communing Members



~70

ATTENDANCE

Average worship attendance



~90

AFFILIATED

All who call HC their home



28

FAMILIES

Number of Family Units



5

RULING ELDERS

Additional in training



2

OTHER MINISTRY STAFF



Our Giving ~\$270,000 projected for 2025

PART 2: Our Community

Living in [Tucson, Arizona](#) offers a unique blend of desert beauty, cultural diversity, and outdoor adventure. The city is nestled in the Sonoran Desert, surrounded by picturesque mountain ranges, including the iconic Catalina Mountains to the north and the Rincon Mountains to the east. The climate (it's a dry heat) offers more than 300 sunny days per year, making it a go-to destination for those who enjoy outdoor activities such as hiking and biking. Tucson is also known for its stunning sunsets and clear skies, perfect for star-gazing.

Tucson offers a lower cost of living compared to other cities in Arizona, such as Phoenix, making it an attractive place to settle down. Growing communities such as Marana and Oro Valley, offer safe, vibrant, and community-oriented places for young families and more established community members to live. With a growing tech sector, diverse neighborhoods, and a focus on sustainability, Tucson is a city that combines natural beauty, a welcoming atmosphere, and an enriching lifestyle.

Tucson's vibrant cultural scene is another reason people are drawn to the city. With a rich history that blends Native American, Mexican, and Western influences, Tucson boasts a variety of museums, art galleries, and festivals. The city's historic downtown is home to local shops and a lively food scene, especially with its reputation as an [Unesco City of Gastronomy](#). The diverse mix of cultures is celebrated through a wide range of community events.

Tucson has recently [gained national attention](#) as a top destination for travelers and those looking to relocate to the beautiful southwestern desert.



Demographics and Description

Marana and Oro Valley, towns in the greater Tucson area, offer a perfect blend of suburban comfort and natural beauty, making them ideal for families and professionals. Marana, where Holy Cross has made its home, is a growing community with affordable housing, strong schools, and a vibrant outdoor scene. Oro Valley, an affluent suburb of Tucson, is known for its stunning mountain views and ample recreational opportunities, offering a peaceful and family-friendly environment. Both areas provide easy access to downtown Tucson's amenities while maintaining a tranquil atmosphere.

Residents enjoy a high quality of life with easy access to major travel hubs like Phoenix Sky Harbor (PHX) and **Tucson International Airport (TUS)**. The city offers a wide range of attractions from the Sonoran Desert Museum and Sabino Canyon to year-round college sports at the **University of Arizona** (Go Wildcats!). Phoenix, just two hours northwest, features major attractions like the NBA's Suns, **MLB's Arizona Diamondbacks**, and the NFL's Arizona Cardinals. For a quick weekend getaway, Tucson is just three hours from Sedona and Flagstaff, and four hours from the White Mountains. And for those seeking the ultimate Arizona experience, the Grand Canyon is only five hours away.

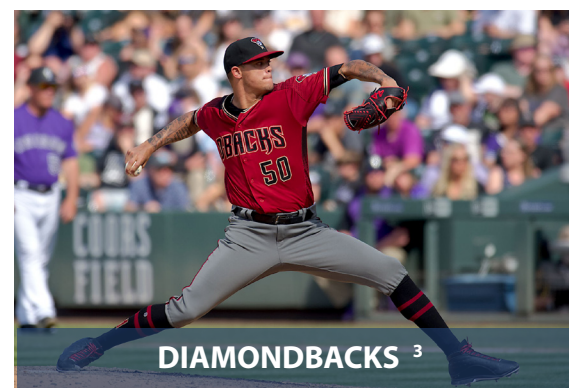
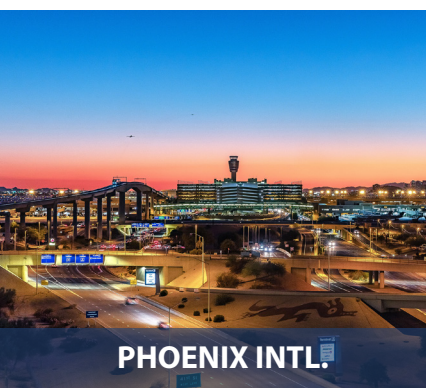


Photo Credits 1. [City of Oro Valley](#). Credit: Hunnicutt II 3. [Credit: Warrington](#)

PART 3: Our Lead Pastor Profile

What Our People Are Saying

The Holy Cross congregation was invited to provide feedback regarding needed traits in our next pastor by completing an assessment tool provided by *Flourish Coaching*. We received completed surveys from a broad swath of our people, 31 individuals in all. Using the **Head, Heart, and Hand** rubric, here's a summary of what they told us they believe Holy Cross *NEEDS* in our next pastor. Ephesians 1:12b states that the first believers were chosen "to **be** to the praise of His glory," so we'll start with that, accordingly.

HEART (To Be)

A candidate will be **mature and emotionally secure**. We can't emphasize this enough. Being rooted in their identity in Christ is an absolute essential. Failure on this point causes people to look to sources other than the Lord to find satisfaction. We want our pastor to be deeply in love with Jesus. The biblical qualifications of a leader found in 1 Timothy 3 and Titus 1 only include one particular ability: to be able to teach God's Word. The rest of the qualifications speak to the character and integrity of the elder. This is paramount to us at Holy Cross.

HEAD (To Know)

We love our church and are aware that we are a young congregation that trends heavily toward young families with children. We want to acquire wisdom and grow in our exercise of our spiritual giftedness. Thus, our pastor will need to know how to **help people develop their leadership abilities**. We in no way expect our pastors to do all the work. Instead, we want you to be a willing delegator so that we can partner with you in ministry. He'll need to understand how to **formulate strategy and implement vision** as well.



HAND (To Do)

In terms of practical ministry, the chief task for our next pastor is to **encourage people to relate their faith to their daily lives**. One respondent remarked that, "Our church has always been good at encouraging those who attend to make Jesus part of every aspect of their lives." As we live Christ-centered lives, our love for Him will never be confined to Sunday mornings alone but will permeate every aspect of our lives at home, on the job, and together. We need guidance to apply God's Word to everyday life situations. This will, at times, necessitate that you help us to **deal effectively with conflict**. Wherever you have people, you have the need to work through things together in order to stay in fellowship with each other. We want your help with this too.



What Our Coach is Saying

As you know, *Flourish Coaching* is working with us as we move toward calling our next pastor. Flourish's Executive Director, Matt Bohling, has distilled the following traits that he sees as necessary:

- **Accessible preacher** who can preach to unbelievers and non-Presbyterians in profitable ways
- **Proven, experienced disciple** who is also a discipler/developer of people who can create a discipleship pathway at Holy Cross
- **Developed competency** in leading a Life Group as well as in developing new Life Group leaders
- **Either has worked through personal trauma** AND/OR is trained and thus "trauma-informed." This will be important to help people to work through their trauma and grief.
- **Experienced leader** who can rebuild the Session and lead the Staff
- **Personally missional** and focused on encouraging the engagement of unbelievers by congregants

What Our Coach is Saying continued

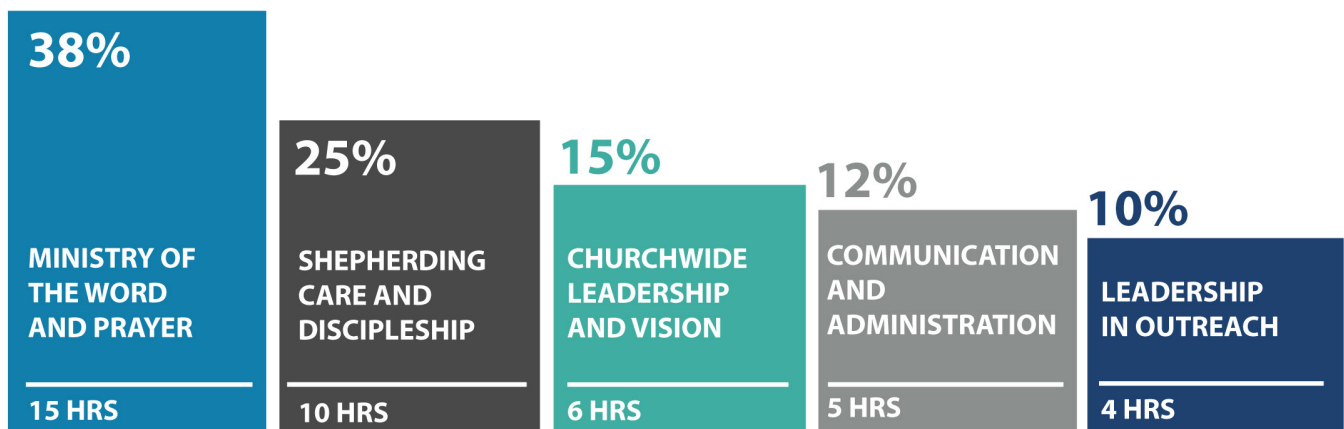
Flourish's Executive Director, Matt Bohling, has distilled the following traits that he sees as necessary:

- **A leader in Outreach** unto Evangelism
- **A leader who can build** the sub-structures Holy Cross needs to maintain a growth trajectory (see: The Trellis and the Vine).

Summary: Holy Cross is seeking a biblically grounded, emotionally mature leader who can lead with humility and confidence, helping the church heal, grow, and fulfill its mission to make disciples both locally and globally.

Expectations of Our Next Pastor

- » Preach 45-47 Sundays per year
- » He will also be active in Arizona Presbytery and attend the General Assembly annually as regularly as possible.
- » He is ordained or is ordain-able in the PCA.
- » Preferred Experience:
 - Ten years of total ministry experience (including but not limited to internships, youth ministry, parachurch, etc.) and three years of ordained ministry experience, which includes preaching.



Compensation

Holy Cross will offer a total package (i.e. salary, housing allowance, and benefits including retirement, life insurance, and disability) of \$100,000 - \$135,000 (based on experience and need) to our new pastor.

- Cash Package: \$100,000 split between Salary & Housing Allowance, as pastor desires
- 403b Retirement: \$7,000 Employer Contribution
- Health Insurance: Estimated value of \$28,000

This represents a total estimated package of \$135,000. Holy Cross is able to cover \$100,000 of the package, between reserves and internal giving. The pastor will be asked to create the other \$35,000 annually in a manner of their choosing. Holy Cross is open to our new pastor being bi/co-vocational, engaging in fund-raising, and/or a dual income household.

The terms of call include four weeks of paid annual vacation and one week of study leave. Additionally, Holy Cross is willing to assist with relocation expenses.



Pastor Search Committee

Committee Members (listed alphabetically)



Tina Atkinson

Joe and I have attended HCC off and on since its planting. We've been married for 37 years and have two grown children. We enjoy building relationships within the church and I've participated in Bible study, women's ministry, music ministry, and mentoring teen moms. A native of Tucson, I'm an attorney and also work for Young Life doing development work in Africa which has given me a love for seeing that the gospel reaches people in other cultural contexts.



Mindy Burnett

Our family joined Holy Cross in January 2018 and have stayed because we love and feel called to this church community. While originally from Orange County, California, Tucson has been my home since my husband and I moved here for the Air Force. My husband is now a private practice optometrist and weekend warrior in the Air National Guard, while I work as a director of marketing and communications for the University of Arizona College of Veterinary Medicine. We have two boys, ages 8 and 5, who love to play outside with our dog.



Austen Cottam

I grew up on a small farm in Sonoita, Arizona, a rural grassland known for its old western films, and was involved in rodeo from junior high through high school. After moving to Tucson for college, I earned my bachelor's from the U of A and participated in campus ministry with Cru. Now, I work as a Material Planner at Raytheon Missiles & Defense and enjoy spending time with family, engaging in church activities, and attending events hosted by my wife's Pasqua Yaqui Tribe. Christina and I have been married for five years and have two children, ages 3 and 1.5. As newlyweds from different church backgrounds, we spent a year searching for a church home and found a fit at Holy Cross Presbyterian, where I've built meaningful friendships and co-lead a life group.



Jamie Dill

I encountered Jesus as a child and have been amazed ever since. I've been married to my best friend for nearly 10 years, and we have three children, ages 7, 4, and 2, whom I homeschool part-time. I began my career with Cru, starting ministries on community college and international campuses. Currently, I am a nurse and co-owner of an IV infusion clinic with my husband. We joined Holy Cross two years ago after leaving a challenging church experience, and despite ongoing challenges, we remain committed due to the honest and humble leadership at HC.



Justin Frye

As a single father originally from Amarillo, Texas, I moved to Tucson without knowing anyone at all and I can honestly say that God has used the people of Holy Cross to bless my life in ways that I could have never imagined. It truly is a close knit and gospel-centered community of believers. As a member of Holy Cross since the summer of 2023, I volunteer with the youth and elementary classes. I also am currently participating in a residency program with another local church. My daughter is now eight years old and I run a small business as a residential carpenter and handyman.



Caitlin Haines

Andrew and I have been married for a decade and have been at Holy Cross for the last eight years. We went to high school together here in Tucson but didn't date until college.

We have one biological child named Arthur who is six months old and we have had four long term foster children who are all doing well after being reunified with their family. We also have two German Shepherds whom we adore. I work in operations part-time for three different companies because I love organizing people and processes. Our church is filled with people who love to be together and eat together! I serve as the hospitality lead and also am involved in worship and children's ministry. Andrew leads the life group that we host as well.



Robert Kim

I'm originally from California and our family loves all things Disney! Anny and I have been married for 10 years and we have three young boys (ages six, four and two) and one senior dog. We've been at Holy Cross for about six years and I help with communion and greeting. We stayed because God has called us to this church, and it remains our home and family, no matter the season. I'm a Physician/Clinical educator. Anny loves to bake and we're trying to stay healthy by running and making good choices with our diets. We enjoy reading together and recent books we've enjoyed include Habits of the Household, Die with Zero, and Extreme Ownership.



Tim Sinclair

I've been at Holy Cross since 2014 and serve as a life group leader and also as a ruling elder. I married Hannah six years ago and we have two daughters, a four year old and a one year old. We've remained at HC since I felt called to stay where God placed me as a ruling elder and because we've enjoyed great relationships in the church community. Originally from Pensacola, Florida, I am an avid cyclist and work as a Financial Advisor.



Roger Slagel

Born in Worcester, England, I relocated with my parents to Tucson for 20 years, and then spent 23 years in Oregon before returning here. My wife and I have been married for some 44 years now and we have a son and daughter-in-law who have blessed us with four grandchildren. Our second child, also a son, sadly died in 2000. We've been at Holy Cross for almost five years, have stayed for the fellowship and the gospel preaching, and are active in the life group ministry. I had served as a deacon and also as an elder at our previous church. My professional background is in tax preparation and accounting.

Questionnaire

We want to get to know you, your heart, and your life with Christ. Please provide a response in no more than a paragraph or two to each of the following:

1. Describe your spiritual journey.
2. Tell us about a failure in your pastoral ministry and what you learned from it.
3. What aspects of serving the church energize you? What drains you?
4. What are the greatest dangers to the peace and purity of the local church?
5. Where would you say you fit theologically under the “Big Tent” of the PCA (i.e from more broadly evangelical– to middle of the road– to classically confessional)?
6. Can you tell us briefly about your family?
7. Are you on social media? In what context?

Application Requirements

Please send your materials to pastorsearch.holycrosstucson@gmail.com and you will be contacted with next steps which may include requests for additional information or scheduling conversations.

- Cover Letter, Resume, & PCA Ministerial Data Form (MDF)
- Completed, typed out responses to the questionnaire

Please use the following format to label all attachments:

- JohnSmith_CoverLetter
- JohnSmith_Resume
- JohnSmith_MDF
- JohnSmith_Questionnaire

Thanks again for your interest in Holy Cross Presbyterian Church (PCA). We look forward to hearing your story and exploring God’s plans for you and your possible relationship with our church family. May the Lord grant you wisdom as you seek His face in this process of discerning a new call in ministry.