



ASSOCIATE PASTOR FOR YOUTH AND FAMILY



TAMPA BAY PRESBYTERIAN CHURCH

TAMPA, FL

CHURCH PROFILE PACKET

FROM THE SEARCH COMMITTEE



Hello from TBPC

Tamp Bay Presbyterian Church and the Search committee greet you in the name of our Lord Jesus Christ. We thank you for reviewing this packet and considering whether the Lord might call you to join us in carrying out Christ's mission here in Tampa, FL.

As a growing church in a growing city, our Session and church community sense the importance of shepherding our youth and their families. We are looking for a team player and proven leader who is passionate about the opportunity to serve in pastoral ministry, focusing on shepherding our youth and their families.

Could that be you?

If you would like to pursue the possibility, please read through this packet and submit your resume to [hiring@tampabaypresbyterian.org](mailto: hiring@tampabaypresbyterian.org). The Search Committee will notify you upon receipt.

If you have questions, please get in touch with Toney Sauls, the Search Committee Chairman, using the email above.

Grace & Peace,

Freddy Fritz

Senior Pastor

WHO IS TBPC?

WHO ARE WE?

In 1979, a small group of Christ-followers set out to plant a Reformed and Presbyterian church in northeast Tampa Bay. We were received into the PCA in 1982. The Lord has sustained and grown us over the last 45 years, and we are committed to being faithful to the Scriptures, true to the Reformed faith, and obedient to the Great Commission until Christ returns.

Our morning worship service attendance is approximately 165. Our current membership is 215 (179 communing and 36 non-communing), which includes 27 children and 23 youth. Our staff includes a Pastor, a part-time Assistant Pastor, an Office Administrator, a Preschool Director, and various other support staff.

Our elders function as active shepherding/Ruling Elders, not merely as a board of directors who set policies to be implemented by the staff. That is to say that we are Session-led rather than staff-driven. Our deacons serve in the areas of benevolence, finances, and property. They work closely with the Session.

We are currently debt-free and are looking to refurbish the building to maintain the structure and unify its appearance.

MISSION

To bring people to Jesus Christ and membership in his church family, develop them to Christ-like maturity, equip them for their ministry in the church and life mission in the world, in order to magnify God's name.



OUR CORE VALUES

WE VALUE THE SCRIPTURES

Because we value the Scriptures, we will contend for the freedom of man under God, faithfully affirm and preach a biblical theology that answers the questions and issues of the people to whom we minister, and encourage devotion to Christ and his Kingdom.

WE VALUE THE HISTORIC WESTMINSTER STANDARDS

Because we value the historic Westminster Standards, we will be guided by the theology that is summarized in those Standards. The Westminster Standards, however, are man-made documents and are subservient to the Scriptures, which are infallible and inerrant.

WE VALUE PRAYER

Because we value prayer, and know it is God's will for us to do so as a vital aspect of our relationship with him, we will pray continually, taking every opportunity to rejoice in God, humbly repent of our sins, seek God's blessings on our endeavors, and give thanks for his goodness to his people.

WE VALUE THE GREAT COMMANDMENT

Because we value the Great commandment, we will guard and strengthen the biblical family, promote the development of personal character and integrity, encourage loving relationships among our members, minister to the divorced, the widowed, and the unwed parent, and with humor and humility consider others' needs before our own.

WE VALUE THE GREAT COMMISSION

Because we value the Great Commission, we will reach out to our community ever mindful of their needs, and through the preaching and teaching of the Word, needs-based evangelism, children's ministry, and quality Christian education, minister the Grace of God, and bring people to faith in Christ, and membership of His Church.

WE VALUE TEACHING

Because we value teaching, we will train teachers to bring the whole counsel of God to bear on the issues and needs of our church and community, so that we may effectively minister to the whole person, prophetically confront non-Christian thought forms and behavior, and offer answers for life.

WE VALUE THE MINISTRY OF EVERY MEMBER

Because we value the ministry of every member, we will systematically teach, train, equip, disciple, and mobilize our members to be effective teachers, trainers, equippers, disciplers, and mobilizers of others, under the spiritual authority and loving discipline of the local church.

WE VALUE ORDERED AND INSPIRING WORSHIP

Because we value ordered and inspiring worship, we will employ a liturgy and musical style that retains historic continuity with our Reformed roots, while leading worshipers into God's presence using and blending contemporary and traditional forms

TAMPA BAY, FL

The Tampa Bay area is a major metropolitan area surrounding Tampa Bay on the Gulf Coast of Florida. It includes the main cities of Tampa, St. Petersburg, and Clearwater, located in two counties - Hillsborough County and Pinellas County, bordering the large body of water known as Tampa Bay. It is the 17th largest metropolitan area in the United States, with a population of 3,175,275 as of the 2020 U.S. Census. In addition to the three main cities, there are numerous adjacent municipalities.

Tampa Bay Presbyterian Church (TBPC) is located on the northeast corner of Hillsborough County in a suburb known as New Tampa. Most of the members live in Hillsborough County and Pasco County, a county to the north, immediately adjacent to Hillsborough County. The church is one of 27 PCA churches and church plants that make up the Southwest Florida Presbytery.



DEMOGRAPHICS

Within a 20-minute drive time to the church, there are 255,868 residents as of 2024 with a median age of 34.8, an average household size of 2.6, and \$88,693 for the median household income. The median home value is \$424,644. 49% of the population have a bachelor's degree or better. 50% are married and 8% are divorced, pretty well in line with the national average. 8% are between the ages of 15-19, which is above the national average. Current population by race is as follows: Hispanic (20%), 2 or more (13%), Asian(10%), Black (13%), and White (44%). 62.3% were born after 1981. White collar employment is at 74%. 32% either agree completely or somewhat agree that they attend religious services regularly, while the rest completely or somewhat disagree.



HEALTH CARE FACILITIES

With more than 50 hospitals, dozens of clinics and ambulatory care centers, the Tampa Bay has an abundance of top-rated health care facilities for children and adults. Top rated hospitals close to TBPC include Tampa General Hospital, the nationally distinguished H. Lee Moffitt Cancer Center and Research Institute, the James A. Haley Veterans Hospital, several Advent Health hospitals, and Baycare hospitals.



MILITARY PRESENCE

Tampa Bay is also the location of three major military installations, MacDill Air Force Base, Coast Guard Air Station Clearwater and Coast Guard Station St. Petersburg. MacDill AFB hosts multiple tenant organizations, to include two major combatant commands: United States Central Command (USCENTCOM), which directs military operations in Afghanistan, Iraq, and the Middle East; and United States Special Operations Command (USSOCOM), which has responsibility for all special operations forces in the U.S. Armed Forces.



✓ AIR TRAVEL

Tampa Bay has two major airports - the Tampa Bay International Airport (TPA) and the St. Petersburg-Clearwater International Airport (PIE). TPA is a state-of-the-art facility and serves 100 non-stop destinations throughout North America, Central and South America, the Caribbean, and Europe – across multiple carriers. It served about 24 million passengers in 2023.

✓ SCHOOLING

The Hillsborough County Public School District has 309 schools, with approximately 224,149 students. This includes 141 elementary schools, 43 middle schools, 27 high schools, 5 K-8 schools, and 47 charter schools.

The Pasco County Public School District has 100 schools, with approximately 81,157 students. This includes 48 elementary schools, 15 middle schools, 15 high schools, 1 middle/high school, 2 educational centers, 3 eSchools, 2 combination schools, and 14 charter schools.

Many of our families at TBPC homeschool one or more of their children. In the 2022-2023 school year 154,289 students participated in home education programs in Florida, with over 11,000 homeschool students in Hillsborough County (more than any district in Florida), and over 5,500 homeschool students in Pasco County.

✓ HIGHER LEARNING

The Tampa Bay area is home to several institutions of higher learning, including the main campus of the University of South Florida (USF) in Tampa and its satellite campuses in St. Petersburg and Sarasota that serves more than 50,000 students. It is the first public university in Florida to be invited to join the prestigious Association of American Universities (AAU) in nearly 40 years and is now one of only two institutions from the State University System of Florida to serve as an AAU member. There is a vibrant Reformed University Fellowship (RUF) on the Tampa campus of USF with about 150 weekly attendees.

Eckerd College in St. Petersburg, the University of Tampa, Florida College in Temple Terrace, Trinity College in New Port Richey, and New College of Florida in Sarasota are all other four-year institutions located in the area.



✓ CULTURAL ACTIVITIES

The Tampa Bay area is rich in opportunities to engage in cultural activities. The main performing arts centers are the Straz Center for the Performing Arts in Tampa, the Ruth Eckerd Hall in Clearwater, the Mahaffey Theater in St. Petersburg, the Tarpon Springs Performing Arts Center, and the New Tampa Performing Arts Center. In addition there are numerous museums - too numerous to list - in the metropolitan areas. Zoos and aquariums include ZooTampa, the Florida Aquarium in Tampa, and the Clearwater Maine Aquarium.

✓ RECREATION

The Tampa Bay area is noted for its beaches, with the warm, blue gulf waters and nearly 70 miles of barrier islands from North Pinellas south to Venice. Several beaches have been named as among America's best beaches. There are many theme parks near Tampa with Busch Gardens a popular one in Tampa. Hillsborough River State Park is one of Florida's eight original state parks and Honeymoon Island State Park is Florida's most visited state park.

✓ SPORT

The Tampa Bay Area is replete with sports opportunities for both spectators and participants. It is home to three major professional sports teams: the Buccaneers (NFL), Rays (MLB), and Lightning (NHL). The Tampa Bay area also is home to lesser professional sports franchises and hosts a number of minor-league and college teams. For fishing enthusiasts, there are charter boats on both Tampa Bay and the Gulf of Mexico. The Skyway Fishing Pier State Park, the remnants of the approaches to the original Sunshine Skyway Bridge, forms the world's largest fishing pier in Pinellas and Manatee counties. The gulf is also home to natural and artificial coral reefs that are popular for fishing and scuba diving. The shallow waters and mangrove islands of the bay and gulf make the area popular with kayakers. For golf enthusiasts there are 81 golf courses within 20 miles of Tampa.



QUALIFICATIONS & COMPENSATION

POSITION TITLE: Associate Pastor – Youth and Family

PURPOSE: The primary responsibility of the Associate Pastor for Youth and Family is to direct ministries of the church involving youth and associated families. This involves leading, managing, and overseeing the Youth Ministry of Tampa Bay Presbyterian Church, recognizing the strategic importance of the ministry to effective community outreach.

NATURE AND SCOPE

The Associate Pastor for Youth and Family is called and voted on by the congregation, and approved by the presbytery. Under the direction of the Session, his role will require him to participate in designated responsibilities for leadership and administration of the ministry to youth, which is to be his primary focus. Additionally, he is called to support general pastoral responsibilities as the Session or the Senior Pastor may direct him.

GENERAL RESPONSIBILITIES

- He will be responsible for ministry efforts, both programmatic and personal, to the segment of the Body comprised of youth in grades 6-12, as well as ministering to the families of these youths, as necessary.
- He will be responsible for maintaining and developing a covenant family ministry that incorporates families of youth and the wider Body, ensuring effective communication and integration of youth, their families, and the church.
- He will integrate parents into the life of the youth ministry with opportunities to teach and disciple through various means, equipping them to conduct discipleship in the home.
- He will be responsible for maintaining the recruitment, training, and development of a supportive volunteer youth team, with regular scheduled meetings to accomplish the full scope of ministry.
- He will be responsible for maintaining and developing large group ministry to both middle school and high school students, both members and non-members.
- He will be responsible for maintaining and developing small groups as well as one-to-one growth and discipleship ministry of these students.
- He will be responsible for maintaining and developing a Christian education program consistent with the philosophy of youth ministry, purpose, and goals of the general efforts of Tampa Bay Presbyterian Church.
- He will be responsible for maintaining and developing camps, conferences, retreat opportunities, and regular extracurricular outings for youth.
- He will be responsible for maintaining and developing evangelistic contacts/efforts, together with students and volunteer youth team, throughout the community.
- He will be responsible for developing a systematic pastoral approach that will include personal, small group and family shepherding.
- He will be responsible for other duties that may be assigned by the Session or the Senior Pastor.

TEACHING ELDER RESPONSIBILITIES

- Preaching: At first, he will preach approximately 10 sermons per year. However, as we add an evening worship service, he will preach about 30 sermons yearly.
- Preach, teach, administer the church's sacraments, and perform the duties of a Teaching Elder as outlined in the Book of Church Order.
- Serve in a rotation with other elders to read the Old and New Testament aloud and offer the Prayer of the Church during worship services.
- Visitation, counseling, and other responsibilities as needed.

QUALIFICATIONS

- A believer in Jesus Christ, with a clear and articulated testimony of his saving faith, committed to the authority, inerrancy, and sufficiency of the Scriptures, with sufficient experience to preach the word of God with authority.
- Completed at least a Master of Divinity degree or will complete degree by Spring of 2025.
- Ordained in the Presbyterian Church in America, (or any NAPARC denomination), or be in immediate pursuit of ordination.
- Reformed in theology as articulated in the Westminster Standards.
- Presbyterian in polity and, therefore, a collaborator who can willingly and joyfully submit to the decisions made by the elders in Christ's church.
- Committed to an Ordinary Means of Grace philosophy of ministry instead of being focused on programs or driven by trends and fads.
- Gifted and enthusiastic about the Gospel Ministry, eager to serve where the Lord gives opportunity.
- Spiritually mature and maturing, faithful to follow Christ and seek his glory more than anything else.

WORKING RELATIONSHIPS

- Primarily accountable to God for the performance of these duties.
- Secondarily accountable to the Senior Pastor and, through him, to the Session for performing these duties.
- Also accountable to the Presbytery of Southwest Florida.
- Attends Session, Leadership, and Staff meetings.
- Attends and participates in the Presbytery and Committees of Southwest Florida, and the General Assembly meetings.

EVALUATION

- The Senior Pastor, through an evaluation process, will evaluate the Associate Pastor's performance on an annual basis.

HOURS

- This position is understood to be aimed at accomplishing the tasks of ministry rather than specific requirement(s).
- This position will be demanding and will require energy, time, patience, faithfulness to the Savior, stewarding both personal and ministry life.

- This position is a stewardship of young people and will require hours above and outside of a normal work week to meet the schedules and needs of the youth.

TRAVEL

- Regular travel within the local area to where the youth are engaged is required for this position.
- Travel will include frequent meetings with youth, parents, members, as well as infrequent travel to presbytery and General Assembly meetings.

COMPENSATION PACKAGE

- This is a salaried position. Salary will be reviewed annually and must be approved by the Session.
- The Terms of Call include four weeks of paid vacation per year. Unpaid vacation may be taken with the approval of the Session.
- Sick days may be taken as needed. Usually, there are five (5) paid sick days yearly.
- Total package in the mid-90s, to include: Social Security Allowance, Retirement, Health Savings Account (HSA), and Long-Term Disability Insurance.