

The congregation and leadership of Hope Church is asking God to provide us with an Assistant Pastor.

We seek a pastor to join our Preaching/Teaching Team as well as oversee the vibrant *Women of Hope Ministry* program and staff. The Preaching/Teaching Team presently includes our Senior Pastor and two other ordained assistant pastors. They rotate preaching and teaching the Gospel at various worship services and discipleship classes. The Women's Ministry has a full program of small groups, annual and weekly events, and fellowship gatherings executed through the direction of this person, and with the help of four other part-time and full-time staff.

We are looking for one who is committed to and excited about:

- **sharing the Gospel with our un-churched neighbors**
- **equipping saints for the work of ministry**
- **providing spiritual leadership for our multiethnic/multigenerational church family with a variety of backgrounds.**

Our church is truly a tapestry representing metropolitan Memphis and the surrounding area, and the next Assistant Pastor & Women's Ministry will need to embrace this vision and reality of Hope Church.

We are seeking a **team player** who is capable of uniting and equipping people of varying perspectives and levels of spiritual maturity. We expect in all of this that this pastor will promote spiritual growth and be **devoted to living out their faith daily in prayer and humility.**

Maturity is paramount. The Assistant Pastor should know their shortcomings and limitations and work within them, all the while pursuing their own spiritual and personal growth by relying on the Holy Spirit.



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Hope's Mission Statement





Leadership

The Assistant Pastor must lead by example and live a life that reflects Christ's teachings. They should be well regarded and must have the ability to provide leadership and manage staff and volunteers effectively. They are responsible and confident in executing the day-to-day tasks while ensuring the church remains focused on its God-given purpose.



Build the Kingdom/Preaching/Teaching

At the heart of the Assistant Pastor's responsibilities is the faithful and passionate preaching and teaching of God's Word. They must accurately interpret Scripture, provide sound and accurate doctrinal interpretation of the Word in accord with the Reformed tradition, and encourage practical and correct application of scriptural truth to the lives of our congregation and the *Women of Hope*.



Discipling/Training

A healthy church needs strong leaders and we are looking for someone with the ability to train and disciple current leaders as well as one who can perpetuate the vitality of ministry groups by identifying and recruiting new leaders.



Shepherding/Caring

Our desire is that the Assistant Pastor shares our love for one another by actively engaging in shepherding and caring for the spiritual well-being of the flock. We are looking for one who will deeply identify with those they serve. As people made in the image of God, we are made for community, so we seek one who will walk alongside the congregation helping minister and nurture deep relationships. They should embody humility, honesty, vulnerability, and must be a compassionate listener who provides biblical wisdom and encouragement.



Praying for the Church

Interceding for the congregation through prayer is a fundamental pastoral duty. The Assistant Pastor should be one who prays for Hope Church members, attendees, the community, and the global church by seeking God's guidance and blessings in all things. Their focus on prayer should lead others to understand its importance and hunger for God to establish the works of our hands.

*While performing all these pastoral duties, they **foster and establish an environment of grace.***

The Assistant Pastor & Women's Ministry position within the church and staff shall:

- + Be called by the Hope Session
- + Be a faithful Teaching Elder and member of the Presbytery
- + Report directly to the Senior Pastor for the first 6-12 months, and thereafter to a pastor on the Executive Team
- + Attend Session meetings periodically with voice, but not vote
- + Collaborate regularly with the Preaching/Teaching Team (senior pastor and other assistant pastors) to coordinate series and schedules
- + Provide ministry updates and strategic insight particular to Women's Ministry in occasional meetings with the Executive Team
- + Be eligible to serve as one of eight Senior Shepherd Managers after 6–12 months of service

Requirements

- A Bachelor's and Master's of Divinity from an accredited seminary
- Ordained, or ordainable, in the Evangelical Presbyterian Church
- Five years of discipleship ministry with ample preaching opportunities
 - Proven experience leading in a large, multi-staff environment
- Proven ministry experience in multiethnic and racially diverse settings

Table of Contents

Hope History **5**

Who We Are **6**

Where We Are **7**

Hope Congregation & Finance **8**

Ministries At Hope **9**

Women of Hope Staff **11**

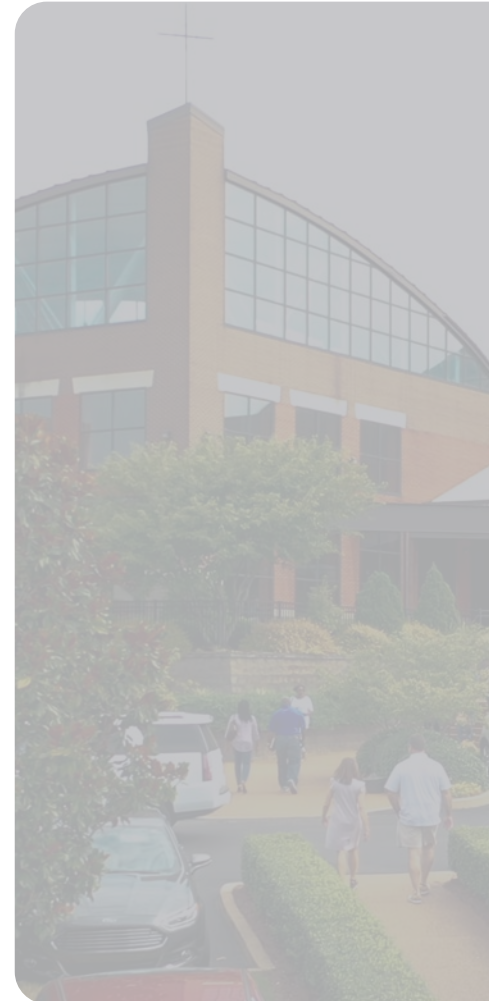


Hope History...

It all started in 1988 when Craig Strickland, a pastor at Second Presbyterian Church, felt the call to plant a church “out east” in the suburbs of Memphis – little did he know the plans God had for a little place called Hope! Along with 25 other charter members, Craig began Hope in the living room of a Germantown home in September of 1988. Nine months after Hope’s conception, Eli Morris came to Hope, bringing a strong passion and big heart for inner-city missions. Still to this day, Hope’s *Local Outreach Ministry* thrives in the North Memphis communities offering many opportunities for a better life for the families who live there. From that Germantown living room, Hope moved to rented space at Shelby Place Restaurant (currently The Butcher Shop), then to Evangelical Christian School’s gymnasium, where it spent the next seven years.

In 1992, Hope purchased its first piece of land, 22 acres, at 8500 Walnut Grove Road in Cordova and moved into its first permanent worship space, which is now home to Hope’s Student Ministry. Since that day in January 1996, Hope’s continued growth over the next 10 years made way for multiple building expansions to accommodate our children’s, recreation, and kitchen ministries, as well as a recording studio. Now providing over 30 different ministries, serving thousands of people from Memphis to the Bronx to Belize, Hope Church has expanded beyond the wildest dreams of a meager upstart over 25 years ago. Craig and Eli’s prayers were met when Rev. Rufus Smith agreed to leave his hometown of Houston, Texas, to join the preaching/teaching team in 2010. Over the next three years, Craig, Eli, and Rufus worked through a transition of positions. Hope celebrated 25 years in September 2013, and in November, Rufus was voted in to take the position of Senior Pastor.

In September of 2025, Hope celebrated its 37th Anniversary. Craig and Eli have since retired and the current Preaching & Teaching Team is comprised of Rev. Rufus Smith, Rev. Chad Johnson, and Rev. Vincent Joplin.



The next chapter for Hope is in the continued writing of all of our stories. It is still a place that accepts us where we are, as we are, and provides a meaningful worship experience that is not left at the door when you head to your car in the parking lot. It is an experience that continues to have application in everyday life with everyday issues, with struggles as well as celebrations. There is something here for everyone, from cradle to grave. Through our four “pillars” of Community, Worship, Service, and Generosity - Hope’s mission is to engage our un-churched neighbors of every age and ethnicity to experience Jesus.

Who we are...

At Hope Church, our mission is clear: **We want to engage our un-churched neighbors of every age and ethnicity to experience Jesus.** “What exactly is ‘un-churched?’” you might ask. Un-churched are not only those who have never been to church but also those who may have grown cold to the idea of church, and many who feel church is nothing but shame, guilt, and judgment. Reaching the un-churched has been our focus from day one.

We try to be different. We try to offer a place of powerful worship and timely, relevant, life-application messages rooted in Bible truths. We don’t care what you wear, we just care that you’re here. We provide a safe, welcoming place for new guests checking us out, but also a gathering place for friends and small groups that want to dive deeper into God’s Word.

Wherever you are in your walk of faith—whether just starting or well-traveled—we invite you to come and be a part of Hope. You’ll fit right in.

Our process is simple: To the extent a person is involved in Worship, Community, Service, and Generosity is to the extent they will experience the peace, purpose, and power of Jesus Christ.

Our Core Values

Diversity

We embrace different strengths, skills, cultural backgrounds, perspectives, and experiences, recognizing that enables us to better achieve our collective mission.

Respect & Caring

We model caring, respect, and genuine interest in others.

Collaboration

We prioritize the church’s mission over individual roles, understanding everyone plays an important part and that collaboration paired with effective communication drives a cohesive whole.

Growth

We foster professional and spiritual growth with clear expectations, development opportunities, and resource accessibility.

We have a number of ministries to help you deepen your relationship with God, as well as get support for struggles you may be having in your life. No matter what stage of life you are in, there is a place for you at Hope Church.

Where We Are...

Hope is located in **Cordova, Tennessee**, which is an unincorporated area situated in the center of Shelby County. Cordova borders three of the largest cities within Shelby County; Memphis, Germantown, and Bartlett.

Shelby County is Tennessee's largest and westernmost county by population and area, with its county seat being Memphis. Established in 1819 and named for Governor Isaac Shelby, it is known for its diverse population, which is majority African American, and its role in the Memphis Metropolitan Statistical Area. The county is governed by a mayor-commissioner system and offers a range of public services and city life, as many cities like Bartlett, Collierville, Germantown, and Millington are located within its borders.

Key Information

- Location: Westernmost county in Tennessee, situated on the Mississippi River
- Population: Over 929,000 residents as of the 2020 census, making it the most populous county in the state
- Area: The largest county in Tennessee geographically
- County Seat: Memphis
- Name: Named after Isaac Shelby, the first Governor of Kentucky

Demographics

- The population is diverse and is majority African American, according to the Shelby County, TN (.gov) website.
- It is part of the Memphis, TN-MS-AR Metropolitan Statistical Area.

Government

- Governed by a mayor-commissioner system under a home rule charter
- The county government and its commissioners are responsible for providing services to its residents.

Key Characteristics

- Historically a center for cotton plantations, with cotton remaining a significant commodity
- Has a diversified economy
- Home to the city of Memphis, as well as several incorporated suburbs including Bartlett, Collierville, Germantown, and Millington



Hope Congregation & Finance

Current Membership

5574

Friends of Hope
(Visitors/Non-Members)

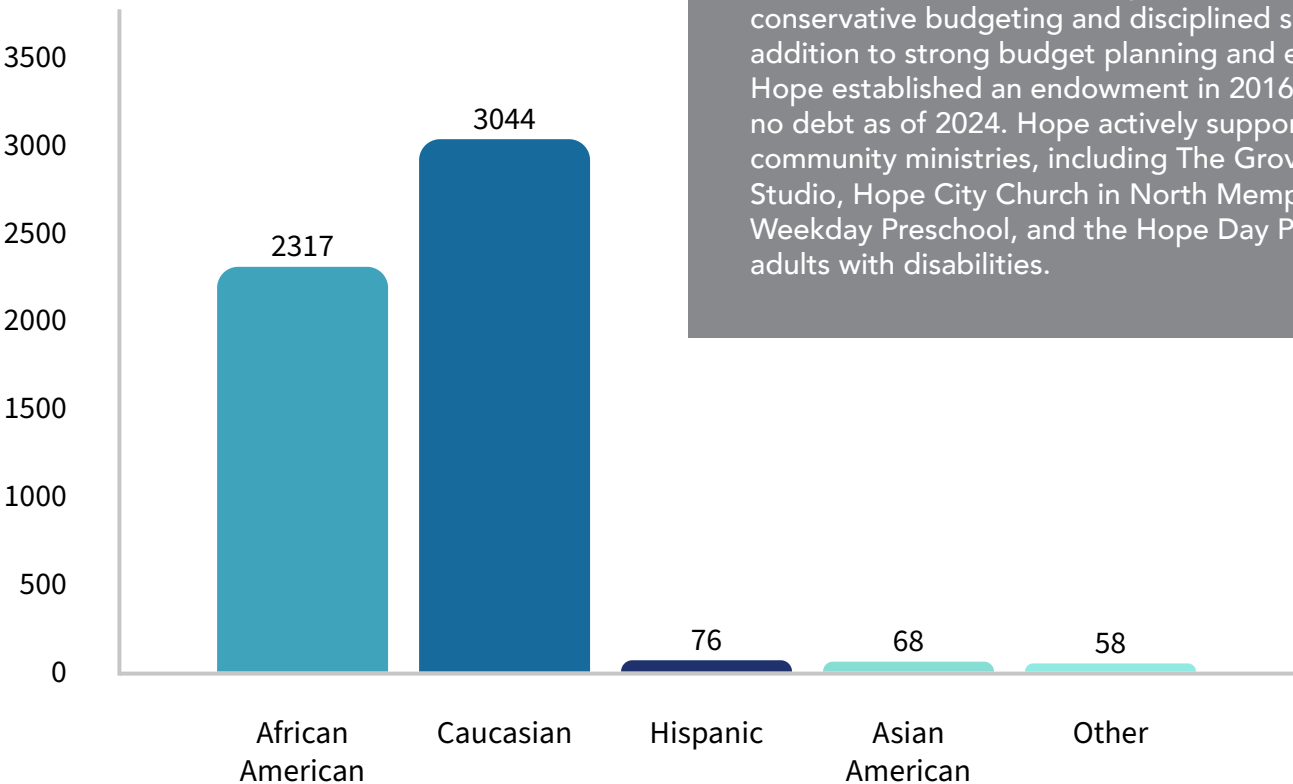
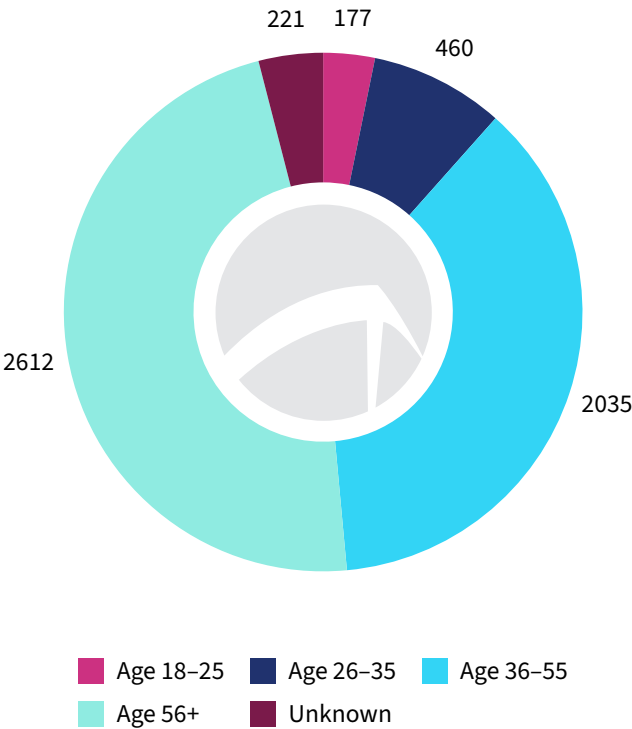
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In-Person Attendance 2024

4034 (per week)

Online Attendance 2024

2683 (per week)



For the fiscal year ending June 30, 2025, Hope reported higher-than-budgeted income and lower-than-budgeted expenses, continuing the prior-two-year trend reflecting Hope’s commitment to conservative budgeting and disciplined spending. In addition to strong budget planning and execution, Hope established an endowment in 2016 and carries no debt as of 2024. Hope actively supports multiple community ministries, including The Grove Music Studio, Hope City Church in North Memphis, Hope Weekday Preschool, and the Hope Day Program for adults with disabilities.

Ministries at Hope

- **Adult Education** - This ministry organizes and communicates adult ed classes that are held on Sunday mornings as well as our semester-structured Wednesday night classes (The Well on Wednesdays).
- **Caring Ministry** - This ministry includes our deacon management, prayer warriors, recovery and support opportunities, and manages all prayer requests, comments, and community/congregation care requests. They also support our Stephen Ministry processes.
- **Global Outreach** - This ministry arranges and supports global missional opportunities for the congregation as well as manages relationships and partnerships locally and globally.
- **Hope 4 Kids** - This is the children's ministry for infants – 5th grade, and provides weekly program opportunities plus a variety of programs and events throughout the year.
- **Hope Hospitality** - This ministry is made up of our weekend volunteers who greet, serve coffee, hand out bulletins, and collect the offering.
- **Kitchen Ministry/Hope Shoppe** - Our kitchen ministry uses our full commercial kitchen to prepare food for special events, Wednesday night meals, and a curbside business for to-go meals. They also prepare freezer meals for sale in the Hope Shoppe which is a gift, clothing, and décor store whose profits go direct to ministry opportunities and scholarships.
- **Family Ministry** - This ministry supports adults and parents in various stages of life through classes and events.
- **Middle Adult Collective** - This ministry is primarily for adult singles but has evolved into an adult ministry that includes the middle adult community.
- **Local Outreach Ministry** - This ministry supports the under-resourced areas in Memphis with volunteer support and fundraising for partner organizations.
- **Men's Ministry** - This ministry provides opportunities through classes, Bible studies, weekly breakfasts, and community-building events.
- **Senior Adults** - This ministry supports our senior adults, who are typically post-retirement, with classes, monthly events, trips, and activities appealing to a variety of interests.
- **Scrubs** - This ministry is made up of a few staff and a host of volunteers who keep our building clean; savings from having volunteer-led janitorial services goes directly to missions.
- **Special Needs Ministry** - has two offerings:
 - **Hope 4 Macky & Friends** - This ministry serves children and adults with special needs, supported through weekly Sunday school, monthly adult events, and outreach events for the special needs community throughout the Mid-South.
 - **The Hope Day Program** - This ministry serves adults with special needs for a day program option to provide families with the ability to work during the week and have their adult children cared for.

Ministries at Hope *(continued)*

- **Sports & Recreation** - This ministry provides recreational opportunities for kids and adults, including seasonal sports.
 - **Student Ministry** - This ministry is divided into two groups: middle school (6th-8th) and high school (9th – 12th), with Sunday morning, Wednesday night, and a variety of youth trip and mission opportunities during the year.
 - **The Stirring** - This Sunday 5:30 pm worship experience is eclectic, passionate, and comfortable, and provides an opportunity to interact with culture through art, music, and scripture.
 - **Women's Ministry** - This ministry supports women of Hope through a variety of events, gatherings, Bible studies, and classes for all, as well as segmented groups (First-time Moms, Moms of Teens, etc.)
 - **Young Adults Ministry** - This ministry provides college-age adults through 35 years of age with opportunities for spiritual growth and fellowship.
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The positions below represent the jobs and responsibilities within the Women's Ministry Staff under the purview of the Assistant Pastor & Women's Ministry Role.

Women of Hope Administrator (40 hours)

Women of Hope Groups Coordinator (25 hours)

Women of Hope Special Events Administrator (20 hours)

Women of Hope Moms Groups Coordinator (10 hours)

How to apply

McGowan Global Institute is assisting us in our search.

APPLY: mcgowanglobal.com/pastor-registration

QUESTIONS: **Dr. Case Thorp** | case@mcgowanglobal.com



HOPE
CHURCH

@HOPE4MEMPHIS



8500 WALNUT GROVE ROAD • MEMPHIS, TN 38018
HOPECHURCHMEMPHIS.COM