



The Pastor Search Committee

presents

Rev. Tim Frickenschmidt

Sunday, January 15, 2012

The Pastor Search Committee of All Saints Presbyterian Church unanimously and without reservation endorses Rev. Tim Frickenschmidt as the pastoral candidate to serve as the next Senior Pastor at All Saints Presbyterian Church.

Pastor Search Committee

Steve Malachowski, Chairman

Steve Britt, Vice-Chairman

David Beisner

Lauren Buescher

Nancy Donaldson

Sarah Dwelle

Matt Edling

Glenn Essex

Scott Hughes

Raine Pipkin

Dear Brothers & Sisters of All Saints Presbyterian Church:

It has been my privilege to serve you in the capacity of leading our Pastor Search Committee ("PSC"). The men and women elected to comprise the PSC have been dedicated and faithful in executing the task at hand. Our time together was marked by mutual respect and growing friendships.

Most of all, I saw Christian people taking their job seriously and with the utmost of respect for the high calling of identifying the Senior Pastor candidate for our beloved church.

For some of you, our recommendation of Rev. Tim Frickenschmidt might first appear to be too obvious an outcome from this process. Rest assured that Tim was, in all ways, scrutinized more carefully than any other outside candidate. Tim invited this investigation. The Book of Church Order calls for a higher level of approval for an existing staff member. The PSC demanded it in the overall best interest of our congregation.

After 100's of hours of consideration, prayer, analysis, conversation, and debate, it is with a unanimous vote of the PSC that we recommend Rev. Tim Frickenschmidt to be our Senior Pastor.

Steve Malachowski

Table of Contents

- I. Meet Rev. Tim Frickenschmidt
- II. The Pastor Search Selection Process
- III. Why Tim Frickenschmidt? The Nominee's Candidacy

I. Meet Rev. Tim Frickenschmidt

I grew up in the notionally Christian culture of small-town Oklahoma; and because it was Oklahoma, I was Baptist, Southern Baptist to be specific. I have often said that it seems like there are more Southern Baptists in Oklahoma than people. That is a childhood perception of mine that has carried over into adulthood, because I remember knowing mostly Southern Baptists as a child. Maybe that is because we were at church so often – Sunday morning, Sunday evening, and Wednesday evening for Sunday School, Sunday Worship, and Wednesday dinner and prayer.

From my Sunday school days and vacation Bible school weeks, I learned the stories of the Bible and the scriptures where they could be found. The Bible loomed large in my mind – it was the book upon which everything depended and all of life was defined. Jesus was God’s Son. Jesus died on the cross for our sins. Whoever believes in Him shall not perish but have everlasting life. What it said was true and what it said we did. Simple. As a family we didn’t really talk much about the Bible, or read it outside of church, but it was always there, on the nightstand or coffee table, governing life for us. We were thoroughly Protestant in so many ways – some beautiful, some questionable - but this fairly sectarian Baptist upbringing in a notionally Christian culture sowed in me the seeds of a deep love for the scriptures and wonder over their mysteries. That, I think, was the church’s greatest gift to me as a child – the Bible, honored, preached, underlined, believed.

And it was the scriptures that led me back to the faith and the church from my all-too-typical prodigal-son journey during adolescence. Following my freshman year at Oklahoma State University, I was in the “far country” squandering my Christian inheritance and hungry, spiritually. And “no one gave him anything.” No one I knew, nothing I was doing, none of my studies, none of the parties, no one and nothing was feeding my soul and giving me the life I knew I was created to have. And I was tired – nineteen years old and worn out on being me.

So, I decided to give the faith of my childhood one last look to see if in it I might find life. I did what I knew to do: opened the scriptures (for the first time since Sunday School) and read them, immersing myself in their stories and teachings. One of the first passages I read was 1st Cor. 9:16, led there by a daily devotional I had picked up at a local church. 1st Cor. 9:16 reads, “For if I preach the gospel, that gives me no ground for boasting. For necessity is laid upon me. Woe to me if I do not preach the gospel!” I almost quit reading right there.

I simply wanted to understand Christianity and know if Jesus was real, the Bible true. I certainly didn’t want to do anything like “preach the gospel.” But, I remember the impression being laid upon me in that moment that I was dealing with an all-or-nothing decision about following a God who wanted all of me and laid claim to everything in this world and everything in my life. For some reason beyond my fears, I kept reading. And through the simple act of reading the Bible, God changed my life that summer, enough that when I went back to OSU in the fall I had to give an accounting to my friends who could see the difference.

It was those inquiries from friends that led to my first attempts at ministry. I unknowingly backed into what I had read of several weeks before from the Apostle Paul – of necessity being laid upon me for preaching the gospel. The inquiries from my friends led to Bible studies, which led to other people’s lives being changed – conversions of fraternity brothers even. And eventually I found myself truly enjoying the life change and leadership of ministry.

During that time I also met Elissa, a Texas girl at school in Oklahoma with a story similar to mine, and someone I could imagine spending my life with. Those life-long imaginations became life-long commitments just six weeks after we graduated, she with a degree in social work and I with one in English. As Elissa tells it, we had no idea what marriage was or what we hoped life would hold for us; all she knew was “he was cute and loved Jesus” – and that was enough. Attraction and devotion to one another and to Jesus was enough for both of us at 22.

We spent our first year of marriage in Durango, CO, working a little, skiing a lot, learning even more about whom it was we were married to, and having one of the best years of our life. Then we joined the staff of Campus Crusade for Christ and moved to Auburn, AL, to serve at Auburn University (maybe the largest public Christian school in the United States). I was back in a notionally Christian culture, but this time with Presbyterians in addition to Baptists. And I discovered that not only did full-time, vocational ministry suit me, but so did Reformed Theology. I met John Calvin, Martin Luther, Jonathan Edwards, and Charles Spurgeon in Alabama.

These new theological convictions took us to a small, hard-to-find PCA church, which was tucked into a quite neighborhood on the edge of town where the average family size was around 7.5 members and Douglas Wilson books abounded. I became a deacon. Elissa had a baby. We baptized that baby, much to the confusion and chagrin of our parents. And, we were fitting in... sort of.

Much of my time on campus during those years was spent with fraternity men, who usually identified themselves as Christians (Because what else was there to be?), but “didn’t know Jesus from a jackrabbit,” to quote one of them. And my time during summer, winter, and spring breaks was spent taking students to China for covert campus ministry there. In other words there was an uneasy tension between my newly found commitments to the Reformed tradition and the missional impulses of my para-church ministry. One spring before a trip to China I actually had an elder at our church tell me that he didn’t understand why I was going to China and not staying in Auburn to teach people the “Reformed faith.” Huh? I thought it was the Christian faith and the Reformed tradition within it. Was John Calvin competing with Jesus for attention, allegiance even, in my new church? Maybe.

I knew I didn’t want to be Reformed before or above being Christian, and thankfully I talked to some nice and helpful recruiters in the admissions office at Covenant Theological Seminary who assured me I didn’t have to be, and

shouldn't. In talking with the staff and faculty at Covenant I heard about Reformed theology fueling the missional impulse I had known while on staff with Crusade. I also heard for the first time about biblical theology and a commitment to exegesis of the scriptures as the starting point for all theological investigation. My worlds were coming together – Bible, Mission, Reformed theology. So, Elissa and I packed up for another cross-country move. We were 28 with one baby; we would leave there three years later with 2 babies, both boys, only to have a third in Austin – 3 boys born in 3 states.

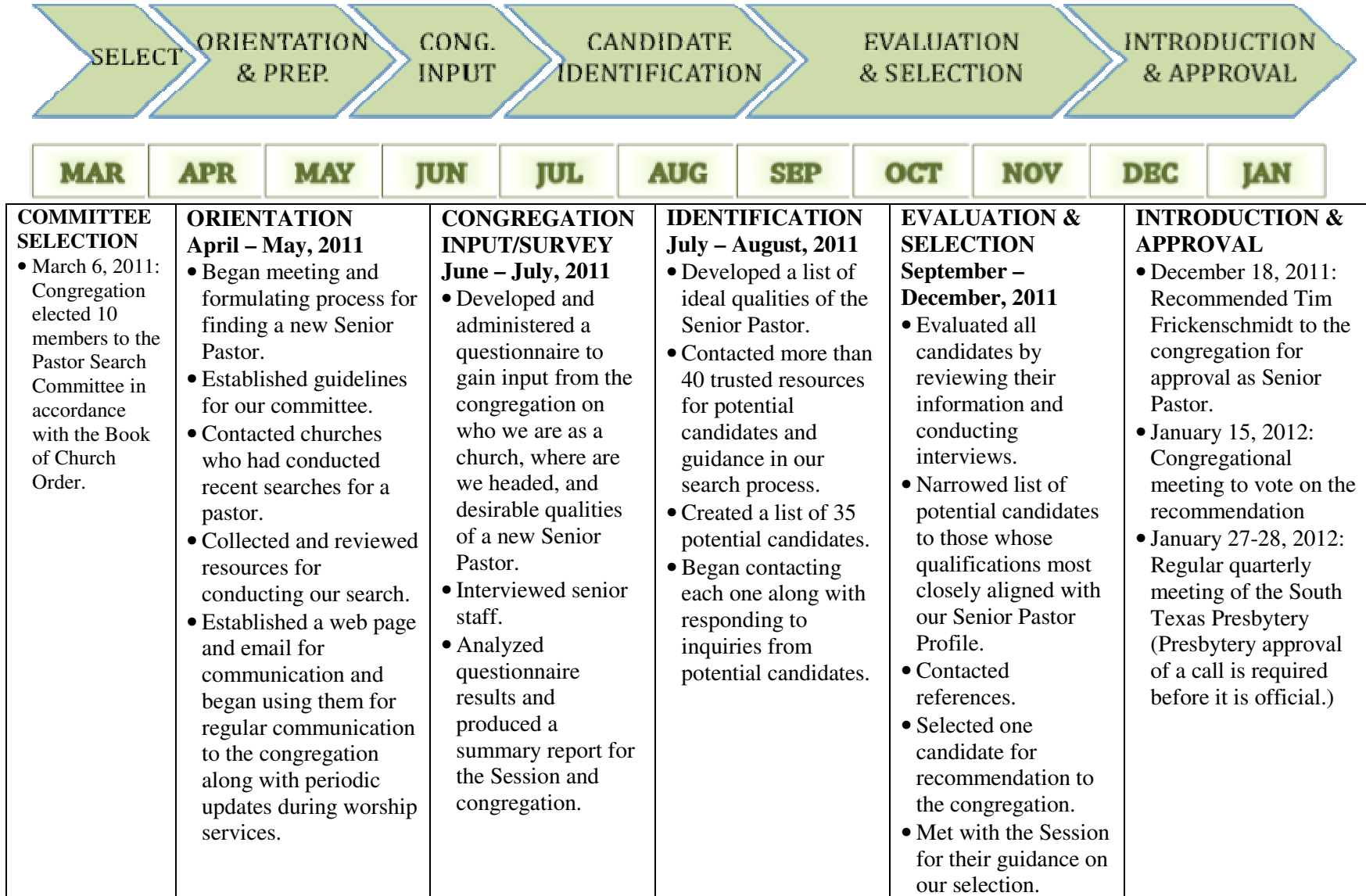
At Covenant we lived on campus and learned the joys and struggles of Christian community, and the fundamental necessity of it for following Jesus. I served as an intern at the Kirk of the Hills Presbyterian Church (PCA) – a church as traditionally Presbyterian as the name sounds, but also as caring of seminary students as a church could be. The Kirk truly prepared both Elissa and me for ministry, as much as Covenant did and in complementary ways. Elissa was in a weekly small group with other Kirk seminary wives and led by the senior pastor's wife – Pam Benton. Pam was as influential on our family as any person during those formative seminary years, as she cultivated Elissa's imagination in beautiful ways for what being a pastor's wife was. At the Kirk I taught a Sunday school class for adults in their mid thirties and forties and led a weekly community group, where a meal was served and the Bible discussed.

It was relationships at the Kirk, where Bill Boyd had also been a seminary intern, that connected us with All Saints. The other church that we seriously considered serving with following graduation was Christ Church (PCA) in Santa Fe, NM. I had worked there as a summer intern between my 2nd and 3rd years at Covenant and had loved the quirky people and unusual ministry demanded by that devoutly post-Christian culture, which also loved art, food, music, and nature. The senior pastor at Christ Church, Martin Ban, became more than a mentor to me; he became a friend and an energizing influence for gospel ministry, one whose voice continually echoes in my mind as I think about the things of God and life.

But when the time came for making our decision between All Saints in Austin and Christ Church in Santa Fe, Austin as a city and culture was the determining factor. When we visited we loved this place immediately – the people, the trees, the hills, the river winding through downtown, the skyline, Zilker Park, the live music, the food, the weather (we visited in March not August), the breakfast tacos, the Austin bravado, people exercising... We felt like we fit; we felt at home in this place.

And now, almost 6 years later, attraction one again has given way to commitment. Much like our senior year in college on the threshold of marriage, knowing that we are blessed in All Saints with a redemptively beautiful people who love Jesus, but not knowing all that the future holds, we are ready to make vows and join ourselves in a shared life of glorifying God and enjoying him together.

II. The Pastor Search Selection Process



III. Why Tim Frickenschmidt?

Remember your leaders, those who spoke to you the word of God. Consider the outcome of their way of life, and imitate their faith. Please pray with us that the Lord will bring us a man who is full of faith. Hebrews 13:7

In considering Tim as a candidate for Senior Pastor, several broad questions emerged in our conversations as a PSC:

1. *What are Tim's gifts and abilities that make him well suited for the Senior Pastor position at All Saints?*
 - Life and ministry marked by faith in Jesus.
 - Loyalty and faithfulness to All Saints.
 - Very strong gifts in the preaching and teaching of the Gospel.
 - Spotless integrity, great reputation in Presbytery, theological acumen.
 - Pastoral, approachable, hospitable, actively engaged with people both inside and outside of All Saints.
 - Even tempered, incisive. Approaches conflict with grace and calm.
2. *How do Tim's gifts and vision align with All Saints' vision?*
 - One of the first things that we sought as a PSC was a vision document from the Session to articulate who we are as a church body. Throughout the process, we remained focused on that broader vision in an effort to represent our body well--not simply each person defining his or her own sentiments.
 - We believe that Tim understands--and lives out--our vision as a church and knows both the strengths and weaknesses of our church body. His knowledge and understanding of our vision, as well as his giftedness and abilities, position him to be a faithful and effective shepherd of our flock.
3. *Tim is not yet 40. Is he ready to be All Saints' Senior Pastor?*
 - We are increasingly convinced that using age as a measurement for wisdom or lived experience as a gauge for maturity is problematic. A profound reliance on the Truth of the God's Word and a life of faith demonstrate far more than age or experience.
 - In Tim we see humble and absolute reliance on the Gospel, faithful dependence on the Spirit and openness to counsel, dialogue and support. We find those qualities to be demonstrative of Tim's readiness to be All Saints' Senior Pastor.

4. *How do Tim's qualifications align with our Senior Pastor Profile?*

Senior Pastor Profile	Tim Frickenschmidt's Qualifications
<p>Personal</p> <p>A mature believer in Christ with demonstrated decisive leadership abilities.</p> <p>Able to communicate the gospel in a clear, accessible, and challenging manner.</p> <p>Is intelligent and articulate, warm and compassionate, approachable and hospitable.</p> <p>Loves All Saints and Austin</p> <p>Is attractive to a young, professional, conservative, suburban congregation while open to the culture of Austin.</p>	<p>Personal</p> <p>Tim is a man who loves God and has shown an unswerving commitment to Him. This is evidenced by his devoted love for his wife and children, and his sensitivity and care for those around him.</p> <p>Tim is articulate and intentional both in preaching and in interactions outside the pulpit with people under his care.</p> <p>Tim's love for All Saints is evidenced by his loyalty and willingness to stay here and love and encourage us through the recent struggle in our congregation. He has approached conflict with strength and humility.</p>
<p>Theological</p> <p>An unwavering commitment to the authority and inerrancy of the Scriptures, along with a love and appreciation for our reformed tradition.</p> <p>Is in agreement with the Westminster Confession and the Book of Church Order.</p>	<p>Theological</p> <p>Tim is committed to the authority and inerrancy of scripture. He has a love and appreciation of the reformed tradition. He is in agreement with the Westminster Confession and the Book of Church Order.</p>
<p>Ministerial</p> <p>Passionate about proclaiming the gospel in the context of both local and foreign missions.</p> <p>Demonstrated ability to penetrate the lives of his congregants to live gospel-centered lives.</p> <p>Ability to move AS into a new phase of maturity as a church, developing its identity, including leading AS toward outward manifestations of our faith, works of mercy and justice, buying or building a church in West Austin, and planting other churches.</p>	<p>Ministerial</p> <p>Tim has demonstrated leadership ability by fulfilling his former role as pastor of the Young Adult Group at All Saints. The fruit of his work is evidenced by the established faith of those under his care, their participation in missions, acts of mercy, and positions of leadership.</p> <p>Over the last 18 months Tim assumed additional responsibilities that included leading AS staff, working with the session, and taking on primary teaching and pulpit responsibilities.</p>