



EPC

A Global Movement of Evangelical Presbyterian Churches

The Ministerial Vocation Committee and the Office of the Stated Clerk of the Evangelical Presbyterian Church are responsible for denominational vocational services. As part of the process of “matching” ministers and congregations, the Office of the Stated Clerk provides resources and advice to both pastors and congregational search committees. To that end, we ask congregations and ministers to complete information forms as an introduction to each other, and a first step in the process of calling a minister for a congregation. For both the individual pastor and the congregation, this is an opportunity for self-study and for evaluation of current ministry and goals. This calls for honesty, effort, and commitment to open communication.

The Church Information Form presents the local congregation’s history, challenges, and goals. It is our hope that this will be of help in facilitating the search process, assisting the church in focusing on future directions and pastors in gaining some sense of the nature and uniqueness of this congregation.

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Please return completed form to:

Evangelical Presbyterian Church
ATTN: OFFICE OF THE STATED CLERK
5850 T.G. Lee Blvd., Suite 510
Orlando, FL 32822

Phone: 407-930-4239
Fax: 407-930-4247
E-mail: info@epc.org





Part 1: Church Information

1. Church Name First Presbyterian Church

Address 302 N. Maxwell St. (PO Box 606

Siloam Springs, AR 72761

Telephone (479) 524.5935 Fax () _____

E-mail info@fpcsiloom.com Website www.fpcsiloom.com

2. Presbytery: Great Plains

Presbytery Ministerial Committee Liaison Sheldon MacGillivray

3. Search Committee Chairman Kai Togami

Address 3800 S Pope Rd

Rogers, AR 72758

E-mail searchcommittee@fpcsiloom.com

Telephone (479) 427-9310

4. List all paid staff positions (use additional sheet if necessary)

| | | |
|--|---|---|
| <u>Pastor</u> | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| <u>Dir. of Family Ministry & Christian Education</u> | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| <u>Director of Worship & Arts</u> | <input type="checkbox"/> Full time | <input checked="" type="checkbox"/> Part time |
| <u>Choir Director</u> | <input type="checkbox"/> Full time | <input checked="" type="checkbox"/> Part time |
| <u>Church Administrator</u> | <input type="checkbox"/> Full time | <input checked="" type="checkbox"/> Part time |
| <u>Facilities Coordinator</u> | <input type="checkbox"/> Full time | <input checked="" type="checkbox"/> Part time |
| <u>Organist/Pianist</u> | <input type="checkbox"/> Full time | <input checked="" type="checkbox"/> Part time |
| _____ | <input type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| _____ | <input type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| _____ | <input type="checkbox"/> Full time | <input type="checkbox"/> Part time |



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CHURCH INFORMATION FORM

5. List all vacant positions

Position Available Pastor Date of Vacancy 05.21.2023

Position Available _____ Date of Vacancy _____

Position Available _____ Date of Vacancy _____

6. Membership (state approximate numbers and percentages)

| | Five years ago | Currently |
|-----------------------------|----------------|------------|
| A. Number of church members | <u>130</u> | <u>114</u> |
| B. Number of family units | <u>57</u> | <u>60</u> |
| C. Worship attendance | <u>133</u> | <u>206</u> |

7. Community Growth Increasing Static Declining

8. Profile of church members

A. Age:

0 % 0-11 8 % 12-18 4 % 19-24 5 % 25-34
42 % 35-49 13 % 50-64 17 % 65+

B. Occupation:

1 % Business 48 % Professional 3 % Trades
1 % Agriculture 9 % Stay-at-Home Parent 21 % Retired
16 % Other (Please Specify) Students (K-12 & College)

C. Educational level of adults

6 % some high school 20 % high school 52 % college 22 % graduate school

D. Percentage of members belonging to the congregation

Less than one year 10 %
5 years or less 23 %
6-10 years 41 %
10 years or more 26 %



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9. Racial/Ethnic composition of:

A. **Congregation**

_____ % African-American .8 % Asian 99.2 % Caucasian _____ % Hispanic
_____ % Other (Specify) _____

B. **Community** (within 5-mile radius of church)

1.2 % African-American 3.2 % Asian 68.9 % Caucasian 20.8 % Hispanic
6 % Other (Specify) American Indian, Pacific Islander, other

10. Community Setting (check as many as apply):

Location

Rural Small Town Metropolitan Suburban Inner City

Function

Industrial Agricultural Recreational Military College/University

Approximate population of community 17,575

11. Church Programming—Worship

A. **Worship Time**

10:30 a.m.
9:30 a.m.
6:00 p.m.
6 p.m.

Average Worship Attendance

130 - Sunday Morning
55 - Sunday School
6 - Wed. Evening Office
15 - Wed. family gathering

B. Frequency of communion celebration: 52 (served weekly) per year

C. How are members involved in planning and participation in the liturgy/worship?

Planning is done by the Pastor, Dir. of Worship & Arts, Choir Director, and members of the worship committee. Participants include a liturgist, member of session reading the prayers of the people, acolytes, choir, and accompanists.



D. Style of liturgy used in your worship (e.g., traditional, contemporary, variety)

mostly traditional

E. Type of music used in worship (e.g., traditional, contemporary, variety)

mostly traditional

12. Church Programming—Sunday School

A. Average attendance in Church School (under 18 years) 35

B. Average attendance in Adult Education (Sunday) 30

13. Church Programming—Organizations/Committees

List major boards, committees, and organizations that are part of your church and frequency of meetings (monthly, weekly, etc.)

| Name | Purpose of Group | Number of members | Frequency of meetings | Leadership Role* |
|------------------------------|---|-------------------|-----------------------|------------------|
| Session | <small> oversee congregational life, supervise pastor, ruling body for church decision making</small> | 8 | monthly | 1 |
| Christian Education | Nurture and Discipleship | 6 | monthly | 3 |
| Community Committee | Congregation Interaction | 5 | monthly | 3 |
| Outreach Committee | Service and Mission | 5 | monthly | 3 |
| Worship Committee | Worship related activities | 2 | monthly | 2 |
| Stewardship Committee | Budgets and buildings | 4 | monthly | 3 |
| Small Groups | Small group fellowship | 3 groups | monthly | 3 |
| | | | | |

*Indicate leadership role expected by using the number below:

1. Pastor takes primary initiative and responsibility.
2. Pastor and laity share responsibility.
3. Laity takes primary initiative and responsibility.



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Part 2: Financial/Church Campus Information

1. Current annual budget: \$ 297,864.86 Last year's annual budget: \$ 266,770.20
(Attach a copy of current budget)

2. Percentage of income received toward budget: 100 %

3. Amount contributed for year 23611.87 (most recent complete reporting year)

- A. EPC Per Member Asking \$ 3500
- B. EPC World Outreach Global Workers \$ 4000
- C. EPC Special Projects \$ _____
- D. Presbytery Per Member Asking \$ 2500
- E. Other Missions/Missionaries \$ 13611.87

4. Property owned by church

A. Describe buildings and property (other than manse).

Sanctuary with balcony

Classroom, meeting, and office space

Fellowship hall/gym plus choir room, kitchen, nursery space

Parking in front of and behind building with small lot across the street

B. Are your buildings adequate for your present program? Yes No

If no, please explain:

C. Is a building program projected? Yes No

If yes, describe what, when, and projected cost

D. Does the church own a manse? Yes No

Condition: Good Fair Poor # of Bedrooms _____

Pastor's Office/Study: In Church In Manse Not Provided

Other _____



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6. Compensation:

A. The salary range we are prepared to offer:

Position: Salary & Housing \$ 50,000-66,500

Position: Benefits \$ 15,000-27,000

Position: Other \$ 2,500

B. The average annual increase over the past three years is:

Position: Pastor \$ 1000 or _____ %

Position: _____ \$ _____ or _____ %

Position: _____ \$ _____ or _____ %

Position: _____ \$ _____ or _____ %

C. Housing

- Housing Allowance
- Manse Only
- Either of the Above

D. Benefits and expenses

Yes Pension (minimum 10% gross effective salary)

Yes Medical insurance

No Life insurance

1/2 FICA Social Security

Yes Travel/mileage

Yes Book allowance

Yes Study leave allowance (minimum 2 weeks)

4 weeks Annual vacation days (minimum 4 weeks)

Negotiable Number of worship services per year for which pastor is provided relief (in addition to vacation and study leave)

Yes Other (Specify: Family membership to Walton Lifetime Health Complex;)



Part 3: Church Characteristics

Check the box that most closely describes the current congregation characteristics and future goals

| Our congregation... | Currently | | | | Goal | | | |
|--|---------------------------------------|---------------------------------------|---------------------------------------|----------------------------|---------------------------------------|---------------------------------------|----------------------------|----------------------------|
| | Agree | | Disagree | | Agree | | Disagree | |
| 1. Supports the pastor. | <input type="checkbox"/> 1 | <input checked="" type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 2. Readily shares their gifts with the rest of the congregation. | <input type="checkbox"/> 1 | <input checked="" type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 3. Places a high priority on sound biblical preaching. | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 4. Gladly welcomes visitors and new members. | <input type="checkbox"/> 1 | <input checked="" type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 5. Is involved in local evangelistic ministries. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input checked="" type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 1 | <input checked="" type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 6. Is often found living their faith in their communities. | <input type="checkbox"/> 1 | <input checked="" type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 7. Has a spirit of unity. | <input type="checkbox"/> 1 | <input checked="" type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 8. Cares about each other. | <input type="checkbox"/> 1 | <input checked="" type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 9. Looks to its Session for leadership. | <input type="checkbox"/> 1 | <input checked="" type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 1 | <input checked="" type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 10. Ministers well to members who are hurting. | <input type="checkbox"/> 1 | <input checked="" type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 11. Uses members' gifts in its worship. | <input type="checkbox"/> 1 | <input checked="" type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 12. Contains people willing and able to lead the congregation. | <input type="checkbox"/> 1 | <input checked="" type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 13. Is capable of change when and where appropriate. | <input type="checkbox"/> 1 | <input checked="" type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 14. Is spiritually alive. | <input type="checkbox"/> 1 | <input checked="" type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |



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15. In what ways does your church participate in ecumenical activities?

In the past we have participated in community Holy Week activities hosted by the local Methodist Church. These activities stopped during COVID. We also participate in the annual Easter sunrise service hosted by churches in the community. Our pastor is a member of the Siloam Springs ministerial alliance.

We have participated in some ecumenical activities that were discontinued in the past year. One is NWA United – a group of northwest Arkansas churches joining together to fight racism and pursue justice. Another is a relationship with a local Hispanic Catholic congregation that ended when the church member who was leading that relationship left the church.

16. Describe the strengths of your congregation.

We are an educated congregation with several ties to John Brown University and the local school system. We place the highest value on the teaching and learning of Scripture. Our intergenerational emphasis has created a rich cross-generational community, and the presence of children in the worship service is encouraged.

We have many diverse gifts among our congregants--leadership, artistic skill, business acumen, and educational expertise. We try to incorporate these gifts into the life of the church, which can sometimes be challenging in our busy congregation.

We own our building, have a strong and reasonable budget, and have met our budget for at least the past fifteen years.

17. List specific problems with which your congregation struggles.

We struggle with emotional and spiritual vulnerability in worship, community and teaching. The overlap with church community and JBU creates multiple complications. We can seem closed off to members who are not affiliated with JBU, and many JBU faculty and staff members who see their work at JBU as a ministry do not believe they are able to commit more time to the ministries of FPC. We are not a good representation of the community – being mostly white, educated, and middle-upper class. Diversity efforts have been identified but have not gained much traction. An example of this is our relationship with St. Mary's Church, the local Latino Catholic congregation, which started well but has not developed in the past few months.

18. List major goals that the congregation has set for itself.

SERVICE:

The church should its members and regular attenders identify their gifts and then commit to the use of those gifts in the church. We need to grow a heart for the lost – to see new believers join church. We are strongly committed to the teaching and application of Scripture—we would like to continue in this commitment.

COMMUNITY CONNECTION:



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19. Has there ever been disciplinary action taken against a pastor of your congregation?

Yes No

20. Has there ever been any disciplinary action against an elder or deacon of your congregation?

Yes No

If you answered "Yes" to either 19 or 20, please explain.

21. Have you completed a mission statement, vision statement, and/or a strategic plan for your congregation?

Yes No

If yes, Date completed 2021

If yes, attach copies of each statement or strategic plan the church has completed.



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CHURCH INFORMATION FORM

Part 4: Leadership Expectations

1. What five key characteristics, gifts, and/or skills should a person bring to the position?

The candidate should have good experience and sound theological training; possess above average preaching and teaching gifts, provide sound scriptural application, and be committed to both individual and congregational transformation based on the Word of God.

The candidate should be a confident, humble, and compassionate leader, who recruits, trains, motivates and manages others to develop and extend their talents and abilities to serve both inside and outside the church.

The candidate should connect well with all generations within the congregation, and interact well with other groups and churches within the Siloam Springs area. We are looking for someone with a "heart for the community," who demonstrates this in all their interactions and relationships. FPC exists in a racially and ethnically diverse area and we want this to be reflected in our community of believers.

The focus of the pastor should be on connecting well with and being able to manage and lead staff, volunteers, programs, finances and continue to create a compelling vision for the development of the church and its members.

The candidate should care for their loved ones well, develop healthy relationships within the church and connect comfortably with neighbors. In these ways they will demonstrate the truth of the gospel and reality of their call to ministry.



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CHURCH INFORMATION FORM

Part 5: Church History

1. What do you consider to be the three most important events in the history of your church?

Leaving the PCUSA (2016)

Departing from PCUSA was a process. The former pastor spent a good deal of time instructing and providing information and insights regarding transition. The congregation dialogued around whether to stay and attempt to make changes or go to a place more aligned with belief systems of FPC. The choice was made to transition to EPC.

Covid-19

FPC experienced many of the same challenges as other churches. We had some people leave because of some decisions and some people attend because of the same decisions:

mask requirements

going to online

outdoor services

distance and disinfecting requirements

Property purchase

It has been a benefit to acquire the church property and be free of mortgage payments

2. What do you consider to be the most interesting and challenging event in the life of your church in the last three years?

Responding to the challenges of Covid-19 as a congregation. We tried to seek a balance of meeting in person while addressing health needs of our congregants and neighbors. We chose a mix of online services, outdoor services, and indoor services with masks. Overall, we believe we responded well. Nevertheless, our community is still feeling the impacts of this time and we are working to rebuild fellowship in our congregation.

