



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





A Global Movement of Evangelical Presbyterian Churches

CHURCH INFORMATION FORM

Part 1: Church Information

1. Church Name Lucaya Presbyterian Church

Address West Beach Road, Freeport, Grand Bahama Island

Bahamas

Telephone (242) 727 2568 Fax (_____) _____

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

2. Presbytery: Florida and the Caribbean

Presbytery Ministerial Committee Liaison Rick Gernhardt

3. Search Committee Chairman Ray Patric-White or Ghassan Haddad

Address _____

E-mail kirk.lucaya@gmail.com or glhaddad@hotmail.com

Telephone (_____) _____

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

<u>Minister</u>	<input checked="" 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
_____	<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
_____	<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
_____	<input type="checkbox"/> Full time	<input type="checkbox"/> Part time



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5. List all vacant positions

Position Available Minister Date of Vacancy Sept 2021

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>86</u>	<u>66</u>
B. Number of family units	<u>21</u>	<u>15</u>
C. Worship attendance	<u>50-60</u>	<u>35-50</u>

7. Community Growth Increasing Static Declining

8. Profile of church members

A. Age:

3 % 0-11 5 % 12-18 2 % 19-24 10 % 25-34
25 % 35-49 40 % 50-64 15 % 65+

B. Occupation:

60 % Business 10 % Professional 10 % Trades
_____ % Agriculture 10 % Stay-at-Home Parent 10 % Retired
_____ % Other (Please Specify) _____

C. Educational level of adults

5 % some high school 50 % high school 40 % college 5 % graduate school

D. Percentage of members belonging to the congregation

Less than one year 0 %
5 years or less 10 %
6-10 years 20 %
10 years or more 70 %



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CHURCH INFORMATION FORM

9. Racial/Ethnic composition of:

A. **Congregation**

_____ % African-American _____ % Asian _____ % Caucasian _____ % Hispanic
90 % Other (Specify) Bahamian, 10% expat

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

_____ % African-American _____ % Asian _____ % Caucasian _____ % Hispanic
99% % Other (Specify) Bahamian

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 40,000

11. Church Programming—Worship

A. **Worship Time**

10-11 am

Average Worship Attendance

40

B. Frequency of communion celebration: 4 times per year

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

Members participate by reading from the Bible, ushering, announcements and with music



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

Traditional reformed _____

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

Traditional and contemporary _____

12. Church Programming—Sunday School

A. Average attendance in Church School (under 18 years) 5

B. Average attendance in Adult Education (Sunday) 5

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*
Crossreach	Feeding the needy	20	monthly	3
Impact	Youth	10	weekly	2
Session	Spiritual oversight	7	monthly	1
Prayer meetings	Prayer	varies	weekly	1
Bible study	Study	varies	weekly	1

*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.



Part 2: Financial/Church Campus Information

1. Current annual budget: \$ 122,703 Last year's annual budget: \$ 122,703
(Attach a copy of current budget)

2. Percentage of income received toward budget: 100 %

3. Amount contributed for year 2021 (most recent complete reporting year)

- A. EPC Per Member Asking \$ 700
- B. EPC World Outreach Global Workers \$ _____
- C. EPC Special Projects \$ _____
- D. Presbytery Per Member Asking \$ 700
- E. Other Missions/Missionaries \$ _____

4. Property owned by church

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

A large, open property which combines the sanctuary, office and classrooms

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: Minister \$ 40,000

Position: _____ \$ _____

Position: _____ \$ _____

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

Position: Minister \$ 0 or 0 %

Position: _____ \$ _____ or _____ %

Position: _____ \$ _____ or _____ %

Position: _____ \$ _____ or _____ %

C. Housing

- Housing Allowance
- Manse Only
- Either of the Above

D. Benefits and expenses

4000 Pension (minimum 10% gross effective salary)

6000 Medical insurance

_____ Life insurance

n/a Social Security

_____ Travel/mileage

_____ Book allowance

2 weeks Study leave allowance (minimum 2 weeks)

4 weeks Annual vacation days (minimum 4 weeks)

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

\$400 Other (Specify: Personal travel expenses per year)



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 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
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 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
5. Is involved in local evangelistic ministries.	<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
6. Is often found living their faith in their communities.	<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
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 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
9. Looks to its Session for leadership.	<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
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 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
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?

We do not, at this time, participate in ecumenical activities.

16. Describe the strengths of your congregation.

We have a strong outreach through: VBS, youth group (age bracket:12-18)-Impact and, our food distribution program-Cross Reach. Our church has a strong session and a core group of dedicated members who are growing spiritually.

17. List specific problems with which your congregation struggles.

Poor attendance with prayer meetings and Bible studies, poor pastoral leadership in the past 6-7 yrs (initiative was lacking), struggles with attaining help outside of core members within the congregation, need for a youth group for ages 6-11, attendance declining due to Covid and the economy.

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

For our church to be lead by a loving, Godly Pastor.

To continue living out our mission statement:

Through serving each other and our community, we seek to become more like Jesus by living, loving and leading as as He did.



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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.

In 1990, the minister was relieved of his duties because of an inappropriate relationship with a congregational member

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

Yes No

If yes, Date completed May 2012

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



Part 4: Leadership Expectations

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

- 1) Faithful Bible teacher who is a man of prayer
- 2) A pastor who is strong to lead yet humble, honest and flexible
- 3) Someone who can adapt to island living
- 4) Praise and worship leader with strong vocals, other musical gifts encouraged
- 5) A leader who reaches out to people of all age groups into the community and especially checks in with members of the congregation to address their absence and pray accordingly



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Part 5: Church History

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

- 1) Leaving the Church of Scotland and joining the EPC
- 2) The formation of a strong outreach feeding program-Cross Reach
- 3) The maturation of our youth group-Impact

(Development of a virtual platform and our 50th anniversary)

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

- 1) Hurricane Dorian in 2019
- 2) Covid Pandemic
- 3) Creating Virtual Church
- 4) Seeking a New Minister



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Part 6: Other Information

1. List the last three individuals who held the position of Minister

Name	Dates of Service
<u>Rev. Kenneth Lane</u>	<u>Jan 2016</u> to <u>Aug 2021</u>
<u>Rev. Michael Hamilton</u>	<u>Nov 2011</u> to <u>Oct 2014</u>
<u>Rev. Scott Kirkland</u>	<u>Oct 2005</u> to <u>Apr 2011</u>

2. Describe any significant factors about the church not covered in previous questions.

Clerk of Session [Signature] Date 27th Jan 22

Search Committee Chair [Signature] Date JANUARY 27, 2022

We encourage churches to list their vacancies on the Ministry Staff Opportunities webpage at www.epc.org/mso. For more information or to send your posting, email info@epc.org