



A Global Movement of Evangelical Presbyterian Churches

CHURCH INFORMATION FORM

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 pastor and the congregation, this is an opportunity for self-study and evaluation of current ministry and goals. This calls for honesty, effort, and open communication.

This Church Information Form (CIF) presents the local congregation’s history, challenges, and goals. It is our hope that this will help facilitate the search process by assisting both the church in focusing on future directions and applicants in gaining some sense of the nature and uniqueness of this congregation.

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.

Guidance for church-based human resources questions such as background checks, personnel policy manuals, and more is available at the Office of the General Assembly by contacting Marti Ratcliff at marti.ratcliff@epc.org or 407-930-4263.

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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





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Part 1: Church Information

1. Church Name First Presbyterian Church of Baton Rouge

Address 763 North Blvd., Baton Rouge, LA 70802

Telephone (225) 387-0617 Fax (225) 225 338-1010

E-mail _____ Website fpcbr.org

2. Presbytery Gulf South

Presbytery Ministerial Committee Liaison _____

3. Search Committee Chairman Brett Furr

Address 505 LSU Ave., Baton Rouge, LA 70808-4643

E-mail brett.furr@taylorporter.com

Telephone (225) 337-5168

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

- | | | |
|---|---|------------------------------------|
| <u>Sr. Pastor (1)</u> | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| <u>Associate Pastor (4)</u> | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| <u>Ministry Executive</u> | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| <u>Administrative Executive</u> | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| <u>Director of Worship</u> | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| <u>Director of Children's Ministry</u> | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| <u>Communications Director</u> | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| <u>Youth Assistant</u> | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| <u>Youth Administrator</u> | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| <u>See attached sheet for additional personnel info</u> | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time |



- 5. List all key volunteer positions
 - Committee Leadership (10)
 - Sunday School Teachers (35)
 - Community Group Leaders (40)
 - Ministry Mission Partnership and Service (100)

- 6. List all vacant positions

Position Available Associate Pastor for Teaching and Leadership Date of Vacancy 1/1/2025

Position Available _____ Date of Vacancy _____

Position Available _____ Date of Vacancy _____

- 7. Membership (state approximate numbers and percentages)

	Five years ago	Currently
A. Number of church members	<u>1,493</u>	<u>1,585</u>
B. Number of family units	<u>872</u>	<u>878</u>
C. Worship attendance	<u>768</u>	<u>780</u>

- 8. Community Growth Increasing Static Declining

- 9. Profile of church members

A. Age:

19 % 0-11 10 % 12-18 9 % 19-24 11 % 25-34
16 % 35-49 19 % 50-64 16 % 65+



B. Occupation:

30 % Business 60 % Professional 1 % Trades
2 % Agriculture 2 % Stay-at-Home Parent 5 % Retired
% Other (Please Specify)

C. Educational level of adults

0 % some high school 5 % high school 45 % college 50 % graduate school

D. Percentage of members belonging to the congregation

Less than one year 3 %
5 years or less 27 %
6-10 years 18 %
10 years or more 52 %

10. Racial/Ethnic composition of:

A. Congregation

<1 % African-American <1 % Asian 99 % Caucasian <1 % Hispanic
% Other (Specify)

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

36 % African-American 1.4 % Asian 59 % Caucasian 2.3 % Hispanic
% Other (Specify)

11. 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: 440,956



12. Worship

A. Worship Time	Average Worship Attendance	Worship Style
<u>7:45</u>	<u>68</u>	<u>Traditional</u>
<u>9</u>	<u>446</u>	<u>Contemporary</u>
<u>11</u>	<u>266</u>	<u>Traditional</u>
<u> </u>	<u> </u>	<u> </u>
<u> </u>	<u> </u>	<u> </u>

B. Frequency of communion celebration: **7:45am weekly, 9am monthly, 11am bi-weekly**

C. How are members involved in planning and participation in the liturgy/worship
**A quarterly worship committee offers feedback and suggestions.
 Members involved in ushering, communion serving, liturgy assisting.
 The liturgical leadership generally led by pastors and staff**

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

**7:45 - Traditional/weekly communion
 9 - Contemporary/monthly communion
 11 - Traditional/biweekly communion**

Single services 10 times a year (Palm Sunday, Reformation Sunday, summer Sundays)

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

13. Ministry Programs

A. Average attendance in Church School (under 18 years):	<u>110</u>
B. Average attendance in Adult Education (Sunday):	<u>150</u>
C. Average involvement in Small Groups:	<u>300</u>



14. Organizational Structure

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		30	monthly	2
Diaconate		30	monthly	2
Trustees		5	quarterly	3
Baton Rouge Christian Counseling	Multi-denominational Bible based counseling	13	quarterly	3
Foundation	oversee endowment	10	quarterly	2
Preschool/MDO	early childhood development	90	4 days/week	4

*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.
4. A staff person takes primary initiative and responsibility.

Part 2: Financial/Church Campus Information

1. Current annual budget: \$ 4,500,000 Last year's annual budget: \$ 4,373,000
(Attach a copy of current budget)

2. Percentage of income received toward budget: 100.00 %



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

- A. EPC Percentage of Income \$ 37,600
- B. EPC World Outreach Global Workers \$ 109,000
- C. EPC Special Projects \$ 10,000
- D. Presbytery Per Member Asking/Percentage of Income \$ 26,000
- E. Other Missions/Missionaries \$ 170,000

4. Property owned by church

- A. Describe buildings and property (other than manse), including condition.

One City Block; Sanctuary; Chapel; Classrooms, Gym

- B. Are your buildings adequate for your present program? Yes No
If no, please explain:

- C. Is a building program or capital project projected? Yes No
If yes, describe what, when, and projected cost

Renovation of educational facilities and expansion of parking 2026

- 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 _____



5. Compensation:

A. The salary range we are prepared to offer:

Position: Associate Pastor for Teaching and Leadership \$ commensurate with skills and
 Position: _____ \$ experience
 Position: _____ \$ _____

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

Position: _____ \$ _____ or _____ %
 Position: _____ \$ _____ or _____ %
 Position: _____ \$ _____ or _____ %
 Position: _____ \$ _____ or _____ %

C. Housing

- Housing Allowance
- Manse Only
- Either of the Above

D. Benefits and expenses

11% Retirement Plan (minimum 10% gross effective salary)
x Medical insurance (EPC medical coverage required for full-time TEs)
x Life insurance
x Social Security
x Travel/mileage
x Book allowance
10 Study leave allowance (minimum 2 weeks)
20 Annual vacation days (minimum 4 weeks)
6 Number of worship services per year for which pastor is provided relief
 (in addition to vacation and study leave)
x Sabbatical frequency and length every 7 years for 2 months
x Other (Specify: education assistance for pastors' children)

E. The church participates in the EPC's medical benefits plan Yes No

F. The church participates in the EPC's retirement plan Yes No



Part 3: Church Characteristics

Check the box that most closely describes the current characteristics of the congregation.

Our congregation...

Agree Disagree

- | | | | | |
|--|---------------------------------------|---------------------------------------|----------------------------|----------------------------|
| 1. Is spiritually vibrant | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 2. Demonstrates love for the pastor and his/her family | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 3. Readily shares their gifts with the rest of the congregation | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 4. 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 |
| 5. Effectively integrates newcomers | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 6. Is engaged in evangelism | <input type="checkbox"/> 1 | <input checked="" type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 7. 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 |
| 8. Has a spirit of unity | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 9. Cares about each other | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 10. Is supportive of the Session and pastoral leadership | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 11. Ministers well to members that are hurting | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 12. Uses members' gifts in worship | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 13. Contains people willing and able to lead the congregation | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| 14. 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 |
| 15. Is connected to and prayerful about what God is doing in the global church | <input type="checkbox"/> 1 | <input checked="" type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |

16. How are elders and deacons initially trained and equipped for ministry?

Spiritually mature and service-minded congregants who are called to office complete three training sessions with the Pastors and are examined by the Session. Additionally, officers are familiarized with the EPC Leadership Training Guide.



17. What is the Session's current practice regarding the ongoing discipleship of elders and deacons?

**Weekly elder Bible study and prayer with the Pastor.
Annual or biannual retreats focusing on books or specific topics of discipleship.
Ongoing discipleship and training via monthly Session and Diaconate meetings.**

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

To fulfill our motto of reaching further into the world means that we partner with other gospel-focused ministries, programs, and missionaries worldwide to help empower them to fulfill their calling.

For our 30+ ministry partners, both local and global, we commit to:

- Pray regularly for our ministry partners in worship services and committee meetings.
- Provide financial support and hands-on partnership through church volunteerism and mentoring.
- Examples of some of our long-standing partnerships include:

Abounding Love Ministries (inner city church partnership)
Gardere Community Christian School (local)
Smiles Foundation (Romania)
Global Transformation Ministries (Columbia)
Bethany Centre (Uganda)
Kasr El Dohara Evangelical Church (Cairo)
Caring to Love Ministry (local crisis pregnancy center)
Habitat for Humanity (completing 7th home)
Baton Rouge Christian Outreach Center (local)

New: The Sanctuary (North Baton Rouge Church Plant with pastors formerly incarcerated)

Additionally, we are an active member of the Evangelical Presbyterian Church, both in our regional presbytery and in the larger denomination. As such, we have played a major role in the planting of several EPC churches nationally and globally.

19. Describe the strengths of your congregation.

**Loving - Caring, Supporting, Praying, Thoughtful, Hospitable, Compassionate
Devoted to God's Truth - Biblical, Studious, Pursuing Christ-likeness
Faithful - Prayerful, Committed, Engaged, Dedicated
Joyful - Overflowing, Grateful, Attentive to God's Beauty, Full of Praise
Generous - Financially, sharing of both time and resources**



20. List specific problems with which your congregation struggles.

Congregational busyness and competing activities outside of the church can contribute to a lack of missional focus among portions of the congregation.

Management of three worship services with differing worship styles,

Need for renovations to education facilities to accommodate the blessing of a congregation that is growing and becoming younger.

A world culture that is increasingly hostile to the Church.

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

The Session recently adopted a long-term strategic plan that outlines the following goals:

Worship - Goal: Involve newer and younger members in worship participation and leadership.

Pray - Goal: Gather in small groups to intercede faithfully for specific topics, using expanded prayer structures (ie. experiential prayer, spiritual conferencing, retreats, concerts of prayer).

Follow - Goal: Expand participation in community groups by training up new leaders and providing resources to create ease of access.

Care - Goal: Expand the "care" dimension of our community and fellowship groups; and expand opportunities to connect members across three different services.

Proclaim - Goals:

Evaluate our mission fidelity annually

Establish intentional, regular teaching programs on essentials to new Christians and young members

Continue to build on the influx of young families and childhood ministries

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

Yes No

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

Yes No



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If you answered “Yes” to either 22 or 23, please explain.

In a few instances, elders have been asked by the session to resign when they have been unable to fulfill their ordination vows. No cases have resulted in formal discipline, trial or presbytery action.

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

Yes No

If yes, Date completed 9/2024

If yes, enter each statement or strategic plan (or attach copies if space below is limited).

Strategic Plan document attached



Part 4: Leadership Expectations

1. What are some key character strengths a person should bring to this position?

A passion for Jesus Christ, his Word, personal prayer and cultivating a devoted relationship with Christ.

A deepening Christian maturity through a consecrated life, expressed through cultivating the fruit of the Spirit, a commitment to regular prayer and a disciplined study of the Word, striving for physical vigor, mental health, financial responsibility, a loving marriage and robust, sacrificial love for family.

Resilience through reliance on Christ in the face of challenges that may be personal, congregational, city-wide or national.

Evident love and pastoral concern for others that fosters a culture of welcome, harmony and care.

Fervent in upholding God's Word

A servant leader who is approachable, even tempered, compassionate and humble

Honest and direct

A Courageous leader with vision and genuine enthusiasm for proclaiming a Christian world view in an increasingly post-Christian society

2. What are five key gifts/skills/abilities a person should bring to this position?

Preaching. Prepare and preach vibrant and inspiring Biblical sermons, sharing the whole counsel of the Word of God with focus on the person and work of Jesus in attunement with the major seasons of the church year.

Teaching. A relatable teacher with a mature and commanding knowledge of Scripture. Teach as able to all generations throughout the congregation in Sunday schools, community groups and other venues.

Leadership. Motivational leader of the elders and staff, building harmonious teams, inspiring participation in working towards a shared vision. A consensus builder who is effective at team building, conflict resolution and delegation.

Vision Casting. Prayerfully discern with elders and staff leadership God's calling for how the church can fulfill its mission.

Mission. Inspire and encourage the congregation in living missional lives through daily activity and specific mission to the community and world. Outward focus.

Energy and Pace. Drive forward the mission and vision of the church at a pace that is inspiring, healthy, and consistent.

Evangelical Presbyterian Church. Committed to the health of the EPC.

3. What are the primary pastoral duties for the position? (Attach a position description)

See attached job descriptions for the position of Associate Pastor and Senior Pastor. Reference is also made to Towards a "Seamless Pastoral Transition" that has been approved by the Session and is attached as an Addendum.



Part 5: Church History

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

- Realignment of our affiliation with the Evangelical Presbyterian Church in 2007 in order to maintain biblical integrity
- Rooted in the Baton Rouge community for almost 200 years, construction of the sanctuary in 1927
- Long standing commitment to biblical based preaching

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

As with most churches, COVID presented unique challenges to First Presbyterian church. We, however, remained strong with outstanding online participation and continued financial support. Following COVID, our church has experienced a resurgence in attendance and significant growth among young families. In response, our congregation and elders have collaborated to develop a strategic plan aimed at nurturing this growth and guiding our future. Through focus groups and a congregation-wide survey, we conducted a thorough evaluation of our church's strengths and areas for improvement. After several months of thoughtful analysis, we've developed actionable steps to best serve our multi-generational congregation while welcoming new families and furthering the mission of the church, "Deeper in Christ, Further into the World."



Part 6: Other Information

1. List the last three individuals who held this position

Name	Dates of Service	
<u>Gerrit Dawson</u>	<u>6/2004</u>	to <u> </u>
<u>Russ Stevenson</u>	<u>6/1984</u>	to <u>10/2004</u>
<u>Sherod Rice</u>	<u>8/1968</u>	to <u>10/1982</u>

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



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Statement of Acknowledgment

The EPC believes that honesty and a commitment to open communication are critical to building the body of Christ. In that spirit, please confirm your agreement to the following statements by your signatures below.

1. We attest that the information contained in this Church Information Form is true and complete to the best of our knowledge.
2. We authorize applicants for the position(s) listed herein to make inquiries regarding all statements contained in this Church Information Form.
3. We authorize the Office of the Stated Clerk to circulate, distribute, and otherwise share this Church Information Form with potential candidates for the position(s) listed herein.
4. We acknowledge the Medical Plan and Retirement Plan services offered by the EPC's Benefit Resources, Inc., exist to serve EPC churches and their staff members. We also acknowledge the EPC's Book of Order requirement that EPC churches provide medical insurance to ordained staff members through BRI as mandated by the following Acts of the General Assembly:

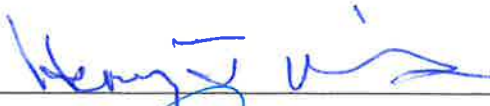
81-04 Terms of call for any minister of member churches shall provide for participation in the denominational hospitalization and disabilities programs. *(Minutes of the 1st General Assembly, 1-32)*


81-06 The denominational group insurance plan providing health, disability, and life coverage shall be mandatory for all ministers within member churches. *(Minutes of the 1st General Assembly, 1-36)*

88-08 Assembly amends participatory requirements for group health insurance plan by requiring participation of all ministers on the rolls of presbyteries with the exception of:

1. Missionaries laboring in cooperative agreements with mission agencies;
2. Ministers laboring in institutional agencies providing their own group insurance plan;
3. Ministers afforded group insurance coverage as part of retirement benefits from a previous employer;
4. Ministers without call, and ministers laboring less than 20 hours in a place of ministry. *(Minutes of the 8th General Assembly, 8-24)*

For information about EPC benefits through BRI, see www.epc.org/benefits, email benefits@epc.org, or call 407-930-4267.

Clerk of Session  Date 11/12/24

Search Committee Chair  Date 11/12/24