



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.

Contents

Part 1: Church Information	Part 4: Leadership Expectations
Part 2: Financial/Church Campus Information	Part 5: Church History
Part 3: Church Characteristics	Part 6: Other Information

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





EPC

A Global Movement of Evangelical Presbyterian Churches

Part 1: Church Information

1. Church Name Bay Presbyterian Church

Address 25415 Lake Road, Bay Village, OH 44140

Telephone (440) 871-3822 Fax (_____) _____

E-mail questions@baypres.org Website baypres.org

2. Presbytery Presbytery of the Alleghenies

Presbytery Ministerial Committee Liaison Richard Gash

3. Search Committee Chairman Amy Free / Matt Pedone (Co-Chairs)

Address (Amy) 4287 White Pine Dr., Avon, OH 44011

(Matt) 23499 Quail Hollow, Westlake, OH 44145

E-mail amyfree23@gmail.com matthew.r.pedone@gmail.com

Telephone (_____) Amy 773-314-7174 Matt 440-590-3641

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

See attached list for staff positions

Full time Part time

Full time Part time

Full time Part time

Full time Part time

Full time Part time

Full time Part time

Full time Part time

Full time Part time

Full time Part time

Full time Part time



5. List all key volunteer positions

Respite / Special Needs

Greeters / Ushers

Care Team

Community Group Leaders

Children's Ministry

Student Ministry

6. List all vacant positions

Position Available Director of Student Ministry Date of Vacancy 7/1/2024

Position Available Volunteer Coordinator Date of Vacancy 8/1/2024

Position Available Events & Environment Coordinator Date of Vacancy 6/15/2024

7. Membership (state approximate numbers and percentages)

	Five years ago	Currently
A. Number of church members	<u>1,845</u>	<u>946</u>
B. Number of family units	<u>1,115</u>	<u>613</u>
C. Worship attendance	<u>950</u>	<u>590</u>

8. Community Growth Increasing Static Declining

9. Profile of church members

A. Age:

n/a* % 0-11 n/a* % 12-18 1 % 19-24 6 % 25-34
18 % 35-49 25 % 50-64 50 % 65+

* Between weekday preschool and other programs we have over 1,500 children involved in some way in the church but the kids are not considered members



EPC

A Global Movement of Evangelical Presbyterian Churches

CHURCH INFORMATION FORM

B. Occupation:

20 % Business 30 % Professional 5 % Trades
0 % Agriculture 10 % Stay-at-Home Parent 25 % Retired
10 % Other (Please Specify) Education / Healthcare

C. Educational level of adults

3 % some high school 97 % high school 64 % college 25 % graduate school

D. Percentage of members belonging to the congregation

Less than one year 0.3 %
5 years or less 9.7 %
6-10 years 12 %
10 years or more 78 %

10. Racial/Ethnic composition of:

A. Congregation

1 % African-American 0.5 % Asian 98 % Caucasian 0.5 % Hispanic
_____ % Other (Specify) _____

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

1 % African-American 0.5 % Asian 98 % Caucasian 0.5 % 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: 16,047

Within a 5 mi. radius of Bay Village - est. population 129,000



12. Worship

A. Worship Time	Average Worship Attendance	Worship Style
<u>9a</u>	<u>264</u>	<u>Traditional</u>
<u>11a</u>	<u>381</u>	<u>Contemporary</u>
<u> </u>	<u> </u>	<u> </u>
<u> </u>	<u> </u>	<u> </u>
<u> </u>	<u> </u>	<u> </u>

B. Frequency of communion celebration: 12 per year

C. How are members involved in planning and participation in the liturgy/worship?
BPC staff plan worship and elders, deacons and members participate throughout the service through greeting, ushering, reading scripture, praying, singing, playing musical instruments, distributing communion and other contributions.

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

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

13. Ministry Programs

- A. Average attendance in Church School (under 18 years): 130
- B. Average attendance in Adult Education (Sunday): 50
- C. Average involvement in Small Groups: 420



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	Leadership & Sheperding	12	1x mo	1
Deacons	Care & Support	9	1x mo	3/4
Board of Directors	Financial & Property Oversight	6	1x mo	2
Personnel Committee	Support Lead Pastor In Staffing Matters	4	1x mo	1
MomCo (formerly MOPS)	Outreach To Moms	100	4x mo	3/4
Mission Advisory Board	Misson Evaluation	9	4-5x yr	3/4
Student Ministry	Outreach & Discipleship	5+	4x mo	4
BPC Preschool	Outreach & Discipleship	100+	Mon-Fri	4
Special Needs Ministry	Outreach	5+	1x mo	3/4
Children's Ministry	Outreach & Discipleship	100+	4x mo	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: \$ 2,967,693 Last year's annual budget: \$ 3,118,742
(Attach a copy of current budget)
2. Percentage of income received toward budget: 100.00 %



EPC

A Global Movement of Evangelical Presbyterian Churches

CHURCH INFORMATION FORM

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

- A. EPC Percentage of Income \$ 29,800
- B. EPC World Outreach Global Workers \$ 12,000
- C. EPC Special Projects \$ 0
- D. Presbytery Per Member Asking/Percentage of Income \$ 18,850
- E. Other Missions/Missionaries \$ 289,265

4. Property owned by church

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

BPC's main campus sits on the shores of Lake Erie. The 90,000 sq. ft. campus includes a sanctuary (1988) that was updated in 2019, a children's education wing (1999) with classrooms that also house our Weekday Preschool, meeting spaces, a kitchen, and staff offices, the original worship space dedicated to student ministry, a large meeting room and additional staff offices (1951). In Cleveland, the Bridge CLE campus was acquired from the Catholic Diocese of Cleveland in 2011. That campus has five buildings totaling 66,584 sq. ft. including a sanctuary (1953) where our church plant, Bridge City Church worships, the Community House (1900), the Fulton House (1960), Sandy's House (1920) and the Jones Building which is utilized by ministry partners and other urban based mission groups.

- 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

- 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 _____



EPC

A Global Movement of Evangelical Presbyterian Churches

CHURCH INFORMATION FORM

5. Compensation:

A. The salary range we are prepared to offer:

Position: Lead Pastor \$ Commensurate with experience

Position: _____ \$ _____

Position: _____ \$ _____

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

Position: Lead Pastor \$ _____ or 3.00 %

Position: _____ \$ _____ or _____ %

Position: _____ \$ _____ or _____ %

Position: _____ \$ _____ or _____ %

C. Housing

Housing Allowance

Manse Only

Either of the Above

D. Benefits and expenses

Yes Retirement Plan (minimum 10% gross effective salary)

Yes Medical insurance (EPC medical coverage required for full-time TEs)

Yes Life insurance

No Social Security

Yes Travel/mileage

Yes Book allowance

Yes Study leave allowance (minimum 2 weeks)

Yes Annual vacation days (minimum 4 weeks)

10-12 Number of worship services per year for which pastor is provided relief (in addition to vacation and study leave)

Yes Sabbatical frequency and length No Set Policy, typically every 7-8 yrs

Yes Other (Specify: Expense account for meals, books, etc.)

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 type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
2. Demonstrates love for the pastor and his/her family	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
3. Readily shares their gifts with the rest of the congregation	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input checked="" 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 type="checkbox"/> 1	<input type="checkbox"/> 2	<input checked="" type="checkbox"/> 3	<input type="checkbox"/> 4
6. Is engaged in evangelism	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input checked="" type="checkbox"/> 3	<input type="checkbox"/> 4
7. 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
8. Has a spirit of unity	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
9. Cares about each other	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
10. Is supportive of the Session and pastoral leadership	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
11. Ministers well to members that are hurting	<input type="checkbox"/> 1	<input checked="" 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 type="checkbox"/> 1	<input checked="" 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?

This is an area where we continue to evolve, but today elders and deacons are trained and prepared for ministry through a process that includes biblical and theological education, understanding Presbyterian polity and governance, and practical skills for pastoral care and leadership.



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

New leaders go through mentorship and orientation programs to learn their roles, followed by ongoing training and spiritual development opportunities such as workshops, retreats and denominational resources from the EPC throughout their respective term.

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

BPC in 2020 joined with New Life at Calvary, a predominantly urban African-American Presbyterian church, to plant a new church, Bridge City Church on our mission campus, Bridge CLE. The three churches continue to engage in ministry together and often celebrate Ash Wednesday and other special services together. BPC elders are also engaged with our Presbytery of the Alleghenies, attending Presbytery meetings and special workshops.

Annually, our special needs ministry hosts a special event in partnership with the Tim Tebow Foundation called 'A Nite To Shine' offering a celebration of special needs families in the community. This is often the first interaction with our church for a number of special needs individuals and their families.

In partnership with New Life at Calvary and Bridge City Church, BPC is hosting a marriage weekend for communities in Spring 2025.

This is just a sampling of activities.

19. Describe the strengths of your congregation.

BPC's congregation is characterized by several key strengths that provide a solid foundation for its future. The church has a devoted and resilient core of long-time members who remain deeply committed to its evangelical mission and biblical teachings, even amidst recent challenges such as declining attendance and internal conflicts. The congregation is known for its strong engagement in church life, demonstrated by high participation in key ministries like the well-regarded Special Needs ministry and family-oriented programs, including a thriving preschool and children's ministries. These ministries are highly valued and foster a welcoming, inclusive, and supportive environment that draws in families and new members.

Additionally, the church's commitment to self-reflection and renewal is evident through the congregation's active involvement in summits and initiatives aimed at deepening their relationship with Christ, rebuilding community, and clarifying their vision for the future. Overall, BPC's strengths lie in its faithful membership, active engagement in ministry, and desire for growth and renewal, which are vital for advancing its mission and vision.



20. List specific problems with which your congregation struggles.

BPC, like most historically mainline churches in the US, has struggled with declining attendance and engagement, particularly in attracting and retaining younger members such as Millennials and Gen Z, which is crucial for the church's future vitality. Over the past decade, the congregation has decreased to about half its size due to continuous changes and internal conflicts that have caused disillusionment among some members. It is worth noting that in the 18 months following the VCM renewal initiative and report, our average weekly attendance numbers have increased by about 150.

Most importantly, the church faces challenges in reaching out to those within a 5 mile radius of the church and effectively connecting with those who are unchurched or de-churched. While these issues persist, the church (via session) has taken significant steps through a Vital Church Ministry (VCM) led renewal process that includes healing from past conflicts, updating our vision, mission, and values, and implementing policy governance to foster unity and strategic alignment. These efforts aim to rebuild community and guide the church into a more cohesive and vibrant future, making it imperative to address the ongoing need to grow and diversify the congregation.

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

1. Becoming a Disciple-Making Church Led by the Next Generation:

The plan emphasizes the goal of having 75% of attending households complete a Discipleship Pathway, focusing on spiritual growth and community building. This pathway includes steps for spiritual maturity, equipping members to lead, and fostering intergenerational mentorship where older generations mentor younger leaders.

2. Engaging Younger Generations:

A significant goal is to grow the church's Millennial attendance to 18% and Gen Z attendance to 10% of total attenders. This involves developing strategies that make the church more welcoming, relevant, and engaging for these demographics, including innovative worship styles, outreach methods, and programs that cater to their needs and interests.

3. Creating a Welcoming and Others-Oriented Culture:

The church aims to foster a welcoming environment where all feel included and valued. This involves enhancing the sense of belonging within the congregation and the broader community. The plan includes designing a robust volunteer system to ensure every attender is involved in a Community Group or Ministry group, promoting active participation and deeper connections.

4. Developing Strong Leadership and Governance:

The plan includes implementing policy governance to ensure better alignment between the Session, staff, and congregation. This structure will support the church's mission and vision, helping leaders to work more cohesively and effectively in decision-making and ministry execution.

5. Enhancing Evangelism and Community Engagement:

Strengthening evangelism is a priority, with a goal of developing a biblical stewardship model and training attenders to share their faith with others. The church seeks to increase its impact within the Bay Village community and beyond, ensuring its outreach efforts are innovative and risk-taking while staying true to being Christ-centered.

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



EPC

A Global Movement of Evangelical Presbyterian Churches

CHURCH INFORMATION FORM

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

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

Yes No

If yes, Date completed 8/2024

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

see attached



EPC

A Global Movement of Evangelical Presbyterian Churches

CHURCH INFORMATION FORM

Part 4: Leadership Expectations

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

Alignment with EPC and Church Vision: The candidate should be deeply aligned with the Evangelical Presbyterian Church (EPC) standards and the specific vision of BPC, ensuring their ministry philosophy and approach align with the church's theological and strategic direction.

Focus on Spiritual Renewal and Evangelism: A strong commitment to spiritual renewal and a passion for evangelism are essential. The candidate should inspire and lead the congregation in a renewed focus on sharing the gospel and deepening their relationship with Christ.

Strong Leadership and Relational Skills: The ability to lead with strength, clarity, and relational warmth is crucial. This includes building trust, fostering unity, and facilitating collaboration among staff, session, and congregation members.

High Emotional Quotient (EQ): The candidate must possess a high level of emotional intelligence to navigate complex relationships, handle conflict gracefully, and maintain healthy, constructive interactions within the church community.

Commitment to Biblical Reconciliation: A strong emphasis on biblical reconciliation is necessary, ensuring that the church fosters an environment of grace, forgiveness, and unity grounded in scripture.

Stability and Community Involvement: Demonstrating stability and a deep commitment to engaging with the community, both within and outside the church, is important to build lasting relationships and foster a sense of belonging and mission among members.

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

Strong Leadership Skills: The ability to lead effectively, foster unity, and align the staff, session, and congregation around the church's mission, vision, and strategic goals, with a servant's attitude.

Evangelism and Outreach Proficiency: A proven track record in evangelism and the ability to develop and execute outreach strategies that engage both the congregation and the broader community.

High Emotional Intelligence (EQ): Skills in managing interpersonal relationships, resolving conflicts biblically, and maintaining a compassionate and supportive environment for staff and congregation members.

Teaching and Preaching Excellence: Strong biblical teaching and preaching skills that resonate across generational lines and encourage spiritual growth and discipleship among members.

Strategic Planning and Execution: The ability to create and implement strategic plans that support the church's long-term vision, including stewardship, discipleship, and leadership development initiatives.

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

Spiritual Leadership: Leading the congregation in spiritual growth and renewal by preaching and teaching biblically grounded sermons that resonate across generational lines and encourage spiritual maturity and discipleship among members.

Administrative Leadership and Governance: Overseeing the church's ministries, staff, and administrative functions to ensure alignment with the church's mission, vision, and values. This includes collaborating closely with the Session and staff to create a cohesive and effective team dynamic.

Discipleship and Evangelism: Focusing on discipleship and fostering a culture of evangelism, empowering members to actively engage in sharing their faith and making disciples within the church and the broader community.

Building Unity and Community Engagement: Facilitating unity and collaboration among the congregation, session, and staff while actively engaging with the local community to enhance the church's outreach and impact.

Pastoral Care: Providing pastoral care, including shepherding, counseling, and supporting the spiritual and emotional needs of the congregation, ensuring a welcoming and inclusive environment.



EPC

A Global Movement of Evangelical Presbyterian Churches

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?

1.) Founding in 1917

Ida Cahoon established our mission as a grace-filled, outreach-minded church with a heart for children in 1917. That legacy has shaped our identity over our 100-year history.

2.) Stability & Growth

We had enjoyed stability in pastoral and senior staff leadership from 1965 to 2008. During that time, the church grew in numbers, influence and maturity as members were equipped and sent out to follow God's call into our communities. Transitioned from PCUSA to EPC which was a significant undertaking spiritually and financially.

3.) Discerning Our Future While Faithfully Serving His Kingdom

During the 15 year period we entered after decades of having the stability of the same pastor, we experienced continuous change as we tried to figure out who we were in a new era -- we experienced significant growth in our membership and finances, acquired the family ministry center in Cleveland which would later become home to a church plant, we went through two different lead pastors and a number of associates, had leadership transitions and some internal conflicts that ultimately led to a later decline in attendance. Eventually our session through prayerful discernment led BPC to embark on a critical renewal journey with VCM. Despite some tumult and conflict during that period, there remained a core of engaged members and hardworking staff that helped provide much needed stability.

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

Facilitated by Vital Church Ministry, our renewal process, involved a series of summits where the congregation engaged in deep self-reflection, addressed past conflicts, and clarified the church's vision, mission, and values. This pivotal moment allowed the church to refocus on a Christ-centered mission, fostering a new season of unity, spiritual growth, and a renewed commitment to building a vibrant future grounded in faith.



Part 6: Other Information

1. List the last three individuals who held this position

Name	Dates of Service	
<u>Mark Tumney</u>	<u>3/2019</u>	to <u>1/2023</u>
<u>Garnett Slatton</u>	<u>2/2009</u>	to <u>9/2016</u>
<u>Hu Auburn</u>	<u>1/1975</u>	to <u>11/2008</u>

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

Between Garnett Slatton's departure and Mark Tumney's call, we had two transitional pastors:

- Bob Hopper, from February 2017 until his unexpected death in June 2017
- Chris Scruggs, from October 2017 through February 2019



EPC

A Global Movement of Evangelical Presbyterian Churches

CHURCH INFORMATION FORM

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 John Engelbrecht Date 9/24/2024

Search Committee Chair Amy Free / Matt Pedone Date 9/24/2024

FINAL BPC 24/25 BUDGET		
DEPARTMENT	BUDGET LINE	AMOUNT
Children's Ministry	CM Preschool	\$1,200
Children's Ministry	CM Elementary	\$2,700
Children's Ministry	Childcare Expenses	\$500
Children's Ministry	Special Needs Min Expenses	\$0
Children's Ministry	CM Supplies	\$3,000
Children's Ministry	KCO	\$8,000
	TOTAL: \$15,400.00	0.52%
Student Ministry	Student Retreat - Middle School	\$2,250
Student Ministry	Middle School Ministry	\$5,000
Student Ministry	Student Retreat - High School	\$2,250
Student Ministry	High School Ministry	\$5,000
	TOTAL: \$14,500.00	0.49%
Worship	Contemporary Worship	\$3,000
Worship	Traditional Worship	\$1,500
Worship	Seasonal Displays/Decorations	\$6,000
Worship	A/V Worship	\$7,500
Worship	Instrument Maint/Replacement	\$12,500
Worship	Copyright License	\$1,400
Worship	Worship Materials	\$6,000
	TOTAL: \$37,900.00	1.28%

Congressional Care	Congregational Care Expenses	\$3,000
Congressional Care	Legacy Ministry	\$2,500
	TOTAL: \$5,500.00	0.19%
Family Life	Women's Ministry Exp	\$4,500
Family Life	Adult Education	\$4,000
Family Life	Men's Ministry Exp.	\$2,000
Family Life	Community Groups	\$2,000
Family Life	Parenting	\$500
Family Life	Milestones	\$3,500
	TOTAL: \$16,500.00	0.56%
Evangelism	NextSteps/Membership	\$2,500
Evangelism	All Church Events	\$15,000
Evangelism	Volunteer Engagement	\$2,000
	TOTAL: \$19,500.00	0.66%
Facilities	Building Insurance	\$29,815
Facilities	Furniture	\$10,000
Facilities	Security	\$15,000
Facilities	HVAC	\$18,000
Facilities	Telephone/Internet	\$21,000
Facilities	Utilities	\$100,000
Facilities	Storage Expense	\$0
Facilities	Food Supplies	\$8,000
Facilities	Kitchen Supplies	\$3,000
Facilities	Equipment	\$5,000

Facilities	Janitorial Supplies	\$12,000
Facilities	Snow Removal	\$15,000
Facilities	Lawn/Garden	\$19,000
Facilities	Tree Maintenance	\$4,000
Facilities	Parking Lot Maintenance	\$2,500
Facilities	Service Contracts	\$44,040
Facilities	City/State Fees	\$5,200
Facilities	Maintenance Staff	\$10,000
Facilities	Property Maintenance	\$10,000
Facilities	Operations/Cleaning Svc	\$115,000
Facilities	Software (Computer)	\$8,000
Facilities	Hardware (Computer)	\$5,000
Facilities	Computer Support	\$0
	TOTAL: \$459,555.00	15.49%
Mission	Local Missions	56,500.00
Mission	Global Missions	66,000.00
Mission	Special Commitments	18,350.00
Mission	Outreach Program	
Mission	Bridge CLE Support	168,000.00
	TOTAL: 308,853.00	10.41%
Administration	Postage Exp	\$3,000
Administration	Office Supplies	\$12,000
Administration	Financial Svc Fees	\$42,000
Administration	Human Resources	\$10,000
Administration	Protection Policy	\$1,500

Administration	125 Plan Admin Fees	\$1,000
Administration	Payroll Expenses	\$5,000
Administration	Commun/Publications	\$15,000
Administration	Advertising	\$9,500
Administration	Pastor Search/Recruiting	\$60,000
	TOTAL: \$159,000.00	5.36%
Staffing	Salaries/Wages/Housing	\$1,487,615
Staffing	Pensions/Benefits Plan	\$231,406
Staffing	Soc Sec/Med-ER (FICA)	\$89,169
Staffing	Leadership Development	\$14,000
Staffing	Life Insurance/Key Man Insurance	\$0
Staffing	Acct Exp Reimburse	\$7,300
Staffing	Acct Auto Expense	\$1,500
Staffing	Workers Compensation	\$14,650
Staffing	Full Staff Expense	\$7,000
Staffing	Pastors' Self Develop.	\$1,250
Staffing	Ind. Contractor Payments	\$1,200
	TOTAL: \$1,855,090.00	62.51%
Other Expenses	Audit	\$18,000
Other Expenses	Presbytery of Alleghenies	\$13,980
Other Expenses	EPC	\$30,885
Other Expenses	Session Expenses	\$3,000
Other Expenses	Operating Contingency	\$10,000
	TOTAL: \$75,865.00	2.56%

	Total	\$2,967,663
	Last Year	\$3,118,742
	Difference	-\$151,079

First Name	Last Name	Employment Status	Job Title
Julie	Hazlett	Regular Part-Time	Director of BPC Weekday Preschool
Ryan	Dewey	Regular Part-Time	Director of Communications
Elizabeth	Golik	Regular Part-Time	Director of Disability Engagement
Erin	Ritchie	Regular Part-Time	Elementary Ministry Coordinator
Erica	Maddux	Regular Part-Time	Facility Ministry Assistant/Welcome Desk
Bethann	See	Regular Part-Time	Graphic Design/Communications
Hailey	Desmond	Regular Part-Time	Human Resources/Finance Administrator
Kirk	Taylor	Regular Part-Time	Maintenance & Operations Coordinator
Melissa	Estridge	Regular Part-Time	MomCO/ Womens/Small Group Coordinator
Jennifer	LaRiccia	Regular Full-Time	Director of Care
Melissa	Derrick	Regular Full-Time	Director of Children's Ministry
Armin	Karim	Regular Full-Time	Director of Classic Worship
Carolyn	Klenkar	Regular Full-Time	Director of Finance
Graham	Nieder	Regular Full-Time	Director of High School Ministry
Elizabeth	Ritchie	Regular Full-Time	Executive Assistant to Discipleship
Sharon	Brumagin	Regular Full-Time	Executive Director
Rick	Foster	Regular Full-Time	Interim Lead Pastor
Myron	Davis	Regular Full-Time	Marketing and Production Director
Tammy	Winklhofer	Regular Full-Time	Mission Coodinator
Jack	McClelland	Regular Full-Time	Pastor of Missions/Director of Bridge CLE
Terry	Schordock	Regular Full-Time	Property/Systems Director
Josiah	Strack	Regular Full-Time	Sound Technician/Ministry Assistant to Children, Students & Special Needs Ministries
Debra	Campo	Casual Part-Time	Elementary Worship Coordinator
Mary	Schordock	Casual Part-Time	Infant/Toddler Ministry Coordinator
Tim	Slager	Casual Part-Time	Interim Part Time Care Pastor
Samuel	Grossman	Casual Part-Time	Marketing Associate
Angela	Kaschube	Casual Part-Time	Organist
Keon	Abner	Regular Full-Time	Bridge City Church Lead Pastor

OUTSIDE ORGANIZATIONS USING THE BPC CAMPUS

1. AA
2. ACA (Adult Children of Alcoholics)
3. Al-Anon
4. GA (Gamblers Anon)
5. Artists in Bloom
6. Men's Bible Fellowship
7. Catholic Schoolhouse – homeschool group
8. Joel's Place – grief support for children
9. Mental Health and the Church Conference – annual event for Key Ministry (a ministry partner)
10. Feeding Souls – ministry partner
11. Welcome House Conference – annual event
12. Various Recitals (piano, violin, guitar)
13. HEARTS for Jesus Concerts – annual events
14. Westside Christian Academy Concerts – annual events
15. Bay Village Early Childhood PTA – annual events
16. Provide cones in the parking lot for young drivers practicing maneuverability

One Page Overview

Taproot Issue, Branch Root Categories, and Recommendations

Taproot Issue: As a congregation, you have been busy with traditions and preferences. Now is the time to return to the feet of Jesus. Seek to share, serve, and manage well, but first be occupied with returning to the feet of Jesus, lingering in worship, and receiving His empowering grace for a new season of fruitful ministry.

Rationale (The Mirror): Four Branch Root Categories

1. The Effects of Continuous Change
2. A Craving for Clarity
3. A Concern for Community
4. A Calling to Come Home to the Feet of Jesus

Nine Recommendations (The Map)

Recommendation #1: Initiate a season of corporate prayer, worship, and repentance, which will culminate with a time of Sacred Assembly.

Recommendation #2: Appoint a “Transition Team” made up of 10-12 godly men and women who possess a heart and desire for BPC to be refreshed and to engage in an all-church “Focusing the Church” process to reaffirm values, mission, and vision to fulfill your missionary calling to Bay Village and beyond.

Recommendation #3: Overhaul your governance structure and update your current Constitution/Bylaws.

Recommendation #4: Rebuild staff culture into a cohesive, focused, and organized movement that works together towards God’s clearly stated objective by updating and developing clear role descriptions with specific ministry and personal for all staff, including the Teaching Elder.

Recommendation #5: Learn to practice biblical conflict resolution starting today and pursue relational reconciliation as needed.

Recommendation #6: Re-establish biblical community by rethinking your Community Group and Bible Study ministries.

Recommendation #7: Clearly define the relationship with Bridge City.

Recommendation #8: Be proactive in continuing to pursue BPC’s relationship with the Presbytery of the Alleghenies.

Recommendation #9: Keep the Intentional Transitional Teaching Elder focused on preaching, training, leadership, and overseeing the recommendations in this report.