



## Introduction

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 the completed document to:

Office of the Stated Clerk  
Evangelical Presbyterian Church  
5850 T.G. Lee Blvd. Suite 510 Orlando, FL 32822  
Phone: (407) 930-4239  
Fax: (407) 930-4247  
E-mail: [info@epc.org](mailto:info@epc.org)



**Part I: Church Information**

1. **Name:** Hickory United Evangelical Presbyterian Church  
**Address:** P.O. Box 97, 210 Main St., Hickory, PA 15340

**Telephone:** (724) 356-4424 Fax: ( )

**E-mail:** office@hickoryunitedepc.org Website: www.hickoryunitedepc.org

2. **Presbytery:** Presbytery of the Alleghenies  
**Presbytery Ministerial Committee Liaison:** Eric Toohey

3. **Search Committee Chairman:** Ron Stewart  
**Address:** 2038 Stillwater Lane, McDonald, PA 15057

**Telephone:** ( 724 ) 288-5033 **E-mail:** silvics@aol.com

**4. List all paid staff positions**

Transitional Pastor	<input checked="" type="checkbox"/> Full time	<input type="checkbox"/> Part time
Director of Student Ministry	<input checked="" type="checkbox"/> Full time	<input type="checkbox"/> Part time
Director of Worship & Music	<input checked="" type="checkbox"/> Full time	<input type="checkbox"/> Part time
Office Administrator	<input type="checkbox"/> Full time	<input checked="" type="checkbox"/> Part time
Lay Pastor	<input type="checkbox"/> Full time	<input checked="" type="checkbox"/> Part time
Financial Director	<input type="checkbox"/> Full time	<input checked="" type="checkbox"/> Part time
Treasurer	<input type="checkbox"/> Full time	<input checked="" type="checkbox"/> Part time
Communications Director	<input type="checkbox"/> Full time	<input checked="" type="checkbox"/> Part time
Housekeeper	<input type="checkbox"/> Full time	<input checked="" type="checkbox"/> Part time
Assistant Housekeeper	<input type="checkbox"/> Full time	<input checked="" type="checkbox"/> Part time

**Position Available:** Senior Pastor  
January 2017

**Date of Vacancy:**

5. **Membership (please state approximate numbers and**

**percentages)**

	Five years ago	Currently
A. Number of church members	385	336
B. Number of family units	100	
C. Worship attendance	250	200

**D. Profile of church members**

(1) Age:

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

(2) Occupation

10% Business   15% Professional   25% Trades  
10% Stay-at-home parent  
15% Agriculture   25% Retired   5% Other (Specify:

student)

(3) Educational level of adults

1% some high school   34% high school   60% college  
5% graduate school

(4) Percentage of members belonging to the congregation

Less than one year   2%  
5 years or less   10%  
6-10 years   18%  
10 years or more   70%

(5) Racial/Ethnic composition of congregation

     % Asian        % Hispanic        % African American  
99% Caucasian  
1% Other / Specify:

\_\_\_\_\_

**6. Worship**

A. Time	Average Attendance
8:30 am	<u>130</u>
11:00 am	<u>65</u>

B. Frequency of communion celebration: 8

per year

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

Worship committee works closely with Pastor and Director of Music to coordinate music in support of the message.

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

The first service is contemporary with a Praise Band. The second service is traditional with hymns, choir and organ.

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

The 8:30 service is contemporary music consisting of vocalists, guitars, keyboard, and drum. The 11:00 service has a traditional choir and pipe organ.

**7. Church/Sunday School**

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

50

B. Average attendance in Adult Education (Sunday)

46

**8. Community Setting (check as many as apply):**

Location	Function	Growth
<input checked="" type="checkbox"/> Rural	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Growing
<input checked="" type="checkbox"/> Small town	<input type="checkbox"/> College/University	<input checked="" type="checkbox"/> Static
<input type="checkbox"/> Metropolitan	<input checked="" type="checkbox"/> Agricultural	<input type="checkbox"/> Declining
<input type="checkbox"/> Suburban	<input type="checkbox"/> Recreational	
<input type="checkbox"/> Inner City	<input type="checkbox"/> Military	

Approximate population of community 20,225 (Atlasburg, Avella, Hickory, McDonald, Midway, Westland)

Racial/Ethnic composition of community:

     % Asian                           % Hispanic                        5   %

African American               94  % Caucasian

  1   % Other (Specify:

\_\_\_\_\_ )

**9. Program Information:** 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	*Leadership role
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			meetings	
Session	church leadership	12	monthly	2
Deacons	service	15	monthly	3
Stewardship	service	10	monthly	3
Christian Outreach	outreach	10	monthly	3
Christian Education	discipleship	8	monthly	2
Worship	discipleship, outreach	8	monthly	3
Building & Property	service	6	monthly	3
Christian School	outreach	6	daily	3
Upward Basketball	outreach	80	weekly	3
Youth Group	discipleship, outreach	30	weekly	2
Women's Ministry	discipleship, outreach	25	weekly	3
Boy Scouts/Girl Scouts	service	30/15	weekly	3
Choir	service	25	weekly	3
Hearts for Haiti	mission	n/a		3
Fort Cherry Helping Hands	outreach	n/a		3

\*Indicate leadership role expected by using the number below:

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

**Part II: Building/Financial Information**

1. **Current annual budget:** \$ 482,400.00 **Last year's annual budget:** \$ 353,445.00

*(Please attach a copy of current budget)*

2. **Percentage of income received toward budget:** 56 %

3. **Amount contributed for (last complete reporting year:**

A. EPC per member contribution \$ 7,820

B. EPC World Outreach Missionaries  
\$ 2,500

C. EPC Benevolence Askings \$ 11,495

D. Presbytery giving \$ 4,250

E. Other Missions/Missionaries \$ 190,032

4. **Property owned by church**

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

The church building is sited at a busy intersection of two state roads (Rte 50 & Rte 18). Property consists of approximately 26 acres. Most is woodlands and meadow. The improved site is located on approx. 8 acres and consists of paved parking for 100 cars and stone parking for 100 cars.

The building consists of the Sanctuary section which was constructed approx. 140 yrs. ago. Improvements have continued every 10-20 yrs. The last major construction

project was completed in 2005 and nearly doubled the size of the facilities to approx. 28,000 sq. ft. The largest room (Covenant Center) is used daily for: preschool play, basketball, large dinners (seating for 300).

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 and when and projected cost:

D. Does the church own a manse?

Yes       No

Condition:       Good       Fair       Poor

Number of bedrooms: \_\_\_\_\_

Office/study:       In Church       In Manse     

Not provided       Other: \_\_\_\_\_

5. **Compensation:**

A. The salary range we are prepared to offer:

Position: Sr. Pastor      Range: Salary + Benefits = \$105,000 - \$110,000 based on experience

The average annual increase over the past three years is:

Position: Senior Pastor      \$ Cost of Living or \_\_\_\_\_ %

c. Housing

Housing allowance

Manse only

Either of the above

D. Benefits and expenses:

<u>\$8,000</u>	Pension (minimum 10% gross effective salary)
<u>variable based on family dynamics</u>	Medical insurance
<u>10%</u>	Life insurance
<u>By statute</u>	Social Security
<u>\$1,000</u>	Travel/mileage
<u>\$1,000</u>	Book allowance
<u>\$1,000</u>	Study leave allowance

<u>4</u> weeks	Annual vacation
<u>2</u>	Number of worship services (in addition to vacation and study leave) for which pastor is provided relief (per year)
	Other (Specify: _____)

**Part III: Church Characteristics**

*Circle the number 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 type="checkbox"/> 1	<input checked="" 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 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 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. (missional)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input checked="" 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 type="checkbox"/> 1	<input type="checkbox"/> 2	<input checked="" 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 type="checkbox"/> 2	<input checked="" 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 type="checkbox"/> 2	<input checked="" 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 type="checkbox"/> 2	<input checked="" 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 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
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

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

- Two outdoor community-wide worship services at festivals (Covered Bridge & Apple festivals)
- Assist as needed for high school graduation Baccalaureate service
- Concert series open to the public
- Upward Basketball program for youth
- Meals on Wheels & food bank
- Haiti mission with other Pittsburgh area churches
- Regular activity after home football games called “Fifth Quarter” open to all high school students

16. **Describe the strengths of your congregation:**

**Work Ethic:** HUEPC embodies the protestant work ethic. When properly channeled, we are able to work long and hard together towards common goals. This is evidenced by the bridge festival, apple festival, vacation bible school and other large scale events. This is also seen in the way that we care for each other. We do a great job of caring for the needs of people in our congregation.

**Physical & Financial Assets:** We are extremely blessed with a beautiful and expansive physical campus. We have an enormous capacity to do a lot of good within the community and we are accessible to the physically handicapped. Additionally, we are financially solvent, debt free and poised to invest heavily in the community.

**Bible Based Curriculum:** HUEPC deeply cares about the Word of God. It is the center of our preaching, our teaching, our discipleship and our outreach. We have taken steps in our recent history to leave a denomination that no longer subscribes to the inspiration, authority and inerrancy of scripture to join the EPC.

17. **List specific problems with which your congregation struggles:**

**Communication:** We have both internal and external communication issues. Internally, we commonly work against one another because different aspects of the church do not know what is going on. Since we are not clear on our Vision, Mission and Values, we commonly get busy doing many things that aren't aligned and can create competition for resources within the church. People in the church don't know where to find out critical information. We are not centralized in any definitive way.

Externally, we lack a cohesive communication strategy and consistent brand. This is true of all aspects of our communication from our church name to our website.

**Fear Change:** As a church, we remain comfortable with the status quo. New ideas and ways of doing things are commonly unwelcome. This causes us to be inward focused and fairly stagnant in our habits and rituals. Our fear also causes us to make decisions that often lack vision and embody a spirit of anxiety rather than a spirit of trusting the Lord. Our community is changing and the world in general is changing all the time. We all too often find ourselves on the irrelevant side of that change.

**Leadership:** We are not clear on central issues such as Vision, Mission and Values. We seem to be re-active about critical aspects of ministry rather than pro-active. While we have taken steps to enter the EPC, we are not clear on what Eldership looks like in this new church culture. Additionally, we have lacked pastoral leadership for a long time.

18. **List major goals that this congregation has set for itself:**



Over the past 24 months, we have realized that we are stuck as a congregation and needed to open ourselves to the Lord's will for this church. With this in mind, we hired a transitional pastor who has led us through a season of prayerful discernment and self-awareness. The session formed a vision team to discern where God was leading us to reach out to the community. There have been two areas in particular where the Lord has led us as a church.

- a) God has opened a door to serve the local school district. The superintendent of the Fort Cherry Schools has welcomed our participation in a newly forming program to mentor and tutor students at the high school. We continue to build that relationship and explore all the ways we can serve students in our community.
- b) We enjoy a vibrant pre-school that meets in the church building. While the school currently exists as a separate entity from the church, the session has prayerfully discerned that it is a very vibrant mission field and therefore voted to make it a ministry of the church. We are in the process of bringing the pre-school fully under the governance of the session. We recognize that this provides an important entry into ministering to our community and to individual families.

In addition to following the Lord's leading in these two mission fields, we also recognize our need to creatively disciple people in their faith journeys, especially given our ever-changing world.

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      Date: January 2016       No

If yes, please attach copies.

**Part IV: Leadership Expectations**

22. **What five key characteristics/gifts/skills should a person bring to the position?**

- Leadership
- Preaching/teaching
- Compassion
- Administration
- Pastoral care

Sensitive to congregation's needs; capable of doing great things through people; can stabilize situations; enjoys large and small groups; good with people

**Part V: Church History**

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

Two separate groups of Presbyterians located within two miles of each other voted overwhelmingly to “merge” and become the Hickory **United** Presbyterian Church in the (PC)USA after 143 years of worshipping separately.

About 20 years ago, a preschool for children ages 3 through 4 was established in the church. This school continues today and is an important part of our ministry to the community.

In 2005 our congregation took a big step of faith and built a large addition to the existing building, called Covenant Center that includes a youth room, kitchen and multi-purpose gymnasium/open space room. This addition is used for concerts, Upward Basketball, men’s basketball, bereavement dinners, social gatherings, an adult Sunday School class, and many other events.

As the PC(USA) became increasingly more liberal in its policies and directions, we, as a very conservative body, became increasingly frustrated and “upset” with all of the major (and minor) changes being considered and enacted by the General Assembly. Under the Pastor’s and Session’s leadership, we overwhelmingly voted to leave the PC(USA) and join the Evangelical Presbyterian Church in January 2012.

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

We are discovering the challenges of growth and our willingness to change as we have moved from PC(USA) to EPC. This includes understanding and discovering who we are as a Spirit-led church to our members, to our community, and to the broader mission field.

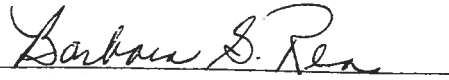
**Part VI: Other Information**

**1. List the last three persons in this position:                      Position:  
Senior Pastor**

<u>Name</u>	<u>Dates of Service</u>
Robert Shull	2013 to 2017
R. Douglas Reinard	1996 to 2013
Stuart Broberg	1988 to 1994

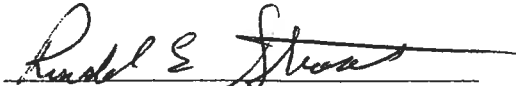
**2. Other significant factors about our church not covered in previous questions:**

We are an agricultural community made up of a diverse group of individuals that enjoy a rural lifestyle. We are located in an area that is experiencing growth in the oil/gas industry.



Clerk of Session

Date: 01/08/2019



Chair, Search Committee

Date: 1/2/19

We encourage churches to list their openings on the EPC  
Ministry Staff Opportunities List  
(           [www.epc.org/mso](http://www.epc.org/mso)). For more information or to  
send your posting e-mail [epchurch@epc.org](mailto:epchurch@epc.org).

### ***Introduction***

God's design for marriage and the family is the bedrock of a stable society. Sadly, our culture is redefining marriage and the family, and the long-term results are devastating. Believing that God, the Author of Life, knows best how that life is to be lived, we want to help people come to a saving relationship with God through faith in Christ, and to live in relationship with Him and each other according to His design. This all comes back to what God had in mind when he created the family. "

After examining 1) who we are as a church in terms of our heart, strengths, and resources, and 2) the needs and opportunities to serve the community God has placed us in, we believe our niche (our particular focus, emphasis, "fingerprint" as a church) should be **FAMILY MINISTRY**...

...where every age and every person in the church is valued as part the Family of God

...where God's design for children, youth, singles, married couples, families, and seniors is communicated, encouraged, and supported

...where hurting/broken families are loved, helped, and hopefully healed

...where our church becomes known as an equipping center for family ministry

...where ministry to families and family members becomes a major outreach focus of our church

...where the Gospel is the foundation of all we do "

### ***Our Vision For Family Ministry***

We want to see our church "Growing Together As The Family Of God"...

...*growing upward* with increasing love for God and passion to worship and serve Him

...*growing inward* with increasing concern for one another's welfare and growth, and

...*growing outward* with increasing practical care and support for the people around us in our community

and always functioning as an extended family of brothers and sisters in Christ. " "

Toward that end, we want to see God's design for singleness, marriage, and family strongly celebrated, communicated, and resourced. In particular, we want to unite church and home, equipping parents to be the primary Christian educators and nurturers of their children and youth.

We want to see intergenerational ministry happening within the home as well as in the church.

We hope to have a reputation within the community of "that's the church that loves Jesus and really cares about the family!" "

### ***Core Values***

- 1) We seek to be a "**family-friendly**" (a welcoming church family to families) and "**family-based**" (church-supports-the-home) church.
- 2) We believe God calls and designs some people to fulfill His purposes for them as **singles**. All singles (whether they are young adults, widowed, or divorced) are to be valued and respected as whole people.
- 3) We believe God invented **marriage** and intended it to be the union of one man and one woman for life. The marriage relationship is to model the relationship of Christ to the Church and is therefore to be honored, protected, and nurtured as the basis for family life.
- 4) We believe **parents** (including single parents) are the primary Christian educators of their own children, and the family is the God ordained institution for faith-building in children and youth and for passing the Christian faith on from one generation to the next.
- 5) We believe God instituted **the family** to be the safe and loving "greenhouse" in which

all family members are valued, supported, and encouraged to grow in Christ. The family consists of people related to each other by birth, adoption, or marriage. God gives grace to broken and blended families that are committed to Him.

6) We believe **the local church** is to be a “family of families” / “household of households” where all members (of all ages and life’s circumstances) are to be valued and encouraged to develop and use the gifts and talents God has given them in ministry. The church is to be a training / resource center, equipping the home to be the primary teaching center.