



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 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.

### 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](mailto:info@epc.org)





**Part 1: Church Information**

1. Church Name Kempsville Presbyterian Church

Address 805 Kempsville Road

Virginia Beach, Virginia 23464

Telephone ( 757 ) 495-1913 Fax (        )                     

E-mail kpc.search@kpc.org Website www.kpc.org

2. Presbytery: Coastal Mid Atlantic

Presbytery Ministerial Committee Liaison Reverend Nadia Stropich

3. Search Committee Chairman Walt Soto

Address 1316 Burlington Road, Virginia Beach, 23464

E-mail kpc.search@kpc.org

Telephone ( 757 ) 567-4854

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

- |                                      |   |   |
|--------------------------------------|---|---|
| <u>Interim Senior Pastor</u>         | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time            |
| <u>Worship Leader</u>                | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time            |
| <u>Family Ministries Coordinator</u> | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time            |
| <u>Interim Youth Director</u>        | <input type="checkbox"/> Full time            | <input checked="" type="checkbox"/> Part time |
| <u>Facilities Manager</u>            | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time            |
| <u>Administrative Assistant</u>      | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time            |
| <u>6 Additional Support Staff</u>    | <input type="checkbox"/> Full time            | <input checked="" type="checkbox"/> Part time |
| <u>N/A</u>                           | <input type="checkbox"/> Full time            | <input checked="" type="checkbox"/> Part time |
| <u>N/A</u>                           | <input type="checkbox"/> Full time            | <input checked="" type="checkbox"/> Part time |
| <u>N/A</u>                           | <input type="checkbox"/> Full time            | <input checked="" type="checkbox"/> Part time |



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A Global Movement of Evangelical Presbyterian Churches

**CHURCH INFORMATION FORM**

5. List all vacant positions

Position Available Senior Pastor/Head of Staff Date of Vacancy 07/2019

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>350</u>	<u>270</u>
B. Number of family units	<u>150</u>	<u>115</u>
C. Worship attendance	<u>325</u>	<u>210</u>

7. Community Growth  Increasing  Static  Declining

8. Profile of church members

A. Age:

2.5 % 0-11   2.5 % 12-18   5 % 19-24   10 % 25-34  
15 % 35-49   25 % 50-64   40 % 65+

B. Occupation:

8 % Business   34 % Professional   4 % Trades  
0 % Agriculture   7 % Stay-at-Home Parent   33 % Retired  
14 % Other (Please Specify) Military

C. Educational level of adults

0 % some high school   38 % high school   27 % college   35 % graduate school

D. Percentage of members belonging to the congregation

Less than one year unk. %  
5 years or less unk. %  
6-10 years unk. %  
10 years or more unk. %



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A Global Movement of Evangelical Presbyterian Churches

**CHURCH INFORMATION FORM**

9. Racial/Ethnic composition of:

A. **Congregation**

5 % African-American 5 % Asian 85 % Caucasian 5 % Hispanic  
       % Other (Specify) \_\_\_\_\_

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

20 % African-American 5 % Asian 70 % Caucasian 5 % Hispanic  
       % Other (Specify) \_\_\_\_\_

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 76,200 (2021 Census ) Kempsville Community

11. Church Programming—Worship

A. **Worship Time**

10-12  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Average Worship Attendance**

Average 150 in person.  
Average 60 via webcast  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

B. Frequency of communion celebration: 13 \_\_\_\_\_ per year

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

Worship band, orchestra, choir, audio/visual volunteers, prayer, prophecy, dance.



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**CHURCH INFORMATION FORM**

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)  
 variety, more contemporary

**12. Church Programming—Sunday School**

A. Average attendance in Church School (under 18 years) 15

B. Average attendance in Adult Education (Sunday) 35

**13. Church Programming—Organizations/Committees**

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

Name	Purpose of Group	Number of members	Frequency of meetings	Leadership Role*
Session	Spiritual oversight	7	2/mo	2
Deacons	Practical needs of the church	15	1/mo	3
Worship Arts	Worship/Performances	9	1/mo	3
Missions Outreach	Missions	6	1/mo	3
Human Resources	Staff, Hiring	5	1/mo	3
Financial Resources	Finances	5	1/mo	3
Ministry Resources	Building upkeep	4	1/mo	3

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

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



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A Global Movement of Evangelical Presbyterian Churches

**Part 2: Financial/Church Campus Information**

1. Current annual budget: \$ 960,000 Last year's annual budget: \$ 960,000  
(Attach a copy of current budget)

2. Percentage of income received toward budget: \$985,825 %

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

- A. EPC Per Member Asking \$ 6,250
- B. EPC World Outreach Global Workers \$ 38,945
- C. EPC Special Projects \$ \_\_\_\_\_
- D. Presbytery Per Member Asking \$ 6,250
- E. Other Missions/Missionaries \$ 54,620

4. Property owned by church

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

Main building including the sanctuary, fellowship hall, offices, and classrooms  
Detached garage converted for use as a food pantry, office, storage  
Modular trailers used for an on campus K-12 school (Oaktree Academy)

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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A Global Movement of Evangelical Presbyterian Churches

**CHURCH INFORMATION FORM**

**6. Compensation:**

**A. The salary range we are prepared to offer:**

Position: Senior Pastor \$ 95,000 - 110,000

Position: \_\_\_\_\_ \$ \_\_\_\_\_

Position: \_\_\_\_\_ \$ \_\_\_\_\_

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

Position: Senior Pastor \$ \_\_\_\_\_ or 03 %

Position: \_\_\_\_\_ \$ \_\_\_\_\_ or \_\_\_\_\_ %

Position: \_\_\_\_\_ \$ \_\_\_\_\_ or \_\_\_\_\_ %

Position: \_\_\_\_\_ \$ \_\_\_\_\_ or \_\_\_\_\_ %

**C. Housing**

- Housing Allowance
- Manse Only
- Either of the Above

**D. Benefits and expenses**

Yes \_\_\_\_\_ Pension (minimum 10% gross effective salary)

Yes \_\_\_\_\_ Medical insurance

No \_\_\_\_\_ Life insurance

Yes \_\_\_\_\_ Social Security

Yes \_\_\_\_\_ Travel/mileage

Yes \_\_\_\_\_ Book allowance

Yes \_\_\_\_\_ Study leave allowance (minimum 2 weeks)

Yes \_\_\_\_\_ Annual vacation days (minimum 4 weeks)

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

\_\_\_\_\_ Other (Specify: \_\_\_\_\_)



**Part 3: Church Characteristics**

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

Our congregation...	Currently				Goal			
	Agree		Disagree		Agree		Disagree	
1. Supports the pastor.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
2. Readily shares their gifts with the rest of the congregation.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
3. Places a high priority on sound biblical preaching.	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
4. Gladly welcomes visitors and new members.	<input type="checkbox"/> 1	<input 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
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.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
8. Cares about each other.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
9. Looks to its Session for leadership.	<input type="checkbox"/> 1	<input 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 checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
11. Uses members' gifts in its worship.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
12. Contains people willing and able to lead the congregation.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
13. Is capable of change when and where appropriate.	<input type="checkbox"/> 1	<input 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
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?

Walk for Life, National Day of Prayer, Free Clothing Distribution, Food Pantry (coordinates with other local churches), Prayer groups (include participants from other churches), David's Tent (parachurch prayer ministry involving many other local churches), Crisis Pregnancy Center fund raising support and volunteering and many more.

16. Describe the strengths of your congregation.

Prayerful, love to serve when equipped to do so, spiritual maturity, exhibit many spiritual gifts throughout the body, faithfulness in our individual callings in a healthy measure, missionary equipping and sending, a desire to be pleasing to the Lord, enthusiastic engagement in worship, willing to give generously to the right cause

17. List specific problems with which your congregation struggles.

Suspicious of leadership due to past disappointments, difficulty reaching out in personal evangelism, Sometimes territorial with ministries believing one's own ministry is the most important, integration of new families into small groups and the life of the body.

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

Align all ministries to focus on God's calling for this body  
Set aside personal ambition for the sake of the growth of the body of Christ  
Invigorate the childrens, teens, young adults, mens, and adult education ministries  
Establish more life groups, to be a place devoted to corporate prayer  
Training congregation in evangelism and discipleship



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**CHURCH INFORMATION FORM**

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.

Over a forty year period...

There have been disciplinary actions within the diaconate related to:

- \*Personal use of money from the Deacon's Fund
- \*Sexual sin and adultery

There have been disciplinary actions within the pastorate related to:

- \* Adultery
- \* Mis-appropriation of funds
- \* Deception related to finance
- \* Homosexuality

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

Yes  No

If yes, Date completed 3/9/21 (KPC Distinctive s)

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



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*A Global Movement of Evangelical Presbyterian Churches*

**CHURCH INFORMATION FORM**

#### **Part 4: Leadership Expectations**

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

1. Charismatic, Spirit Filled leader that encouraging the expression of all the gifts of the Holy Spirit.

2. Servant-leader: More concerned with building up and equipping the body of Christ than achieving a personal goal

3. Integrity and courage, fears God more than man

4: Takes heed to the Lord's guidance and is welcoming of input from the congregation

5. Gifted at teaching all of scripture with appropriate application



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*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. The outpouring of the Holy Spirit in the 1980's
2. The fountainhead prophecy
3. Paying off the building debt in the late 90's
4. In 2011, the church experienced a failed land deal. The manner in which the campaign was executed resulted in a significant misunderstanding and distrust between prior church leadership and the congregation. We have experienced restoration and healing and look forward to a future full of hope!

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. The current season of restoration under a transitional pastor permitted the church to repent, recover and get right with God and with each other. We were able to love and support each other and our community. A fresh sense of intimacy with Christ gave us clarity of vision and purpose to overcome the challenges faced due to covid restrictions. It has certainly been a season of Grace.





**Part 6: Other Information**

1. List the last three individuals who held the position of Senior Pastor

Name	Dates of Service	
<u>Steve Keller - Interim 2012-2014</u>	<u>2014</u>	to <u>2019</u>
<u>Nate Atwood</u>	<u>1999</u>	to <u>2011</u>
<u>Charles Wickman</u>	<u>1990</u>	to <u>1997</u>

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

Clerk of Session Bob O'Brien  Date 03/29/2022

Search Committee Chair Walt Soto  Date 03/29/2022

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

**KEMPSVILLE PRESBYTERIAN CHURCH, INC.**  
**MASTER BUDGET**  
**FOR THE YEAR ENDING 31 DEC 2022**

	2022 APPROVED BUDGET
<b>INCOME</b>	
GENERAL OFFERINGS	901,800
DEACON'S FUND	2,400
SCHOLARSHIP FUND	7,200
DESIGNATED OFFERRINGS	6,000
RENT & INTEREST	42,600
<b>TOTAL INCOME</b>	960,000
<b>EXPENSE</b>	
PASTOR SALARIES/BENEFITS	110,000
STAFF SALARIES/BENEFITS	331,000
ADMINISTRATION	33,000
FACILITIES	137,200
UTILITIES	112,000
CONGREGATIONAL CARE	5,100
FAMILY & SPECIAL EVENTS	30,900
MISSION & OUTREACH	97,800
WORSHIP AND ARTS	12,000
MEDIA	20,000
IT	31,000
DEACONS FUND	19,000
SCHOLARSHIP FUND	15,000
DESIGNATED OFFERRINGS	6,000
CONTINGENCIES	
<b>TOTAL EXPENSE</b>	960,000
<b>NET OPERATING INCOME (LOSS)</b>	-

# Kempsville Presbyterian Church Distinctives

- 1. KPC is EVANGELICAL:** We strive to read, understand, believe, and live out to the best of our ability a Biblical, orthodox, and Reformed understanding of the Christian faith, which is individual, personal, and experiential.
- 2. KPC is CHARISMATIC:** KPC understands itself as a Spirit-filled body of believers who affirm the “baptism of the Spirit” as qualities of a character-in-transformation, and in the “gifts of the Spirit” by which the believer can serve the church and evangelize the world. As a “charismatic” congregation, KPC affirms and exercises all of the gifts of the Spirit, including the more spectacular manifestations such as miracles, healing, words of knowledge or wisdom, prophecy and visions, and speaking in tongues and interpretation. In its worship, it encourages the free expression of the Holy Spirit in song, dance, clapping, spontaneous responses, and any other appropriate Biblical means.
- 3. KPC promotes the WORSHIP ARTS:** KPC understands worshipping God and glorifying Jesus in the power of the Spirit is the chief end of humanity and the goal of redemption. With roots in both traditional liturgy and charismatic worship, the people of KPC value a breadth of musical styles and worship expressions. We especially treasure the contributions of the various WORSHIP ARTS, such as choir, dance, instrumental and orchestral music, theater, media and lights, signing, banners, and visual arts, among others, within the worship service; this is one the characteristics that has consistently distinguished KPC from other congregations in its community.
- 4. KPC is MISSIONAL:** KPC has a long history of promoting, sending, and supporting international missionaries, especially for outreach to Muslim countries and to peoples formerly under communist oppression. We know ourselves called to bring the gospel of Jesus Christ to those who have long been denied the opportunity to hear it. Furthermore, KPC knows itself equally called to reach out to its community in feeding the hungry and clothing the poor, and seeking ways to meet the needs of families in its greater neighborhood. This includes promoting various avenues for Christian Education of the young, such as Christian schools and faith-based Home Schooling.
- 5. KPC is a PRAYING CHURCH:** With roots in charismatic small house groups, KPC believes in the importance of individual, small-group, and corporate prayer, where participants can actively share in, personally express, and receive intercessory prayer in a supportive and intimate setting.
- 6. KPC promotes CULTURAL AND POLITICAL AWARENESS:** KPC strives to remain conscious of the issues and debates of its current political and cultural environment and how these do or do not interface with an orthodox Christian Reformed faith, and seeks effective ways to take a public stand on key issues of belief and ethics.
- 7. KPC practices SPIRITUAL WARFARE:** The leaders and members of KPC recognize that we do not struggle against flesh and blood, that is, persons, but against unseen spiritual forces that threaten, manipulate, oppress, and can at times possess, individual victims as well as whole systems, and which can be overcome only through intercessory prayer, fasting, and speaking out liberation in the name of Jesus and in a conscious authority in Christ. The church of Jesus Christ is called to be a militant force in this world, assaulting the strongholds of darkness and evil to free human beings from deception and bondage, in full confidence that “the gates of Hell shall not prevail against it.”