

**EPC***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 Chapel Hill Presbyterian Church

Address 7700 Skansie Avenue

Gig Harbor, WA 98335

Telephone (253) 851-7779 Fax ()

E-mail receptionist@chapelhillpc.org Website chapelhillpc.org

2. Presbytery EPC Presbytery of the Pacific Northwest

Presbytery Ministerial Committee Liaison Mike McCandless

3. Search Committee Chairman Scott Griffin

Address Mailing: PO BOX 779 Fox Island, WA 98333

E-mail probonopublico@live.com

Telephone (425) 306-7191

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

See attached list for details ☐ Full time ☐ Part time

There are approximately 30 full time & 66 part time staff. ☐ Full time ☐ Part time

The full time number includes 1 Senior, 1 Associate, 3 Assistant ☐ Full time ☐ Part time

pastors and 1 candidate undercare. ☐ 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



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5. List all key volunteer positions

- 12 Ruling Elders on Session
- 11 Members of the Deacon Board plus many associated volunteers
- Prayer Team
- Volunteers Supporting various Youth and Children programs.
- Security Team
- Worship Team
- Worship Band, Choir and Bell Choir
- Beyond these Walls Fund Committee

6. List all vacant positions

Position Available Senior Pastor Date of Vacancy 8/31/2024

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>1,469</u> | <u>1,324</u> |
| B. Number of family units | <u>805</u> | <u>725</u> |
| C. Worship attendance | <u>1,134</u> | <u>1,380</u> |

8. Community Growth ☒ Increasing ☐ Static ☐ Declining

9. Profile of church members

A. Age:

0 % 0-11 1 % 12-18 6 % 19-24 5 % 25-34
14 % 35-49 25 % 50-64 49 % 65+



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CHURCH INFORMATION FORM**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 | 12 | Monthly | 2 |
| Executive Council | Planning & Corporate Officers | 4 | Monthly | 2 |
| Deacon Board | Church / Community Care | 11 | Monthly | 2 |
| Prayer Team | Prayers for Congregation | 20-25 | Weekly | 3 |
| Nominating Committee | Elder & Deacon Candidates | 6 | As needed | 2 |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |

*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: \$ 4,365,600 Last year's annual budget: \$ 4,440,500
(Attach a copy of current budget)
2. Percentage of income received toward budget: 99.00 %

**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 \$ 30,720
- B. EPC World Outreach Global Workers \$ _____
- C. EPC Special Projects \$ _____
- D. Presbytery Per Member Asking/Percentage of Income \$ 30,720
- E. Other Missions/Missionaries * \$ 1,036,000

* Includes EPC out reach and Beyond These Walls Initiative

4. Property owned by church

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

CHPC campus sits on a 34 acre site consisting of approximately 13 acres of developed property and 21 acres of undeveloped property including 12 acres of wetlands.

The buildings total about 119,000 square feet of space built in six phases of development from 1964 through 2005 and are maintained in good condition.

- 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 _____

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CHURCH INFORMATION FORM**5. Compensation:****A. The salary range we are prepared to offer:**Position: Senior Pastor \$ 146,000 to \$187,000

Position: _____ \$ _____

Position: _____ \$ _____

B. The average annual increase over the past three years is:Position: Sr. Pastor \$ _____ or 2.00 %

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 insuranceOptional Social SecurityYES Travel/mileageYES Book allowanceYES Study leave allowance (minimum 2 weeks)YES Annual vacation days (minimum 4 weeks)11 Number of worship services per year for which pastor is provided relief
(in addition to vacation and study leave)YES Sabbatical frequency and length 3 Months Every 7 years

_____ Other (Specify: _____)

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



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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="radio"/> 1 | <input type="radio"/> 2 | <input type="radio"/> 3 | <input type="radio"/> 4 |
| 2. Demonstrates love for the pastor and his/her family | <input checked="" type="radio"/> 1 | <input type="radio"/> 2 | <input type="radio"/> 3 | <input type="radio"/> 4 |
| 3. Readily shares their gifts with the rest of the congregation | <input type="radio"/> 1 | <input checked="" type="radio"/> 2 | <input type="radio"/> 3 | <input type="radio"/> 4 |
| 4. Places a high priority on sound biblical preaching | <input checked="" type="radio"/> 1 | <input type="radio"/> 2 | <input type="radio"/> 3 | <input type="radio"/> 4 |
| 5. Effectively integrates newcomers | <input type="radio"/> 1 | <input checked="" type="radio"/> 2 | <input type="radio"/> 3 | <input type="radio"/> 4 |
| 6. Is engaged in evangelism | <input type="radio"/> 1 | <input checked="" type="radio"/> 2 | <input type="radio"/> 3 | <input type="radio"/> 4 |
| 7. Is often found living their faith in their communities | <input checked="" type="radio"/> 1 | <input type="radio"/> 2 | <input type="radio"/> 3 | <input type="radio"/> 4 |
| 8. Has a spirit of unity | <input type="radio"/> 1 | <input checked="" type="radio"/> 2 | <input type="radio"/> 3 | <input type="radio"/> 4 |
| 9. Cares about each other | <input type="radio"/> 1 | <input checked="" type="radio"/> 2 | <input type="radio"/> 3 | <input type="radio"/> 4 |
| 10. Is supportive of the Session and pastoral leadership | <input checked="" type="radio"/> 1 | <input type="radio"/> 2 | <input type="radio"/> 3 | <input type="radio"/> 4 |
| 11. Ministers well to members that are hurting | <input type="radio"/> 1 | <input checked="" type="radio"/> 2 | <input type="radio"/> 3 | <input type="radio"/> 4 |
| 12. Uses members' gifts in worship | <input type="radio"/> 1 | <input checked="" type="radio"/> 2 | <input type="radio"/> 3 | <input type="radio"/> 4 |
| 13. Contains people willing and able to lead the congregation | <input checked="" type="radio"/> 1 | <input type="radio"/> 2 | <input type="radio"/> 3 | <input type="radio"/> 4 |
| 14. Is capable of change when and where appropriate | <input type="radio"/> 1 | <input checked="" type="radio"/> 2 | <input type="radio"/> 3 | <input type="radio"/> 4 |
| 15. Is connected to and prayerful about what God is doing in the global church | <input type="radio"/> 1 | <input checked="" type="radio"/> 2 | <input type="radio"/> 3 | <input type="radio"/> 4 |

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

Indoctrination includes the Nominating Committee orientation process, the Biblical basis of Elder and Deacon roles, a review of the EPC Book of Order, a review of Chapel Hill policy governance, and review of mission and goals.



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

- Prayer and devotion at all meetings.
- Participation in the Sacraments.
- Fellowship in annual Deacon / Session gathering and at the Session retreat.
- Participation in the prayer ministry of the congregation.
- Active participation in Presbytery and General Assembly.

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

- Interaction, cooperation, and prayer with other local churches.
- Collaboration and support from other denominations regarding church planting.
- Collaboration and support of regional ministries including: Alpha, Celebrate Recovery, Bible Study Fellowship, community benevolent services, and Mothers of Preschoolers (MOPS).

19. Describe the strengths of your congregation.

- Strong support and caring for ministry staff.
- Generous financial support.
- Responsive to community needs.
- Strong focus on biblical teaching.
- Support and participation in mission and evangelical activities.
- Strong welcome teams.
- Supports recruitment and training the next generation of spiritual leaders.
- Strong support of youth and children ministries.
- Provides a community preschool.



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20. List specific problems with which your congregation struggles.

- Full congregation engagement. As a large congregation, it is easy to hide out and not fully participate in volunteering, tithing, and evangelism.
- High ratio of staff led vs. congregation led programs.
- High turnover in youth ministry key staff leadership.
- Consistent tithing across all demographics of the congregation.

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

See attachment #3 for more detail in each category- In summary goals are:

1. Love and serve our local community with mercy, care, and compassion.
2. Share the gospel so that people discover new life in Jesus.
3. Prepare and mobilize the next generation to live a life on mission for Christ.

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.

Item 22: In 1993, an Associate Pastor was disciplined resulting in termination.

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

☒ Yes ☐ No

If yes, Date completed Updated March 2023

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

See attachment 3 for details:

Our Mission:

Exalt Jesus, Elevate others, Launch disciple-makers.



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Part 4: Leadership Expectations

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

- Is a compassionate and caring person, sensitive to others' needs.
- Maintains confidentiality.
- Is emotionally mature.
- Deals effectively with conflict.
- Inspires a sense of confidence.
- Models a vibrant personal spiritual life.
- Models a primary commitment to his/her family as their highest ministry calling.
- Embraces humility and accountability as an essential leadership virtues.

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

- Is a highly effective biblically-centered preacher and teacher.
- Is effective in organizing and directing others in delivery of the mission and goals.
- Is experienced in leadership and management of a large organization.
- Is able to mentor and help others develop leadership skills.
- Is able to excite and engage others in supporting the mission, vision and strategy set by Session.

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

See the attached position description.



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Part 5: Church History

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

- 1963 Formation of Chapel Hill United Presbyterian Church with 96 Members.
- 1987 Hiring of Pastor Mark Toone.
- 2012 Move into the EPC denomination.

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

- 2023 - Completed planting a new EPC church in Port Orchard, WA called Kitsap House.
- Beyond These Walls was an initiative completed in 2021, to eliminate the mortgage on our physical campus and redeploy those funds used annually for debt service into service for God. Those funds are now invested into ministry beyond the walls of Chapel Hill with a focus on making disciples, sending out leaders and loving our neighbors.
- Response to Covid 19 in 2020-21 with immediate shift to online live and recorded worship while maintaining ministry and care to the congregation and community. Post Covid church staff and leaders worked diligently to get all ministries back to normal.



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Part 6: Other Information

1. List the last three individuals who held this position

| Name | Dates of Service | |
|---------------------------|------------------|------------|
| Dr. Mark Toone | 9/1987 | to 8/2024 |
| David Newquist (Interim) | 11/1985 | to 9/1987 |
| Dr. Frank Burgess | 11/1976 | to 11/1985 |

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

Our Values (a.k.a. Our DNA)

HEAD (What We Believe)

We are:

- Reformed
- Egalitarian
- Spirit-filled

HEART (How We Behave)

We embrace:

- Humility
- Courage
- Accountability

HANDS (What We Do)

- We honor our legacy.
- We mobilize the next generation.
- We serve our neighbors.

Policy Governance

Our Session is a directing and leading body with minimal use of committees. The Session establishes goals, policies and limitations that support the relationship with the Senior Pastor.



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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 Sue Unterbrink Date 1/22/2024

Search Committee Chair Scott Griffin Date 1/22/2024

| | | |
|--|-------------|-------------|
| Attachment #1 | | |
| Chapel Hill Staff Nov. 2023 | Full | Part |
| Position | Time | Time |
| Sr Pastor | 1 | |
| Executive Assistant | 1 | |
| Associate Pastor | 1 | |
| Assistant Pastor of Next Steps | 1 | |
| Assistant Pastor of Worship | 1 | |
| Chief Financial Officer | | 1 |
| Assistant Pastor of Life Groups | 1 | |
| Mkt. & Comm. Director | 1 | |
| Director of Facilities & Ops | 1 | |
| Creative Ministries Assistant | | 1 |
| Director of Digital Outreach | 1 | |
| Videographer | | 1 |
| Social Media Assistant | | 1 |
| Director of Childrens & Student Ministrie | 1 | |
| Assistant Pastor of Student Ministries (V | 1 | |
| Director of High School & young Adult M | 1 | |
| Student Ministries Intern | 1 | |
| Coordinator Student Ministries | | 1 |
| Childrens Ministry | 1 | |
| Childrens Ministry | 1 | |
| Director Early Childhood | 1 | |
| Early Child Hood Staff +/- 12 Part time | | 12 |
| Nursery Coordinator | | 1 |
| Production Director | 1 | |
| Audio Director | 1 | |
| Production Assistants | | 8 |
| Guitarist | | 1 |
| Organist | | 1 |
| Bell Choir Director | | 1 |
| Welcome Ministry Coordinator | | 1 |
| Worship Intern | | 1 |
| Worship Admin Assistant | | 1 |
| Receptionist | 1 | |
| I.T. Director | 1 | |
| Food Services | | 1 |
| Facilities Admin Assistant | 1 | |
| Scheduling Manager | 1 | |
| Custodian Supervisor | 1 | |
| Custodians +/- 6 | | 6 |
| Assistant. Facilities Director | 1 | |
| Assistant. Facilities Director | 1 | |
| Maintenance & Landscape Support | | 2 |
| Global Outreach & BTW Coordinator | 1 | |
| Local Outreach Coordinator | | 1 |
| Human Resources Admin Assistant | | 1 |
| Data Base Coordinator | 1 | |
| Director of Care Ministries | | 1 |
| Care Ministries Coordinator | | 1 |
| CR Coordinator | | 1 |
| Preschool Director | 1 | |
| Preschool Staff +/- 20 Part time | | 20 |
| Financial Accounting Specialist | 1 | |
| Accounting Assistant | 1 | |

Attachment #2

| Chapel Hill Church FY24 Proposed Budget | | | | |
|--|------------------|-------------------|-------------------------|-------------------------------|
| Gig Harbor | FY23 Budget | FY23 Projected | FY24 Budget-Proposed | Inc/(Dec) budget to budget |
| Tithes & Offerings | 4,440,500 | 4,380,000 | 4,365,600 | (74,900) |
| Other Income | - | 8,400 | 19,200 | 19,200 |
| Leadership | 320,086 | 310,622 | 328,049 | 7,963 |
| Administration | 1,593,242 | 1,581,299 | 1,557,389 | (35,853) |
| Next Steps | 690,103 | 662,803 | 689,951 | (152) |
| Families | 511,201 | 469,660 | 505,941 | (5,260) |
| Creative Ministries | 665,868 | 634,429 | 653,470 | (12,398) |
| Contingency | | | 50,000 | |
| BTW | 600,000 | 600,000 | 600,000 | - |
| CAPEX | 60,000 | 60,000 | | (60,000) |
| Total Expenses | 4,440,500 | 4,318,813 | 4,384,800 | (55,700) |
| NET | - | 69,587 | - | - |

| Assumptions for FY24 Budget: | |
|---|--|
| *Income budget (\$4,365,600) was anticipating a growth of 2% over previously forecasted FY23 of \$4.28M, income for FY23 has since increased. | |
| *COLA 2% (salaried 7/1/23 & hourly beginning 1/1/24) we do not yet know minimum wage for 2024 | |
| *Health care premium increase estimate of 9% included beginning January 1, 2024; FY23 had a 7% increase | |
| *Current economic conditions continue to be challenging, banking, inflation (2023 forecast 4-6%), stock market volatility | |
| *Capital budget will be funded from FY23 surplus as well as from the CAPEX fund | |

| Capital: | | |
|---|------------------------------|------------------------|
| CAPEX Fund | FY23 Ending Balance Fund | 655,282 |
| | FY24 Projects Requests | |
| | Interior Finishes | 36,313 |
| | HVAC & Refrigeration | 131,925 |
| | Exterior | 40,094 |
| | subtotal | 208,332 |
| | FY24 year end balance | 446,950 |
| Capital Requests | | |
| Student Ministries - Arena projector | | 3,850 |
| IT - 2 laptops, GP projections and computer, network equipment | | 17,108 |
| Facilities - Other than CAPEX: outdoor equipment and repair, fencing, carpet repair | | 15,418 |
| Total Capital requests | | 36,376 |
| | | Fund from FY23 surplus |

ATTACHMENT #3



Our Mission

Exalt Jesus, elevate others, launch disciple-makers.

Our Vision (a.k.a. Strategic Ends)

God has called the people of Chapel Hill to:

1. Love and serve our local community with mercy, care, and compassion, by:
 - a. *Connecting every LifeGroup to a local partner or project with whom they serve.*
 - b. *Financially investing over one hundred thousand dollars in local community organizations every year.*
 - c. *Launching a care center to provide resources to the local community with an emphasis on currently under-served populations.*
2. Share the gospel so that people discover new life in Jesus, by:
 - a. *Reaching hundreds of people through Alpha by equipping leaders in multiple contexts, including with students, with kids, and in prisons.*
 - b. *Equipping every attendee to share the gospel in their circles of influence.*
 - c. *Launching another church plant and financially supporting multiple additional church plants.*
3. Prepare and mobilize the next generation to live a life on mission for Christ, by:
 - a. *Launching a family discipleship academy that will:*
 - i. *Equip every parent to be the primary disciple-maker of their children.*
 - ii. *Equip every grandparent to disciple their children and grandchildren.*
 - iii. *Facilitate cross-generational community for mentorship and support of children, students and parents.*
 - iv. *Support, enrich and strengthen marriages.*
 - b. *Training our students to live on mission and hosting multiple annual events that empower, equip and release our students to share the gospel.*
 - c. *Taking every student through a program that develops a biblical worldview and enables their faith to endure post high-school.*



Job Description and Qualifications

| | | |
|--------------------|---|---------------|
| Job Title: | Senior Pastor | Attachment #4 |
| Department: | Pastoral | |
| Position Schedule: | FT | |
| Position Status: | Exempt, not eligible for overtime | |
| Reports to: | Session | |
| Supervises: | Associate Pastor, Assistant Pastor, CFO, Pastoral Executive Assistant | |
| Last Revised: | Jan 2024 | |

PURPOSE

Provide vision, leadership, and direction to the church in order to accomplish its mission to exalt Jesus, elevate others, and launch disciple-makers.

PRIMARY DUTIES

- Serve as the primary preacher, calling all listeners to a personal relationship with Jesus Christ, faithful discipleship, and full participation in the work of Christ's kingdom.
- Lead the pastoral staff and core leaders to articulate and champion the mission, vision, and strategic ends of the church.
- Understand, embrace, and champion the culture (DNA) of Chapel Hill.
- Empower and equip key staff members, meeting regularly with them to encourage and develop them to execute the mission, vision, and strategic ends of the church.
- Inspire and champion Chapel Hill's commitment to identifying and empowering upcoming leaders.
- Provide pastoral duties of a teaching elder, assisting in worship, visitation, and counseling when it is best served by the Senior Pastor.
- Provide leadership at a community and denominational level according to God's gifting and call.

KNOWLEDGE AND EXPERIENCE

- Experience in providing excellent preaching and teaching.
- Ability and successful experience in leading a large congregation.
- Ability and successful experience in leading the staff regarding vision and strategy.
- Ordained or ordainable in the EPC.

COMPETENCIES

- Models a vibrant personal spiritual life.
- Models a primary commitment to his/her family as their highest ministry calling.
- Embraces humility and accountability as essential leadership virtues.

All employees are required to pass a criminal background check prior to the start of employment.

All employees must understand that they are a part of a Christian church and that their employment is a God-ordained vocation. In this regard, employees must fully support and live consistently and in accordance with any Statement of Faith and Christian standards of living as may be set forth in the church's employee handbook.