



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.

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Please return completed form to:

Evangelical Presbyterian Church
ATTN: OFFICE OF THE STATED CLERK
5850 T.G. Lee Blvd., Suite 510
Orlando, FL 32822

Phone: 407-930-4239
Fax: 407-930-4247
E-mail: info@epc.org





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Part 1: Church Information

1. Church Name First Presbyterian Church of Orlando

Address 106 E. Church Street, Orlando, Florida 32801

Telephone (407) 423.3441 Fax (407) 956.5839

E-mail info@fpco.org Website www.fpco.org

2. Presbytery: Florida and the Carribean

Presbytery Ministerial Committee Liaison Tami Kaiser, Chair; Case Thorp

3. Search Committee Chairman David Swanson

Address 106 E. Church Street, Orlando, FL 32801

E-mail dswanson@fpco.org

Telephone (407) 423.3441 ext 1451

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

See attached

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| <hr/> | <input type="checkbox"/> Full time | <input checked="" type="checkbox"/> Part time |
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9. Racial/Ethnic composition of:

A. **Congregation** ****We do not have racial/ethnic composition data for our congregation****

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

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

25.5 % African-American 3.47 % Asian 35.8 % Caucasian 29.14 % 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 1,964,000

11. Church Programming—Worship

A. **Worship Time**

8:45am

11:05am

Average Worship Attendance

250* (Pre-COVID 510)

175* (Pre-COVID 516)

B. Frequency of communion celebration: 12x per year

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

Sing or perform during worship, light candles or do readings during advent, serve as ushers/greeters/welcome team/hospitality team



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

Traditional

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

One traditional, one contemporary worship service

12. Church Programming—Sunday School

A. Average attendance in Church School (under 18 years) 120

B. Average attendance in Adult Education (Sunday) 100

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	Governance of FPCO	18	Monthly	1
Deacons	Physical and spiritual needs of the church, minister to the sick, in distress	36	Bi-monthly	Staff
Operations Committee	Financial, physical property, HR, policies	15	Monthly	Staff
Presbyterian Connections	Brief session on Presbytery and GA actions, facilitate relations with EPC	4	As needed	1
Leadership and Governance	Nominate standing elders to committees and work groups, review elder and deacon performance	3	3-4x/yr	1
Congregational Nominating Committee	nominate ruling elders, deacons and other congregational committees as needed	Varies	3-4x/yr	1
Missions work group	Review gift requests, approve mission gifts from budget	10	at least quarterly	1

*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.



Part 2: Financial/Church Campus Information

1. Current annual budget: \$ 7,000,000 Last year's annual budget: \$ 7,100,000
(Attach a copy of current budget)

2. Percentage of income received toward budget: 100 %

3. Amount contributed for year 2020 (most recent complete reporting year)

- A. EPC Per Member Asking \$ 36,000
- B. EPC World Outreach Global Workers \$ _____
- C. EPC Special Projects \$ 105,000
- D. Presbytery Per Member Asking \$ 24,000
- E. Other Missions/Missionaries \$ 722,403

4. Property owned by church

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

Sanctuary 11,879 sq ft, Fellowship Hall 11,300 sq ft, Clayton Life Center (gathering, gym, classrooms) 67,232 sq ft, Allen & Yowell Halls (classrooms, gathering spaces) 78,836 sq ft, Edington Ministry Center (offices, gathering spaces) 49,352 sq ft

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 _____



6. Compensation:

A. The salary range we are prepared to offer:

Position: _____ \$ 60,000-80,000

Position: _____ \$ _____

Position: _____ \$ _____

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

Position: Associate Pastor \$ _____ or 2 %

Position: _____ \$ _____ or _____ %

Position: _____ \$ _____ or _____ %

Position: _____ \$ _____ or _____ %

C. Housing

- Housing Allowance
- Manse Only
- Either of the Above

D. Benefits and expenses

- _____ Pension (minimum 10% gross effective salary)
- _____ Medical insurance
- _____ Life insurance
- _____ Social Security
- _____ Travel/mileage
- _____ Book allowance
- _____ Study leave allowance (minimum 2 weeks)
- _____ Annual vacation days (minimum 4 weeks)
- _____ 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 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
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 type="checkbox"/> 1	<input checked="" 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 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 type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
6. Is often found living their faith in their communities.	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<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 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 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
10. Ministers well to members who are hurting.	<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
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 type="checkbox"/> 1	<input checked="" 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 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
14. Is spiritually alive.	<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



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

One of First Presbyterian 's core values is The City. Our history and Orlando 's are indelibly intertwined, and our commitment is to love her well as we serve in the model and manner of Christ. We try to engage in service without expectation or condition, but that does not often reach to ecumenism, or multi-faith gatherings. The priority of our ministry is what we share without the larger body of Christ 's Church.

16. Describe the strengths of your congregation.

Our congregation 's strengths lie in her commitment to the Word of God taught and proclaimed, our passion for worship, our commitment to multi-generational ministry, our care for and ministry to those who are struggling, grieving or ill, our ministries to children, students and young adults, and the deeply generous nature of our people in all areas of life.

17. List specific problems with which your congregation struggles.

Our main areas of struggle, as a downtown church, are building smaller communities for deeper relationships. It is easy for a person to come downtown, attend worship, and return home without ever connecting to another person in a meaningful way. This is one of our focused strategic priorities as we look to the future. Like everyone else, we are also struggling with the new realities of " church " in a Covid and post-Covid world.

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

The major goals that we have set are related to our three strategic priorities: creating a culture that reflects our values, cultivating relationships of radical affection and accountability, and equipping our body to live missionally in family, neighborhood and vocation. Most of our current attention is making the shift from an attractional model to a missional model, equipping our people to not only be fed and nurtured in the Lord, but to move out in missional service where they live, work and play.



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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.

Will explain if necessary

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

Yes No

If yes, Date completed July 2018

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



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Part 4: Leadership Expectations

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

- * Possess a strong and abiding faith in Jesus Christ as personal Lord and Savior, spiritual maturity and a commitment to a Christian lifestyle.
- * Have an obvious, abiding love for those in need, those who suffer, and especially for those who have reached the latter days of their lives
- * Have an obvious commitment to and passion for prayer, personally and corporately
- * A demonstrated plan for self-care and personal renewal even as he/she gives so much to others
- * Excellent leadership, administrative, organizational and communication skills
- * Strong interpersonal skills with the ability to effectively present information and respond to inquiries from staff, leaders or congregation.



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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?

1) While not a single event, the decision was made in the mid-80s to remain a downtown church focused on serving the city-center. At the time, other churches were moving to the suburbs and there was great pressure to do so based on the belief that downtown churches could not survive or thrive. To the contrary, First Presbyterian created key ministries that drew people from all across Central Florida and that momentum continues to this day.

2) The decision to leave the PCUSA and join the EPC – January 29, 2012. Standing on the Lordship of Jesus Christ and the authority/divine inspiration of God's Word, FPCO voted to depart the PCUSA and join the EPC. In the end, a congregation of 3800 members only lost 35 in the process, and while it cost \$900,000, it opened doors for growth and partnership not seen in preceding years.

3) Paying off \$15 million in debt. For a variety of reasons, the indebtedness of the church grew to a point of significant hardship and ministry limitation. With the Immeasurably More campaign, \$13 million was paid down, and with the Arise and Build campaign, the balance was paid on December 31 of 2019.

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

The most interesting and challenging event in the life of the church in the past three years has been the Covid pandemic. We have adapted, shifted, and adjusted to new models and methods, experimenting and failing and learning all along the way. Prior to that, it was the reshaping of our ministry model from attractional to missional.



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Part 6: Other Information

1. List the last three individuals who held the position of AP Congo Care

Name	Dates of Service	
Rebecca Davis	7/1/2014	8/30/2020
Donna McClellan	9/23/05	6/14/2014

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

Clerk of Session DocuSigned by: Gregory Burden FD11D3B0C19D4EF... Date 4/9/2021 | 12:38 PM PDT

Search Committee Chair DocuSigned by: Greg McMill E594B4B6E888458... Date 4/9/2021 | 11:41 AM PDT

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