



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 Hope Presbyterian Church

Address 11121 Leavells Road, Fredericksburg, VA. 22407

Telephone (540) 898-4673 Fax (_____) _____

E-mail Search@hopechurchva.org Website www.hopechurchva.org

2. Presbytery: Coastal Mid-Atlantic

Presbytery Ministerial Committee Liaison _____

3. Search Committee Chairman Rev. Jon Dennis & Rev. Chrishon Ducker

Address _____

E-mail Search@hopechurchva.org

Telephone (540) 898-4673

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

<u>Rev. Jon Dennis, Senior Pastor (TE)</u>	<input checked="" type="checkbox"/> Full time	<input type="checkbox"/> Part time
<u>Rev. Chrishon Ducker, Associate Pastor (TE)</u>	<input checked="" type="checkbox"/> Full time	<input type="checkbox"/> Part time
<u>Bryan Lees, Pastoral Resident</u>	<input checked="" type="checkbox"/> Full time	<input type="checkbox"/> Part time
<u>Melissa Kester, Director of Children's Ministry</u>	<input checked="" type="checkbox"/> Full time	<input type="checkbox"/> Part time
<u>Terry Jo Shackelford, Office Administrator</u>	<input type="checkbox"/> Full time	<input checked="" type="checkbox"/> Part time
<u>Laurie Walter, Finance Clerk</u>	<input type="checkbox"/> Full time	<input checked="" type="checkbox"/> Part time
<u>Amy Elliott, Worship Leader</u>	<input type="checkbox"/> Full time	<input checked="" type="checkbox"/> Part time
<u>Alyssa Irby, Choir and Bell Director</u>	<input type="checkbox"/> Full time	<input checked="" type="checkbox"/> Part time
<u>Deandre Bradley, AV & Media</u>	<input type="checkbox"/> Full time	<input checked="" type="checkbox"/> Part time
_____	<input type="checkbox"/> Full time	<input type="checkbox"/> Part time



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5. List all vacant positions

Position Available Pastor or Director of Student Ministries Date of Vacancy Current

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>464</u>	<u>407</u>
B. Number of family units	<u>233</u>	<u>230</u>
C. Worship attendance	<u>314</u>	<u>275/50 online</u>

7. Community Growth Increasing Static Declining

8. Profile of church members

A. Age:

0 % 0-11 2 % 12-18 5 % 19-24 8 % 25-34
17 % 35-49 31 % 50-64 33 % 65+

B. Occupation:

X % Business X % Professional X % Trades
____ % Agriculture X % Stay-at-Home Parent X % Retired
X % Other (Please Specify) Government and Military

C. Educational level of adults

0 % some high school 10 % high school 70 % college 20 % graduate school

D. Percentage of members belonging to the congregation

Less than one year 2 %
5 years or less 21 %
6-10 years 21 %
10 years or more 56 %



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9. Racial/Ethnic composition of:

A. **Congregation**

1 % African-American 2 % Asian 97 % Caucasian 0 % Hispanic
 % Other (Specify) _____

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

15 % African-American 3 % Asian 45 % Caucasian 25 % Hispanic
12 % Other (Specify) 10% two or more races. 2% unspecified

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 Fredericksburg 28,622; Spotsylvania County 136,215, Stafford County, 152,882

11. Church Programming—Worship

A. **Worship Time**

9:00am

11:30am

Average Worship Attendance

175 (contemporary)

100 (traditional)

B. Frequency of communion celebration: Fourteen times per year

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

Pastor and worship staff oversee planning and implementation utilizing lay participation in the services.



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

Early service is contemporary and the later service traditional.

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

Contemporary and Traditional

12. Church Programming—Sunday School

A. Average attendance in Church School (under 18 years) ⁸⁰ _____

B. Average attendance in Adult Education (Sunday) ⁷⁰ _____

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	Vision and Spiritual Oversight	9	1x per mo	2
Deacons	Congregational Care	12	1x per mo	3
Trustees	Facilities, Admin and Operations	9	1x per mo	3
Finance	Financial Oversight	8	8x per year	3
Worship	Communion prep, decoration	10	8x per yr	3
Missions	Local and Global Missions	6	8x per yr	3
Adult Ministries Team	Adult Education	7	8x per yr	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.



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Part 2: Financial/Church Campus Information

1. Current annual budget: \$ 907,445 Last year's annual budget: \$ 896,937
(Attach a copy of current budget)

2. Percentage of income received toward budget: 84% of 2022 budget %

3. Amount contributed for year 2022 (most recent complete reporting year)

- A. EPC Per Member Asking \$ \$15.00
- B. EPC World Outreach Global Workers \$ _____
- C. EPC Special Projects \$ _____
- D. Presbytery Per Member Asking \$ \$15.00
- E. Other Missions/Missionaries \$ \$88,518 for 2022 (part of overall \$896K budget)

4. Property owned by church

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

The church building was constructed in 1986. The educational wing, offices, fellowship hall and youth area were built in 1996. The facilities comprise 24,000 sq/ft on approximately 10 acres. This land also includes an outdoor chapel, outdoor playground and a sizeable parking lot. In 2020 \$200,000 was spent updating and refurbishing much of our facility. In late 2022 and early 2023 the sanctuary was re-carpeted and the front wing walls were covered with sheetrock. The upstairs hallway had new flooring installed and walls were repainted.

B. Are your buildings adequate for your present program? Yes No
If no, please explain:

Our educational space is inadequate to meet the projected needs of the church in terms of sufficient size and updated classrooms (primarily in Children's and Youth ministry), ease of use and flow, and to uphold proper security standards.

C. Is a building program projected? Yes No
If yes, describe what, when, and projected cost

A dedicated Children's and Youth Ministry building is being considered by leadership. This is a concept only at this juncture and no architect has been consulted nor have costs been projected. Hope's property is sufficient in size to accommodate further construction. In the meantime, we are coming up with creative solutions to use the space we currently have better.

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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6. Compensation:

A. The salary range we are prepared to offer:

Position: Pastor or Director of Student Ministries \$ 45-60k, including benefits.

Position: _____ \$ _____

Position: _____ \$ _____

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

Position: _____ \$ _____ or _____ %

Position: _____ \$ _____ or _____ %

Position: _____ \$ _____ or _____ %

Position: _____ \$ _____ or _____ %

C. Housing

- Housing Allowance
- Manse Only
- Either of the Above

D. Benefits and expenses

Optional Pension (minimum 10% gross effective salary)

Yes Medical insurance

Optional Life insurance

Yes Social Security

TBD Travel/mileage

Yes Book allowance

Yes Study leave allowance

Yes/2 weeks Annual vacation days

Yes Other (Specify: Relocation expenses TBD)



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 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
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 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 type="checkbox"/> 1	<input checked="" 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 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
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?

Hope joins with other churches of various denominations to support parachurch ministries such as InterVarsity Christian Fellowship, Fellowship of Christian Athletes, and Young Life in local efforts to reach youth and young adults with the gospel. In addition, along with other churches, Hope assists nearby elementary and middle schools in a variety of ways. Other ecumenical efforts involve food truck ministry, food bank ministry, supporting Fredericksburg's ministry to the homeless, doing home repairs, providing firewood, and supporting crisis pregnancy centers.

"Hope Cares" is our own church initiative recently begun under COVID to minister broadly in our community in tangible ways: delivering meals to grocery store employees, CVS employees, Sheriff's Department, Fire Department, Health Care workers and other first responders. In addition, thousands of dollars have been given to address frontline community needs.

16. Describe the strengths of your congregation.

Many members of our congregation have a strong, mature faith and knowledge of the Scripture. Their deep faith manifests itself in a desire to grow in discipleship and Christian living to impact our culture for Christ. Hope is very giving in terms of time, resources, support, and prayer. Praying for each other is a priority.

Stewardship of our facility is recognized as necessary, and a major refresh was recently undertaken. Even though more needs to be addressed, the general spirit of the congregation is that we want to ensure that our focus is not simply internal but is increasingly missional. We desire our facilities to be used in the extension of Christ's kingdom.

Our Children's and Student Ministries are strong and the church desires to further their effectiveness and support them in resources, facilities and ministries. In terms of missions, Hope has a longstanding and ongoing commitment to Haiti Outreach Ministries and to Food for the Hungry in Kenya. These have been especially meaningful to the church. We enthusiastically support a number of missionaries across the globe in addition to our local commitments.

Hope is a safe place for Christians recovering from the hurts of the world, and even hurts inflicted by the church. We have brothers and sisters on staff, serving as elders, and worshipping as congregants who are recovering from church trauma, all of whom feel safe to worship and grow in fellowship with the Body of Christ here at Hope.

17. List specific problems with which your congregation struggles.

All congregations recognize that our world totally changed in early 2020. With them, Hope has dealt with significant hurdles in this respect (see 5.2 for details). Remaining light in a dark world and sharing the Good News and ministering to our local community and our church membership is a daunting one. First, demographically we are underrepresented by people ages twenty to forty, although with the calling of our new senior pastor in May of 2022 we have begun to see more young families begin to attend the church. Second, for some years there has been an undercurrent of distrust in the leadership of the Session based on decisions made and a perceived lack of communication. Although progress has been made in the last three years as our session has moved from a committee leader style to a shepherding style of leadership, some distrust remains. Third, for years Hope has held two separate worship services, one traditional and one contemporary, leading to a feeling of two separate congregations. Session is researching the challenges inherent in blending these two styles, but much work remains to be done. In order to give more opportunities for people to intermingle from both services, a dedicated Sunday School hour between services was introduced in 2021. These challenges notwithstanding, our worship staff work hard to produce vibrant, Christ-centered, engaging worship services. Fourth, we do not reflect the growing racial diversity of our community as a whole or nearby in particular. Finally, we need to be better connected intergenerationally. (See 6.2 for additional comments on challenges Hope faces).

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

See the Vision Frame with the attached leadership goals.



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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.

An ordained Ruling Elder (not serving on Session) initiated a gathering of congregation members and friends who were critical of Session's handling of the Covid-19 lock-down. Session repeatedly tried to meet with him but he refused eight attempts/requests. With guidance from Presbytery, Session followed the Book of Discipline and the matter ultimately proceeded to the point of Second Summons, at which point this individual let it be known that he no longer considered himself to be a member of our congregation. His membership has been moved to inactive and his ordination as a Ruling Elder has been revoked.

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

Yes No

If yes, Date completed February 1, 2021 (See attached Vision Frame and leadership goals)

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?

Hungers for Jesus — Daily pursues personal growth and maturity as a servant leader and disciple of Jesus Christ. Lives prayerfully with integrity, joy, discernment, compassion, and humor. (John 15:5)

Teaches Scripture — Has strong communication skills and is able to insightfully teach the Scriptures in the Reformed tradition, without compromise, lifting up the supremacy and sole sufficiency of Jesus Christ, connecting Hope to the Lord with fresh application to address our challenging times and culture. (Col. 1:28-29)

Mission Driven — Participates with church leadership in guiding the church's youth to strategic efforts and local partnerships to boldly reach our city and county with the gospel in word and deed. Inspires and helps Hope to increasingly become a multi-ethnic, intergenerational, community of grace as a beacon of hope for all peoples. (Rev. 7:9)

Vision Focused — Able to communicate and energize disciple making by example to pursue Hope's vision to be deeply connected internally and mission minded externally. As such, enjoys fostering a collaborative culture within the staff and congregation and uniting members toward achieving Hope's stated vision. (Matt. 28:19-20)

Compelling Leader — Is a wise, enthusiastic, open and approachable leader who values the entire flock, promotes collegiality, and is motivated to train and mentor youth, volunteers, and summer interns. Also embraces being a servant leader who is open to being discipled and continues to mature in grace and humility. (Mk 10:42-45 and Rom. 12:8b & 10)

Qualifications:

1. Holds theological alignment with and adheres to the Westminster Confession of Faith and to the EPC's Essentials of Our Faith.
2. Has a quantifiable sense of call to student ministry for a long term and not just as a stepping stone.
3. If married, a strong marriage with a spouse who also supports this calling.
4. A bachelor's degree. A seminary degree or being enrolled in seminary classes is a bonus, but not necessary.



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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?

In the history of this congregation there have been a number of truly significant moments. In 1985 ninety-three members participated in our Chartering Service and called our first pastor. The original building was dedicated in 1986. Our second pastor was called in 1994, and in 1996 we more than doubled the size of our facility with classrooms, a kitchen, fellowship hall, and office space. The next truly significant event occurred in June 2014 when after three years of effort we dissolved ties with PC(USA) and joined the EPC. We have had many dear friends come and go, many weddings, funerals, celebrations, pageants, and had a spirit of worship throughout. With the recent calling of a new Associate Pastor in 2020 and Senior Pastor in 2022, we are ready to move on to the next chapter!

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

COVID-19 brought unexpected challenges on top of a transition from a pastor of 25 years and associate pastor of 18 years (both left in 2019). The Lord brought to us a superb transitional pastor (Dori Little) in June of 2019 and an assistant now, associate pastor, (Chrishon Ducker) in May 2020. When Rev. Little left in August of 2021 to move to a new call, Rev. Ducker stepped in an 'unofficial interim' until we called Rev. Jon Dennis as our new Senior Pastor in May of 2022.

Coming out of COVID and navigating the waters of what things did we do pre-COVID that we are going to pick back up and which things will we move on from has been positive but also challenging. One of the biggest changes was introducing a dedicated Sunday School hour at 10:15 between our two services. Previously, there were 2 SS hours and you would attend SS one hour and a worship service during the other. The dedicated hour was introduced in order to build bonds between those who attended different services in effort to move away from a '2 churches under 1 roof' motif.



Part 6: Other Information

1. List the last three individuals who held the position of Pastor/Director of Student Ministries

Name	Dates of Service	
Bryan Lees	Feb 2016	to present
Matt McDermott	2011	to Feb 2016
Tim Habecker	1999	to 2011

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

Additional comments are as follows with respect to Hope's current challenges. First, to its credit Hope has a history of finding ways to engage the community with the gospel. However, over the passage of time some of these efforts are dated and newer efforts are missing... and times have changed. The church needs to better understand and recapture the necessity of its God-ordained role as a beacon of Hope in our community and develop a deliberately relevant missional stance. The community immediately surrounding Hope is increasingly multi-ethnic, but Hope itself is not. In short, we need to be more reflective of our locale. To that end we need to find engaging ways to bring the gospel to our neighbors in word and deed. We need to take risks and be unafraid of failure.

Second, while Hope is essentially a warm congregation, it is sometimes difficult for newcomers to make connections and move from the outside to the inside, so to speak. This is largely because many of those well established in the congregation have been here since the beginning of the church, or many years, and have their network of relationships. Perhaps they don't recall what it was like to try to enter into the life of the church. The pathways to do so are not apparent to newcomers. As such there is an unintentional "code" to the church which is hard to crack. This obstacle needs to be overcome so Hope is an overtly welcoming congregation.

Third, Hope is committed to discipleship as a necessary framework for ministry. Small groups have been integral to this pursuit with the goal of sharing life together and inviting unbelievers to come and experience Christian community. This excellent goal needs to be further developed as one facet of small group ministry.

The above notwithstanding, our Pastors and Session believe Hope is wonderfully positioned in terms of its location in the community and the growing desire of its members to enter into a new and exciting phase of ministry in the name of our Lord and Savior, Jesus Christ and power of the Holy Spirit. Hope's potential, by the grace of God, is enormous.

The Pastor/Director of Student Ministries Search Committee will begin reviewing applications on March 1, 2023 and the position will remain open until filled.

Clerk of Session Robin Woodard, RE Date 2/1/23

Search Committee Chair Rev. Jon Dennis & Rev. Chrishon Ducker Date 2/1/23