

Rev. Dorington Little, Transitional Senior Pastor

April 21, 2021

Dear Brother or Sister in Christ,

Hope Presbyterian Church in Fredericksburg, VA is prayerfully seeking the next senior pastor who God has prepared to lead our congregation.

Fredericksburg is a growing and family-friendly area located within commuting distance of Washington D.C. and Richmond, VA and only 2-3 hours from both the beach and the mountains. The area is home to many military and government facilities, the University of Mary Washington, two hospital networks, and countless small and medium sized businesses. History buffs, sports enthusiasts and outdoor lovers have plenty of opportunities to enjoy their hobbies. Both downtown Fredericksburg and the Central Park area offer numerous restaurants, coffee shops, and other retail options.

Hope is located in a suburban area adjacent to two local schools and a mix of apartments, townhouses, and single-family homes. The neighborhood has become increasingly diverse over the last few decades and Hope is eager to engage with and be a light to our community by drawing in young people and families to reach the unchurched while still caring for all members of our church family.

If you feel God calling you towards this opportunity, please review our enclosed Church Information Form, Vision Framework, and leadership goals. Pastor Information Forms, links to sermon recordings, and anything else you feel will help us get to know you may be sent to Search@hopechurchva.org. We will begin prayerfully considering PIFs on **May 15th**. All inquiries will be handled with strict confidentiality.

Whether or not Hope becomes your next home, please know we are praying for you.

“To this end we always pray for you, that our God may make you worthy of his calling and may fulfill every resolve for good and every work of faith by his power, so that the name of our Lord Jesus may be glorified in you, and you in him, according to the grace of our God and the Lord Jesus Christ.” 2 Thessalonians 1:11-12

By His Grace,

The Commissioned Senior Pastor Search Committee of Hope Presbyterian Church

Enclosures:

1. Church Information Form (CIF)
2. Hope Presbyterian Church Vision Framework
3. 2021-2022 Hope Presbyterian Church Session Goals
4. 2021-2024 Hope Presbyterian Church Diaconate Goals
5. 2021-2022 Hope Presbyterian Church Board of Trustees Goals

Hope Presbyterian Church is a caring community that equips disciples of Christ for worship and ministry in the reformed tradition.



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





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CHURCH INFORMATION FORM

Part 1: Church Information

1. Church Name _____

Address _____

Telephone (_____) _____ Fax (_____) _____

E-mail _____ Website _____

2. Presbytery: _____

Presbytery Ministerial Committee Liaison _____

3. Search Committee Chairman _____

Address _____

E-mail _____

Telephone (_____) _____

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

_____	<input type="checkbox"/> Full time	<input type="checkbox"/> Part time
_____	<input type="checkbox"/> Full time	<input type="checkbox"/> Part time
_____	<input type="checkbox"/> Full time	<input type="checkbox"/> Part time
_____	<input type="checkbox"/> Full time	<input type="checkbox"/> Part time
_____	<input type="checkbox"/> Full time	<input type="checkbox"/> Part time
_____	<input type="checkbox"/> Full time	<input type="checkbox"/> Part time
_____	<input type="checkbox"/> Full time	<input type="checkbox"/> Part time
_____	<input type="checkbox"/> Full time	<input type="checkbox"/> Part time
_____	<input type="checkbox"/> Full time	<input type="checkbox"/> Part time
_____	<input type="checkbox"/> Full time	<input type="checkbox"/> Part time



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CHURCH INFORMATION FORM

5. List all vacant positions

Position Available _____ Date of Vacancy _____

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	_____	_____
B. Number of family units	_____	_____
C. Worship attendance	_____	_____

7. Community Growth ☐ Increasing ☐ Static ☐ Declining

8. Profile of church members

A. Age:

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

B. Occupation:

_____ % Business _____ % Professional _____ % Trades
_____ % Agriculture _____ % Stay-at-Home Parent _____ % Retired
_____ % Other (Please Specify) _____

C. Educational level of adults

_____ % some high school _____ % high school _____ % college _____ % graduate school

D. Percentage of members belonging to the congregation

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



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CHURCH INFORMATION FORM

9. Racial/Ethnic composition of:

A. Congregation

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

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

_____ % African-American _____ % Asian _____ % Caucasian _____ % 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 _____

11. Church Programming—Worship

A. Worship Time

Average Worship Attendance

B. Frequency of communion celebration: _____ per year

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



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CHURCH INFORMATION FORM

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

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

12. Church Programming—Sunday School

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

B. Average attendance in Adult Education (Sunday) _____

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*

*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.

**EPC***A Global Movement of Evangelical Presbyterian Churches***CHURCH INFORMATION FORM****Part 2: Financial/Church Campus Information**

1. Current annual budget: \$ _____ Last year's annual budget: \$ _____
(Attach a copy of current budget)
2. Percentage of income received toward budget: _____ %
3. Amount contributed for year _____ (most recent complete reporting year)
 - A. EPC Per Member Asking \$ _____
 - B. EPC World Outreach Global Workers \$ _____
 - C. EPC Special Projects \$ _____
 - D. Presbytery Per Member Asking \$ _____
 - E. Other Missions/Missionaries \$ _____
4. Property owned by church
 - A. Describe buildings and property (other than manse).
 - 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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CHURCH INFORMATION FORM

6. Compensation:

A. The salary range we are prepared to offer:

Position: _____ \$ _____

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

_____ 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: _____)



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CHURCH INFORMATION FORM

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 type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input 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 type="checkbox"/> 3	<input type="checkbox"/> 4	<input 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 type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input 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 type="checkbox"/> 3	<input type="checkbox"/> 4	<input 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 type="checkbox"/> 3	<input type="checkbox"/> 4	<input 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 type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input 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 type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input 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 type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input 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 type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
10. Ministers well to members who are hurting.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input 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 type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
12. Contains people willing and able to lead the congregation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input 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 type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
14. Is spiritually alive.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input 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?

16. Describe the strengths of your congregation.

17. List specific problems with which your congregation struggles.

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



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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.

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

☐ Yes ☐ No

If yes, Date completed _____

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



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CHURCH INFORMATION FORM

Part 4: Leadership Expectations

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



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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?

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



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CHURCH INFORMATION FORM

Part 6: Other Information

1. List the last three individuals who held the position of _____

Name

Dates of Service

_____ to _____

_____ to _____

_____ to _____

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

Clerk of Session _____ Date _____

Search Committee Chair _____ Date _____

Hope Presbyterian Church

A Congregation of the Evangelical Presbyterian Church

Transformed by Christ - Reaching the World in his Name

As disciples of Jesus Christ, we are intent on displaying the beauty of his presence. We proclaim the power of the gospel as we:

Worship → Connect → Serve

Exalting God
together.

Encouraging one
another to live
worthy of our
calling.

Taking the
message of
living hope to
those who have
not yet heard.

Called by the Father, redeemed by the Son, and
empowered by the Holy Spirit, we joyfully

Worship

"Exalt the LORD our God, and worship at
his holy mountain; for the LORD our God
is holy."

Psalm 99:9

Hope exists to glorify God and enjoy Him forever.

Objective 1: Hope desires to foster a vibrant, God-honoring community as we:

- Offer biblically and theologically faithful worship in the Reformed tradition.
- Praise God with one voice, drawing from all generations and ethnicities, many musical traditions and participants.
- Celebrate the power and work of God in our midst.

Objective 2: Hope encourages our people to honor God by taking up a life of worship as we:

- Practice spiritual disciplines and discover how God is involved in our whole lives.
- Marvel at the growth in grace that comes from a life surrendered in full.

Connect

"We, though many, are one body in
Christ, and individually members one of
another."

Romans 12:5

*Hope exists to unite believers of all ages and ethnicities as a
church mobilized to serve.*

Objective 3: Hope seeks to provide engaging educational opportunities that will impact the world for Christ as we:

- Promote Hope Groups and Christian Education to deepen our discipleship.
- Create effective systems for training disciples, teachers, leaders, and future missionaries.
- Identify our spiritual gifts for the purpose of service in the body and local community.

Objective 4: Hope aspires to cultivate a thriving multiethnic, intergenerational covenant community as we:

- Offer opportunities for ministry and fellowship connections that involve diverse people of different generations.
- Develop mentoring relationships for young adults, youth, children, and those new in the faith by connecting them with mature believers.
- Make all key decisions with a focus on our entire church family.
- Nurture a culture of prayerful expectation that God is present and at work through us.

Serve

“Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to obey all that I have commanded you. And behold, I am with you always, to the end of the age.” Matthew 28:19-20

Hope pursues creative ways to share the gospel with our community across social, economic, and racial boundaries.

Objective 5: Hope seeks to create a culture of gospel engagement through loving and God-honoring relationships as we:

- Develop ministries that boldly express the love of Christ, giving hope to the broken, alienated and lonely.
- Share Christ in word and deed as we care for needs in our local community and the world.
- Cultivate courageous outreach initiatives according to the gifts and callings of individuals within this congregation as we listen to the Spirit's leading.
- Provide regular training and resources to help people communicate effectively about their faith in an increasingly complex post-Christian world.
- Increase our commitment and generosity to missions while acting as the hands and feet of Jesus.

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2021-2022 Hope Presbyterian Church Session Goals

1. Develop Spiritual Elders

- a. Formalize a Ruling Elder job description.
- b. Develop a plan for the College of Elders (Ordained Ruling Elders not presently serving on Session).
- c. Grow Session as a small group.
- d. Develop Ruling Elders as teachers.

2. Improve Worship at Hope

- a. Involve more laity in worship services.
- b. Enrich the elements of worship by utilizing greater instrumentation and musical styles.
- c. Offer three convergent worship services next year.
- d. Enhance our meeting space with visual arts that draw us deeper into worship along specific preaching themes.

3. Improve Communication

- a. Offer a multilayer online calendar reflecting all church events and ministries.
- b. Post all church announcements and communications to the website.
- c. Improve the coordination and exchange of information across committees.
- d. Recruit/encourage/train personnel to use our electronic resources.

4. Engage the Community through Missions

- a. Establish qualifications and develop a process for selecting missions that Hope will support following the new Philosophy of Engagement.
- b. Partner with a local church that is predominantly different from Hope demographically to better integrate with and serve our surrounding community.
- c. Host a mission-oriented Sunday School class or small group.
- d. Increase the percentage of budget allocated to missions to 20% by 2026.

2021-2024 Hope Presbyterian Church Diaconate Goals

Worship	Connect	Serve
<ol style="list-style-type: none">1. Increase visibility of deacons:<ol style="list-style-type: none">a. Greet and Usher using Time and Talent (1 year)b. Serve with Elder each Sunday to be available for individual prayer (1 year)c. Read scripture at services (1 year)d. Be intentional about attending both services and sitting in different locations to connect with as many members and visitors as possible. (1 year)	<ol style="list-style-type: none">2. Develop relationships with new members:<ol style="list-style-type: none">a. Attend New Member Bridge Class (2 deacons per class) (1 year)b. Continue Card Ministry to congregation for grief/illness/encouragement. Expand to include prayer cards. (1 year)c. Increase use of Realm by expanding Birthday calls to include verification of Realm information. (1 year)d. Partner with Friends Forever ministry to identify and meet the needs of families with special needs. (1 year)e. Develop quarterly messages to the congregation with intentional/unique focus. (1 year)	<ol style="list-style-type: none">3. Develop/enhance generational ministry:<ol style="list-style-type: none">a. Pilot Elder Care Ministry among the deacons (1 year) to be expanded to the congregation (3 years).b. Build transportation ministry using Time and Talent (3 years)c. Build Meal Ministry using Time and Talent (1 year)d. Work with youth volunteers to serve across the generations (3 years)

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2021-2022 Hope Presbyterian Board of Trustees Goals

Finance:

1. Conduct an outside review and schedule a full independent audit.

Facilities:

1. Review and prioritize the list of proposed projects.
2. Consider options for project management and the balance of volunteer versus professional services.

Safety and Security:

1. Schedule and deliver safety and security training.
2. Develop written policies and procedures.
3. Develop a budget proposal for phases of implementation.

Communications:

1. Provide training to greeters, ushers, and other volunteers.

Administration:

1. Draft a personnel manual for all employees.
2. Assemble a library of policies and identify gaps, including facilities, security, finance, and space usage.