Senior Pastor Candidate

Thank you for your willingness to contact the Evangelical Presbyterian Church (EPC) Search Committee as we consider candidates for the position of senior pastor. This is an exciting time for our church family as we look to the future and to the Lord for His provision of the man being called to this position.

EPC has been a light to the Newark community for over 75 years. We have a rich history of ministering to people of all generations through teaching, fellowship, and service. Our church strives to be a welcoming and caring community that desires to grow in our relationship to Christ and with one another. We have a legacy of supporting missions, both local and foreign, through financial commitment, participation, and prayer. We are committed to our vision statement: “To know Christ and make Him known.”

As we pray for a candidate that will be a good fit for our church body, we recognize that we will review men of varied gifts and strengths. While we will seek excellent qualities and experience, we also care deeply about the “heart” of our next pastor. We desire a man who humbly depends upon the Lord to direct his leadership and who seeks to shepherd our flock.

This profile was prepared to assist you in comparing your gifts and God’s calling in your ministry to the desires of EPC. It provides you with more detailed information about our church and its ministries. We ask that you give prayerful consideration to how your gifts and experience may fit into the context of our church.

Dr. Charles McGowan, a pastoral search consultant, is assisting us with this process. He is a retired PCA pastor and former moderator of the General Assembly. If you have further questions and/or wish to continue the inquiry for this senior pastor position, please contact Dr. McGowan at cmcgowan@mcmcgowan.com.

As you seek the direction of God’s calling on your life and ministry, please be assured that we will hold your information and interest in the utmost confidence. We will not disclose your name with anyone outside of the EPC Pastor Search Committee and McGowan Search. We will also keep you abreast of our progress as it relates to you.

Again, we thank you for your interest in EPC. The search committee and congregation are praying in earnest for our next pastor, confident that our sovereign God has chosen well.

With warm Christian greetings,
Pastoral Search Committee
INTRODUCING
Evangelical Presbyterian Church of Newark

Evangelical Presbyterian Church of Newark, Delaware, is a congregation of the Presbyterian Church in America (PCA). We are a Bible-believing church in the Reformed and Presbyterian tradition, embracing the Apostles’ Creed, the Nicene Creed, and the Westminster Confession of Faith and Catechisms as our doctrinal standards. We seek to be a congregation characterized by Christ-centered worship, solid teaching, and a vibrant heart for missions.

Our MISSION: Changing Lives Through Sharing Christ
Our VISION: That each member of our church family will know Christ and make Him known, according to the Word of God and for His glory alone.

We Exist to Gather, Disciple, and Send

Gather - We gather Christians together to worship God through Jesus Christ.
Disciple - We exist to make disciples, followers of Jesus Christ.
Send - Jesus sends us into the world as His ambassadors.
OUR CHURCH
HISTORY

The roots of our heritage go back to the early 1700s when the Head of Christiana Presbyterian Church was one of the first Presbyterian churches established in the colonies. Sadly, by the early 20th century, theological liberalism began to infiltrate the mainline denomination, questioning the inerrancy of Scripture and other foundational doctrines. A faithful group of believers remained at this church, but by the late 1930s their pastor, Rev. Henry Welbon, was under attack by the General Assembly for his disagreement with the liberal teaching in the church. In July 1937 the local presbytery ordered Pastor Welbon and his followers out of the building, and the locks on the church door were changed to forbid further entrance.

For a few years this small flock of believers continued to worship together, and on April 12, 1942, a group of 17 charter members began Bible Presbyterian Church of Newark - the official birth of our congregation! During the early years worship was held in several temporary locations in the Newark area. Through the Lord's blessing, land was purchased in town on Main Street, and the first worship service with 83 communicant members was held at their new church building in November 1946. Over the next 20 years, the church steadily grew under the leadership of five senior pastors, and in 1963 the church name was changed to Evangelical Presbyterian Church of Newark. It also grew in its outreach to the community, University of Delaware, and the local schools. Vacation Bible School was first offered to the community in 1943 and has been held annually at our church every year since then - 75 years!

By the late 1960s our congregation of nearly 400 worshippers was more than outgrowing the facility on Main Street. Land was purchased on Possum Park Road, phase one of construction was completed, and the first worship service was held in January 1970 in the room that is now Fellowship Hall. By the spring of 1977, phase two was completed, which provided a large narthex, an attractive, 600-seat colonial sanctuary, and other additional space. The Lord has blessed us with a lovely property and facility for worship, teaching, and fellowship. We also have a separate Family Life Center that houses a full-size gym and other classrooms.

Our 11 acres of land allows for ample parking, fields for sports and community events, and a picnic area. In 1989 we were able to purchase a house on one acre adjacent to our property. This facility has been in continual use over the years, housing missionaries, pastoral interns, and church staff.

Our church was born when a pastor and small congregation faced resistance because they believed in the inerrancy of the Word of God. The future of a church depends on whether the gospel is faithfully proclaimed from the pulpit and embraced by its members. That legacy has grown under the ministry of eleven senior pastors over a 77-year period. As we remain faithful to God and His Word, God will be faithful to us and bless the ministry of EPC Newark. We greatly anticipate how God will provide for us in the future and continue to grow us in the likeness of Christ and for His kingdom purposes.
EPC AT A GLANCE

Sunday Morning
Attendance Averages
Morning Worship: 346
Sunday School: 172
NEWARK AND SURROUNDING AREAS

Newark, Delaware, is a small college town surrounded by a much larger suburban area. The city limits, which are dominated by the campus of the University of Delaware, occupy about nine square miles. Evangelical Presbyterian Church is located immediately outside the city limits and is three miles from the University of Delaware. We are about two miles from the Pennsylvania line and about three miles from the Maryland border. Locals and UD students enjoy Newark’s charming Main Street with its many restaurants, shops, and services. The University of Delaware’s campus is interspersed throughout the city, rather than being located on an isolated campus. Student housing, including University-owned dorms and privately-owned rental properties, dominate the housing within the city limits and into the immediately surrounding areas.

<table>
<thead>
<tr>
<th>Travel Time to Attractions</th>
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<tbody>
<tr>
<td>New York City</td>
<td>2 hours</td>
</tr>
<tr>
<td>Philadelphia or Baltimore</td>
<td>3 hours</td>
</tr>
<tr>
<td>NJ and DE Beaches</td>
<td>2 hours</td>
</tr>
<tr>
<td>Washington, DC</td>
<td>2.5 hours</td>
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</table>

We enjoy several nearby large parks and nature areas with hiking, biking, playgrounds, and other recreational facilities.

Many of these were former DuPont family properties donated to our state. We also enjoy nearby, nationally renowned Longwood Gardens. The absence of a sales tax in Delaware has made the area a shopping draw from nearby Maryland and Pennsylvania. There are several shopping districts, including shopping centers and malls, located throughout greater Newark.

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<tr>
<th>New Castle Co. Diversity</th>
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<tbody>
<tr>
<td>White</td>
<td>65.4%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>23.9%</td>
</tr>
<tr>
<td>Asian</td>
<td>5.8%</td>
</tr>
<tr>
<td>Bi-racial</td>
<td>2.0%</td>
</tr>
<tr>
<td>Other</td>
<td>5.1%</td>
</tr>
<tr>
<td>Ethnically Latino/Hispanic</td>
<td>19.8%</td>
</tr>
</tbody>
</table>

Private schools, charter schools, and home schools flourish in Delaware. There are classical Christian and traditional Christian options for schools and homeschooling support organizations.
WORSHIP AT EPC

Sunday morning worship is the center of our church life. Our joyful, Christ-centered, biblical, historic Reformed worship is a combination that allows us to minister to long-time Christ followers, new Christians, and people with questions. It is organized to celebrate the glory of the triune God revealed in the gospel of the Lord Jesus Christ. The order of worship is rooted in Scripture and is theologically rich.

We place a high priority on congregational singing, using traditional hymns from the Trinity Hymnal, Psalms, and contemporary worship songs. Our music is sound in its content, excellent in its composition, and singable for all ages. The accompaniment is a combination of piano, pipe organ, strings, woodwinds, brass, guitars, and percussion.

Sunday evening worship is a warm, informal time of singing, extended time of prayer, and solid biblical instruction.

Typical Order of Worship

Welcome
Prelude
Call to Worship
Hymn or Psalm
Invocation
Confession of Faith (Usually the Apostles’ or Nicene Creed)
Doxology or Gloria Patri
Scripture Reading (by RE)
Confession of Sin
Assurance of Pardon
Baptism or Receiving New Members (if applicable)
Worship Song, Psalm, or Hymn
Pastoral Prayer
The Lord’s Prayer
Tithes and Offerings
Scripture Reading (by TE)
Hymn or Psalm
Sermon
Hymn or Song
Communion (1st Sundays)
Hymn or Song
Benediction
CHURCH AND COMMUNITY MINISTRIES

Adult Education

EP offers a variety of electives for adult Sunday school on a quarterly basis. A Bible book study class, a topical study, and an international class are generally available. Some recent topical studies include Reformation history, Life Explored, Pilgrim’s Progress, stewardship, and parenting and family subjects. Each year, we look forward to our weekend Bible Conference, which features seminary speakers, authors, and well-known PCA pastors.
Small Groups

EP offers many opportunities for participation in small group Bible studies as places of spiritual growth and deep fellowship. There are currently eight small groups meeting bi-monthly in homes for Bible study, singing, prayer, and mutual encouragement.

Men’s Ministries

A men’s Bible study group meets every Thursday morning. Saturday morning men's breakfasts with featured speakers are offered quarterly. There are regular casual gatherings for sports in our Family Life Center gym which draw from the community.

Women’s Ministries

Our Women’s Bible Study & Fellowship's mission is to glorify God in our church family by building relationships across generational lines with the goal of encouraging and equipping women in their spiritual growth through discipleship, prayer, fellowship, and the study of God’s Word. As we grow in love and obedience to Christ, we desire to have this growth reflected in our lives, homes, church community, and outreach to others. This is cultivated through the following opportunities:

- Participating in weekly morning and evening Bible study, which includes fellowship, small group discussion, and prayer time
- Inviting friends to attend Bible study and special events such as the annual Christmas Reflections Luncheon
- Cultivating women's leadership skills through teaching weekly lessons, holding council positions, and attending local and denominational training events
- Focusing on missions at meetings with missionary speakers and regular updates
- Mentoring and praying for each other
- Building relationships by participating in the card ministry, book clubs, picnics, local trips, and conferences
Children’s Ministries

Children’s ministry is a vibrant and important aspect of EPC. Investment in our covenant children is the root and foundation for a mature and spiritually strong next generation. Our various ministries help children learn about God, His Word, worship, salvation in Christ, and how this impacts daily life. Lessons and activities are planned to accommodate children of all ages from families within the church, as well as from the community.

Sunday school is offered for children beginning at age two. Ages four through grade five have a combined twenty-minute opening time which includes singing, learning the “hymn of the month,” Bible memory, catechism games, and special activities, such as making encouragement cards for congregants. They are then dismissed to age/grade groups for an in-depth lesson, using Great Commission Publications study material.

Worship service options for children include Beginner Bible Time for ages two and three. Children ages four through grade two, may attend Image Bearers during the sermon to participate in songs, a lesson, prayer time, and activities.

Wednesday Night Clubs are held during the school year from 6:30 – 8:00 p.m. Children ages two through grade five meet for a time of fellowship and mid-week study, which includes gym time, lessons, activities, and children’s choir rehearsal.

Special Children’s Events
Many activities are held throughout the year with a strong emphasis on community outreach.
- Palm Sunday Christmas Program
- Easter Egg Hunt
- Sports Camp (June)
- Vacation Bible School (July)
- Family Picnics (summer)
- Harvest Party (October)
- Skating Party
- Children’s Christmas Program

Vacation Bible School is our largest annual event that involves many participants, including 145-180 children and 75-100 teen and adult volunteers.
Youth Ministries

EPC’s Youth Ministry is an engaging and welcoming community that seeks to anchor youth in grades six through twelve in the joys and traditions of the Reformed faith, surround them with unconditional love that fosters genuine relationships, and energize and equip them to extend Christ’s love to the world. Meeting on Wednesday nights for study, discussion, games and activities, EP Youth Group ministers to approximately 25 youth from EP and 10 youth from the community. Once a month, students gather for 5th Quarter Fridays where they have open gym time, movies, games, and snacks. They learn to serve each summer on a local mission project at Good Neighbors Youth Camp, enjoy a fall corn maze adventure and bonfire, and attend an annual winter retreat that emphasizes biblical teaching and fellowship. On Sunday mornings the youth gather in the Family Life Center during the Sunday school hour for Bible study.

Music Ministries

Music is a vital aspect of worship at EP. We have been blessed with many talented musicians whose desire is to glorify God, edify His saints, and reach the lost by using their gifts in this ministry. Opportunities for musicians of all ages to serve include participation in the Children’s Choir, Grace and Peace Choir, Chancel Choir, Faith Ringers, Joy Ringers, Foundry Strings, Foundry Brass, small vocal and instrumental ensembles, and the accompaniment of congregational singing. Using music from various time periods and genres, musicians minister not only during weekly worship services but also in special services throughout the year including Maundy Thursday, Good Friday, and multiple services during the Christmas season.

Instrumental and vocal concerts are held throughout the year as an outreach to the community. Instrumental concerts have included pianist Dr. Benjamin Harding, Philadelphia Symphony Orchestra Concert Master David Kim, and the Kentucky-based Brazilian group Almeida Duo. Recent vocal concerts have included Life on Broadway, recording artist mezzo-soprano Ruth Naomi Floyd, Drs. Higo and Tralda Rodrigues, and several college choirs. Joint choir festivals have been held with like-minded churches.
Mothers of Preschoolers (MOPs)

In 2011, EPC launched a MOPS ministry with the goal of creating a welcoming Christian atmosphere to encourage young mothers and to be a gospel outreach into the community. The program includes special speakers, crafts, and other activities and outings that foster friendship and discussion around Christian values. The children are well cared for by loving volunteers in structured childcare settings. MOPS meets twice a month during the school year.

Quilting Fellowship

On the second and fourth Tuesdays from September to June and every Tuesday in the summer, a multigenerational group of women meet for fellowship and quilting. EP Church members, former members, and non-members minister to other women by making adult clothing protectors for residents of the Quarryville Presbyterian Retirement Community and quilts for the Mary Campbell Center, Sunday Breakfast Mission, church ladies who turn 80, and new babies of church members.

Compassionate Care Coordinators

While the women of EPC have always responded to needs within the body of Christ, this ministry was recently developed to provide better structure and effectiveness in showing God’s love through meeting spiritual and physical needs. Selected women participate in a training program that prepares them to visit and offer encouragement and prayer, to assess the family situation, and to arrange for available services and resources. Pastors, elders and/or deacons are advised or involved with visitation as needed.

Last Tuesday Luncheon

The last Tuesday of each month, we host a homemade lunch and program for our senior community. Featured speakers share their travels, hobbies, special skills or interests. Recent topics include cyber security, mission trips, service dog training, music through the ages, and chalk art. The group also makes occasional field trips to museums, restaurants, or other sites of interest.

DivorceCare

DivorceCare is a support group that meets weekly to provide a safe haven for those suffering from the pain of separation and divorce. Attendees watch and discuss videos featuring divorce recovery experts who address issues such as anger, depression, loneliness, forgiveness, and reconciliation from a biblical viewpoint. They also use journaling and study exercises to reinforce the session topic. Group leaders present the gospel to unbelievers and believers to help them rebuild their lives in the way God has intended.

Freedom from Addictions

This EPC ministry is available for those within and outside the church who are struggling with addictive behaviors. With the goal of offering hope in the power of the gospel, participants are encouraged to recognize and repent of their addictive behaviors and to look to Jesus for redemption and restoration. Each session includes a devotional, sharing, study time, and prayer. This ministry meets weekly on Thursday evenings.
MISSIONS

We believe that our church, in glorifying Christ, needs to be involved in the advancement of His kingdom. We support career missionaries in all regions of the world from far away and sensitive areas, to our city of Newark at the University of Delaware. The importance of missions is emphasized through updates and prayer requests that are given during worship services and children’s and adult activities. Our annual two-day Missions Conference features several missionaries who share how God is working throughout the world. Our youth enjoy serving in a local mission project each summer. We occasionally send work crews to support MNA disaster relief projects.

<table>
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<tr>
<th>Foreign Outreach</th>
<th>Local (US) Outreach</th>
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<tbody>
<tr>
<td>Africa</td>
<td>Door of Hope</td>
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<tr>
<td>Bulgaria</td>
<td>Harvest USA</td>
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<tr>
<td>Chile</td>
<td>Intervarsity Christian Fellowship (UD &amp; Del-Tech)</td>
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<tr>
<td>Cuba</td>
<td>Navigators</td>
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<tr>
<td>England</td>
<td>Sunday Breakfast Mission</td>
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<tr>
<td>France</td>
<td>Third Millennium Ministries</td>
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<tr>
<td>New Zealand &amp; the South Pacific Islands</td>
<td>Wycliffe</td>
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<tr>
<td>Peru</td>
<td>Young life</td>
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<tr>
<td>Ukraine</td>
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<td>Service in sensitive areas</td>
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Reformed University Fellowship (RUF)

The University of Delaware has over 24,000 enrolled, on-campus students providing a rich mission field right outside our doors. EPC is the host church and primary support for the Rev. Nick Owens, RUF campus pastor at UD, who initiated this ministry on campus in 2015. RUF students attend our Sunday worship and, once a month, assist in the worship music.

EPC also supports another important RUF ministry within our presbytery that is led by the Rev. Daryl Wattle, an African-American pastor. He recently began this campus ministry at a historically black college, Delaware State University, in Dover, Delaware.

Reformed University Fellowship – International (RUF-I)

The University of Delaware boasts the renowned English Language Institute, which draws over 2,000 English language learners from over 90 countries, many of which are closed to the gospel. This provides a unique mission opportunity to EPC, which sponsors a Reformed University Fellowship International chapter, led by former MTW missionary to Uganda, the Rev. Rick Gray. Some of our members volunteer with the weekly English Conversation Class, and EPC helps to fund RUF-I’s weekly dinner for internationals which is typically attended by up to 90 students. The dinner is followed by an optional discussion about Christianity. At EPC we also have an ESL Sunday school class to help international visitors understand our worship service and our faith.

Church Planting - EPC has a legacy of church planting endeavors. Between the years 1962-1995 we planted five churches, three in northern Delaware, and one each in nearby Maryland and Pennsylvania. We continue to support other church planting efforts by Heritage Presbytery, both financially and by lending elders to provisional sessions.
LEADERSHIP AND STAFF

Interim Senior Pastor - The Rev. Dr. Charles Frost

Chuck arrived at the start of December to serve as our interim senior pastor. He is an ordained teaching elder in the PCA, having received his Master of Divinity from Reformed Theological Seminary in 1979. For nearly 40 years he has served in pastoral and ministerial positions in Mississippi, Georgia, and Florida. He also spent many years as a chaplain for the US Army Reserves. Chuck and his wife, Lou April, have two sons and five grandchildren.

Assistant Pastor - The Rev. Don Post

Don is an ordained teaching elder in the PCA, completing his Master of Divinity from Reformed Theological Seminary in 1979. Over the years, his ministries crossed many career paths, including pastoring several churches (SC and WV), serving as headmaster of three different classical Christian schools (WV, DE, and Ghana), and spending over 30 years in the US Army Reserves, retiring as a chaplain (Major). The Posts worshipped at EPC during the years Don worked as a headmaster in Delaware. When they returned from Ghana in 2017, Don was asked to join the EP staff as assistant pastor. Don and his wife, Barbara, have five children, eight grandchildren and soon will welcome a second great-grandchild.

Assistant Pastor - The Rev. Anthony Gorsuch

After living much of his life in Montana, Anthony and his family moved East in September 2017 to join our EP staff to serve in youth ministry and areas of evangelism and assimilation. He is an ordained teaching elder in the PCA, receiving his Master of Divinity from Reformed Theological Seminary, Jackson. His previous experience includes various ministries with both children and older youth and serving as an assistant pastor at a church plant for Native Americans. Anthony and his wife, Remley, have two young children, Tamasin and Rowan.

Counselor - Erin Owens

Erin works part-time on EP staff as a biblical counselor. She received her master's in counseling from Westminster Theological Seminary. After graduation, she served two years as a counseling intern for Christian Counseling Educational Foundation (CCEF). She also has years of experience in several para-church ministries, working with children, youth, college students, and women. She enjoys serving alongside her husband, Nick, the RUF campus minister at University of Delaware. The Owens have two young children, Liam and Abigail.

Music Director - Dr. Higo Rodrigues

Higo joined the EP staff in December 2016. He and his wife were born and raised in Brazil, and both have the gifts and love for music. Higo met his wife, Ira, when they were each attending a seminary in Brazil to study church music. They both received scholarships to study in the USA and completed doctoral degrees from the University of Kentucky. Higo in music theory and Ira in voice performance. Prior to moving to Delaware, they conducted a music ministry in a PCA church in Springfield, Kentucky. The Rodrigues have two daughters, Bianca and Luisa.

Children's Ministry Director - Deborah Freer

Deb is a covenant child of EP, attending since she was two years old. She graduated from Gordon College with a B.S. in elementary and secondary music education. After working in classroom teaching and private music instruction in New England, she returned to Delaware in 1996 and began a part-time ministry at EP, coordinating VBS, nursery, and other music areas. In 2008 she became the full-time children's ministry director and expanded that program to include summer camps, Wednesday night clubs, children's music groups (choir, bells, strings, brass, chimes), and other special events. Deb and her husband, Kevin, have three sons, Micah, Sam and Seth.
Church Secretary - Dot Griffin

Dot is a member of EP Church and has faithfully served as church secretary since 1992. She runs an efficient office, knows the EP families well, and uses her many gifts to serve the church body. Dot is a native Delawarean and has two grown children, Amy and David.

Custodian - LeRoy Greer

LeRoy recently assumed the role of church custodian, and he knows the facility well, as he and his wife, Bonnie, have been active participants at EPC for many years. They have four grown children and six grandchildren.

Officers

Twelve active elders
Fourteen active deacons

Ministry Teams

Our ministry teams were developed to bring all interested members within the conversation involving three critical areas of church life. They include both officers and lay members, men and women, as interest is present. The ministry teams report to Session monthly. Portions of the annual budget are allotted to ministry team areas of service.

Covenant Homes takes an interest in all children's programs, including Sunday school, Youth Group, and Wednesday night activities.

Shepherding and Discipleship takes an interest in how we interact with our adult membership, including adult Sunday school, visitation, the reception of new members, and members who have been absent from worship.

Missions and Outreach takes an interest in our support of external missions, including foreign, local, and parachurch (i.e. Door of Hope Crisis Pregnancy Center) missions.

We Are Committed to Laboring Alongside Our Brothers and Sisters in the PCA

• We are active members of Heritage Presbytery.
• In the last 12 months, our teaching and ruling elders have held five offices in Heritage Presbytery.
• In the last 12 months, our teaching and ruling elders have served on five presbytery-level committees and one General Assembly-level committee.
• We actively support Heritage Presbytery's church planting efforts financially and through service on provisional sessions.
• Our women actively participate in presbytery-level conferences and other women's events.