

CHURCH INFORMATION PACKAGE FOR
SOLO PASTOR POSITION
WEST END PRESBYTIAN CHURCH
1600 ATLANTIC STREET
HOPEWELL, VA. 23860

*FAITHFUL TO THE SCRIPTURES, TRUE TO REFORMED FAITH,
AND OBEDIENT TO THE GREAT COMMISSION.*

*SCRIPTURE ALONE, FAITH ALONE, CHRIST ALONE,
GRACE ALONE, GLORY TO GOD ALONE.*

TABLE OF CONTENTS

PAGE	CONTENT
1.	TABLE OF CONTENTS
2.	CHURCH OVERVIEW
2.	DESCRIPTION OF DESIRED STRENGTHS
3.	OUR CALLING
3.	CHURCH HISTORY
4.	SESSION AND DIACONATE PROFILE
4.	COMMUNITY & POPULATION
5.	INTERNAL AND EXTERNAL MINISTRIES
5.	CHURCH DEMOGRAPHICS
5.	SALARY AND BENEFITS INFORMATION
6.	JOB REQUIREMENTS
6.	HOW TO APPLY

OVERVIEW: West End Presbyterian Church (WEPC), located in Hopewell, Virginia, is seeking a solo pastor to shepherd our congregation. The chosen individual will be the 10th pastor of our church, which was established in 1924. Our next pastor will serve alongside us by exercising his strengths in proclaiming of the word, worship leadership, evangelism, teaching, discipleship congregational visitation, and other inherent pastoral duties. He should be “a man full of faith and the Holy Spirit” (Acts 6:5), committed to piety that is exercised through a disciplined personal devotional life, well grounded in Reformed theology, and able to communicate freely with people of diverse ages and backgrounds, preaching and teaching Christ from all of scripture.



Salary and Compensation package is predicated upon a chosen candidate’s education and scope of experience.

In addition to meeting requirements prescribed by the PCA Book of Church Order, the candidate’s beliefs must be consistent with the Westminster Confession of Faith and the Larger and Shorter Catechisms, the Bible itself being our only infallible rule of faith and practice. His personal and professional conduct must be above reproach.

DESCRIPTION OF DESIRED STRENGTHS: While pastor and ministry duties of a solo pastor are many, our July 2020 survey of WEPC’s congregation revealed the desired pastor profile strengths:

-Proclamation of the Word: The word of God is preached with urgency and conviction, bringing it to bear on the changing needs of individuals, the community, and the world. Pastor’s sermon preparation time is given high priority.

-Worship Leadership: Pastor and session work to develop a rich worship life educating the congregation for meaningful participation.

-Evangelism: Pastor shares his faith in Christ as personal Savior in total lifestyle; seeks to lead others within and outside the church to accept Jesus Christ; ensures the congregation is informed and trained by helping to establish effective evangelism programs for the church.

-Teaching: Pastor's teaching role includes interpreting and teaching the Scriptures, theological concepts, church history and current events; provides instruction for church officers, educational leaders and new members.

-Discipleship Training: Pastor leads congregation in an inclusive approach that focuses on long-term teacher/pupil (disciple) learning and teaching of the Word, truth of Scripture, and doctrines of faith. Supportive programs at WEPC include New Members classes, Officer Training, Sunday School for children and adults, Women's Bible Study, Small Groups, Sunday Evening Bible Study, and Wednesday evening Prayer Meetings.

-Congregational Visitation: Pastor and church officers develop and carry out a systematic plan for visitation of the entire congregation with special attention to prospective members and those with special needs.

OUR CALLING: To be a God-honoring, Christ-exalting, Holy Spirit-empowered church community of authentic, loving Christians reaching out to all generations with the Gospel declared in God's Word. We actively strive to extend the church to all who sin and need a Savior; mourn and long for comfort; hunger and thirst after righteousness; struggle and desire victory; are spiritually weary and seek rest; are strangers and want fellowship. We uphold the Reformed Doctrines of grace--total depravity, unconditional election, definite atonement, irresistible grace, and perseverance of the saints--as revealed by Scripture alone. We believe in salvation by faith alone, in Christ alone, by grace alone, and to God alone be the glory. We find great comfort in God's sovereignty and providence. He calls us to Himself.

CHURCH HISTORY: Under the leadership of Mr. and Mrs. Edward L. Depuy, a Sunday School was begun in 1921 in an old storefront building in a neglected part of Hopewell, Virginia. God blessed this ministry; and in 1924, West End Presbyterian Church (WEPC) was organized, and Mr. Depuy was ordained and installed as pastor.

In 1929, Mr. William E. Hill, Jr. a seminary student, was called to serve in the ministry at WEPC. The storefront was remodeled, and an annex was added in 1932. In 1940, a new church sanctuary and class rooms were constructed and dedicated in December. At the same time, a separate recreation building was constructed adjacent to the church by the young people of WEPC and with the assistance of young people from other churches in the area. Reverend Hill began a church-sponsored kindergarten in 1949, which expanded to a regional K-12 Christian school. In 1958, Rev. Hill resigned from the ministry at WEPC to devote his efforts to establishing the Presbyterian Evangelistic Fellowship.

In 1958, the Reverend Donald B. Patterson was called as senior pastor to serve at WEPC. He stayed until 1962, when the Reverend Kennedy Smartt came to serve as minister. In May of 1964, while under renovations, a fire broke out, destroying the church plant. A new facility was built on the footprint of the old church and serves today as our worship center.

In 1972, the congregation requested to be dismissed from the Hanover Presbytery of the Presbyterian Church, U. S. In 1973, the first General Assembly of the new Presbyterian denomination was held, and the name National Presbyterian Church was chosen. In the fall of 1974, the name was changed to the Presbyterian Church in America (PCA).

In 1977, the Smartts left. Reverend Sam Cappel served from 1977 to 1983. E. Lee Trinkle, III served from 1984 to 1986. Dr. Robert Wilson served from 1988 to 2001. He was followed by the Reverend Kevin Collins, who served from 2003 until 2011; Kevin was followed by the Reverend Eddie Reed, who left in April, 2020.

SESSION AND DIACONATE PROFILE: The chosen solo pastor will have an administrative assistant. Our current session consists of five elders and five deacons.

OUR COMMUNITY AND MINISTRIES, INTERNAL AND EXTERNAL:

Community: WEPC is located in historic Hopewell Virginia and is only 21 miles south of Richmond, Virginia and approximately 130 miles south of Washington, D.C.

Hopewell (formerly called City Point) was established in 1613 by Sir Thomas Dale, and incorporated in 1615. Hopewell is the second oldest continuously occupied settlement in the United States (Jamestown is the first).

WEPC primarily serves Hopewell and the surrounding county of Prince George, Va. We also have members living in surrounding communities in geographic proximity, as well as an active duty military base, located on Fort Lee, Virginia. We hope to increase our engagement in these local communities through expanded partnerships with local schools, small businesses, English language learners, and the Fort Lee military base.

Hopewell, Virginia Population by Race: 22,621

<u>RACE</u>	<u>POPULATION</u>
White	11,520
Black/African American	9,075
Some Other Race	774
Two or More Races	670
Asian	290
American Indian and Alaska Native	24

Population of Prince George County: 35,725

Internal Ministries include: Discipleship: including Sunday school, Bible study, women's group, children and youth groups, adult nurturing, congregational care, home fellowship groups, hospitality, and music.

External Ministries include: Missions: local and worldwide, Vacation Bible School, English as a Second Language, monetary support through our Deacon's Fund, participation in our local community's local Good News Club and the Pregnancy Support Center.

Our ministry goals within the church are: to foster a desire to serve one another and to equip each other for that service. We are a body of believers who serve different functions within the church because of age, gender, talent, and interest but who are united in Christ. As the body of Christ, we are called to proclaim Christ to the world through word and deed but also to take care of each other. We desire to better serve one another across the demographic lines, not merely by creating specific ministries such as the Youth Ministry or the Women's Ministry but also by creating an environment where we engage with each other as brothers and sisters in Christ.

Our external ministry goals for the upcoming school year are to reach out to schools and families in new ways as the majority of the local school systems are starting the school year in a virtual environment. Local small businesses have grown in the community over the last few years and as this year the pandemic has hit local businesses hard, we have an opportunity to support our local small business groups in a new and pressing way. We also want to continue to support the military service men, women, and families who are serving in our area.

CHURCH DEMOGRAPHIC INFORMATION (PRE-PANDEMIC):

- Membership: 141
- Average Attendance: 95
- Adults over age 65: 65
- Adults under 65: 40
- Number of Teens: 5
- Number of Children: 25

SOLO PASTOR SALARY AND BENEFITS INFORMATION: The offered compensation package includes salary, housing allowance and benefits, which are determined and offered to the chosen candidate by the church session. When offering a package to a candidate, the session considers the most recent PCA "Solo Pastor Compensation Study," wherein compensation packages for our geographic area (South Atlantic Region) show ranges of salary, housing and benefits, relative to our church size. This information is considered confidential and not publicly shared.

Other factors considered include: Scope of pastoral duties inherent to the candidate's education level, and breath/scope of experience.

SPECIFIC REQUIREMENTS - JOB REQUIREMENTS, KNOWLEDGE, SKILLS, AND ABILITIES: To fulfill the requirements of the position, the pastor must:

- Possess a seminary degree
- Demonstrate an ability to preach and teach the Bible and to conduct worship services.
- Possess and apply managerial skills and integrate those skills in concert with the internal and external ministries of the church.
- Motivate and train ministry team leaders and demonstrate ability to perform and train others in performing personal evangelism.
- Be able to give expression to the connectional nature of the church by participation in strategic Presbytery and denominational activities.
- Be able to pass the ordination requirements in the *Book of Church Order* of the Presbyterian Church of America (PCA) and implemented by the James River Presbytery.
- Have a spiritual standing and credentials in accord with presbytery standards, which include embracing the Confessional Standards of the PCA and meeting all other requirements for ordination in the denomination and installation of the church, to include:
 - Have a philosophy of ministry reflective of a *Reformed* world and life view, as expressed in and through Presbyterian heritage and Confession of Faith.

HOW TO APPLY: *All interested persons must submit Ministry Data Form (MDF) either by mail or e-mail to the address shown above. Communications and MDF's are considered confidential and not shared outside of the search committee.*

You may request a blank MDF directly from the Presbyterian Church of America (PCA) via the following link <https://www.pcaac.org/pastor-search/pastors-open-to-a-new-call/>.

If you upload your completed MDF to the PCA, you must also send us a copy via e-mail or regular mail.

*You may also request a blank MDF directly from our pastor search committee via email at wepcpastorsearch@wepc-hopewell.org. In the subject line of your email, please state: *Request for Pastor MDF*, and include your contact information.*

If you prefer a hard copy MDF be sent to you via regular mail (least preferred method), contact us via e-mail at wepcpastorsearch@wepc-hopewell.org or via telephone at 804 458-6765. Provide your name, e-mail address, physical home address and telephone number and we will send the MDF to your physical home address. When mailing your completed MDF, please send it to: ATTN: Pastor Search Committee, WEPC, 1600 Atlantic St., Hopewell, VA. 23860.

Once we receive your completed MDF, you will receive an acknowledgement notification. Final candidates will be notified and asked to provide additional information later in the selection process.

WEST END PASTOR SEARCH COMMITTEE