CHURCH PROFILE FORM  
WEST END PRESBYTERIAN CHURCH  
1600 ATLANTIC AVENUE  
HOPEWELL, VA. 23860

PART 1 – BASIC DATA

1. CHURCH NAME: West End Presbyterian church  
ADDRESS: 1600 Atlantic Avenue, Hopewell, VA. 23860 
OFFICE TELEPHONE: 804 458-6765  
PRESBYTERY: James River

2. NAME OF PULPIT COMMITTEE CONTACT PERSON: Gary Kimball or Mollie Harrison

To reach our contact persons, please call the church office and provide your name, phone number and e-mail address. A member of the pulpit committee will return your call. You can also contact the committee via e-mail, at the address shown below. When sending an e-mail, please provide your name and telephone number.

Phone or emails inquiries will typically be responded to within 24-48 hours.

POSTAL MAILING ADDRESS:  
ATTN: Pulpit Committee  
1600 Atlantic Avenue  
Hopewell, VA. 23860

E-MAIL ADDRESS: wepcpastorsearch@wepc-hopewell.org

3. TYPE OF COMMUNITY
   Inner City ___X___
   Urban (Downtown) _______
   Urban (Residential) _______
   Suburban _______
   Small Town _______
   Rural _______
   College _______
   Retirement _______
   Resort/Recreational _______
   Agriculture _______

4. TYPE OF CHURCH
   Church with Multiple Staff _______
   Church with Solo Pastor ___X___
   Mission Church _______
   Non-PCA Church _______
   Overseas Church _______

5. SIZE CHURCH
   Under 100 members _______
   101-250 members ___X___ (avg 140)
   251-500 members _______
   501-800 members _______
   801-1,000 members _______
   1,001-1,600 members _______
   Over 1,600 members _______
6. TYPE OF POSITION VACANT
   Pastor (Solo) ___X___
   Senior Pastor _______
   Associate Pastor _______
   Assistant Pastor _______
   Interim or Supply _______
   Lay Professional _______
   (e.g. Educator, Musician)
   Pastoral Counselor _______

7. CONGREGATIONAL INFORMATION (Pre-Pandemic)
   Average Attendance __95___
   # of Adults over 65 _______
   # of Adults under 65 _______
   # of Teens _______
   Number of Children _______

8. FINANCIAL INFORMATION (2019)
   Total Income $259,695
   Benevolence Payments: $73,628
   (Benevolence, Missions, Deacons)
   Church Expenses $87,387
   (Excludes Pastors salary and comps)
   *Pastor’s Compensation Package Not Disclosed.
   *Salary and Compensation package is predicated upon the chosen candidate’s education and scope of experience.

9. MANSE:
   (a) Does the church have a manse? ___Yes _X_ No   (b) If “yes,” is the pastor expected to live in the manse?
       ___Yes ___No

10. SCHOOL:
    Does the church own or operate a school? ___Yes _X_ No   A private Christian school is attached but independent from the church.

11. PROGRAMS AND OUTREACH:
    Sunday School for children, youth, and adults
    Children and youth groups
    Home fellowship groups
    Missions – local and worldwide
    Bible Study
    Adult Nurturing
    Hospitality
    English Language Classes
    Women’s Group
    Congregational Care
    Music
    Vacation Bible School

PART II -- PASTOR CRITERIA DESIRED
(Check all that apply)

A. YEARS OF MINISTRY EXPERIENCE REQUIRED (may include ordained or nonordained experience):
   None needed _______
   1-5 _______
   5-10 _______
   10-20 _______
   Over 20 _______
   No preference ___X___
PART III -- CONGREGATIONAL PRIORITIES

THE CONGREGATION PLACES PRIORITIES FOR THIS MINISTER ON THE FOLLOWING: Check no more than six (6) of the following twenty activities to indicate the highest priorities for this ministerial position.

CHECK NO MORE THAN SIX (6)

1. **X** WORSHIP LEADERSHIP: Pastor and Session work to develop a rich worship life, educating the congregation for meaningful participation.

2. **X** 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. High priority of pastor’s time placed on sermon preparation.

3. SPIRITUAL DEVELOPMENT OF MEMBERS: Pastor shares members’ struggles regarding the Christian faith, with opportunity provided for individuals and groups to reflect on beliefs, concerns, doubts regarding Christian understanding of the spiritual dimensions of life.

4. **X** CONGREGATIONAL VISITATION: Church officers and pastor develop and carry out a systematic plan for visitation of the entire congregation with special attention to prospective members and those with special needs.

5. **X** HOSPITAL OR EMERGENCY VISITATION: Those in hospitals or emergency situations are regularly visited; network developed to keep pastor and others informed of crisis situations; needs of ill or bereaved are met.

6. **X** CONGREGATIONAL FELLOWSHIP: Emphasis placed in developing fellowship, helping members to know one another; groups encouraged which give members the opportunity to love and support one another.

7. **X** COUNSELING SERVICE: A counseling program initiated for assisting those in and outside the Church; appropriate referrals made when needed.

8. **X** EVANGELISM: Pastor and congregation share faith in Christ as personal Savior in total lifestyle; seek to lead others within and outside the Church to accept Jesus Christ; congregation is informed, trained, helped to establish effective evangelism programs for the church.

9. **X** 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.

10. **X** ENCOURAGING THE MINISTRY OF THE LAY: Creative ideas and directions developed together with the Session; many persons with appropriate skills stimulated to become involved in services.

11. **X** MISSION BEYOND THE LOCAL COMMUNITY: Awareness of the Church’s worldwide mission and opportunities for corporate and individual involvement; specific projects identified: persons challenged to support, study and/or visit mission programs on six continents.
12. ____DEVELOPMENT AND SUPPORT OF EDUCATION AND TRAINING PROGRAM: Session and pastor identify the educational needs of persons of all ages and backgrounds, developing programs to meet needs; church education supported; educational goals are congruent with the total mission of the Church.

13. ____TEACHING RESPONSIBILITY: Pastor accepts an active teaching role, interpreting and teaching the Scriptures, theological concepts, history of the Church and current events; provides instruction for Church Officers; educational leaders, and confirms new members.

14. ____INVolVEMENT IN LOCAL COMMUNITY PROBLEMS AND ACTIVITIES: Concern for identifying social problems in the community; work done with groups seeking solutions. Time and skills committed to community groups. Information and encouragement provided which enable members to become informed and involved.

15. ____CONGREGATIONAL COMMUNICATION: Two-way communication encouraged, information gathered and shared that will assist problem solving and decision making; varying opinions elicited and all encouraged to listen to opposing points of view.

16. ____ADMINISTRATIVE LEADERSHIP: Pastor accepts appropriate administrative responsibilities, in climate of delegated tasks and shared leadership; volunteers and professional staff encouraged to use their ideas and skills. Work done on developing accountability.

17. ____STEWARDSHIP AND COMMITMENT PROGRAMS: Session and pastor develop a planned stewardship education program to communicate the financial needs of the local church and mission beyond the local church; congregation challenged to commitment to Church’s work.

18. ____EVALUATION OF PROGRAM AND STAFF: Systematic procedures used to evaluate programs and staff performance in accord with goals and objectives. Others trained to use these skills. Regular assessment and evaluation.

19. ____CONGREGATIONAL AND DENOMINATIONAL RESPONSIBILITY: Value placed on balance between local church and Assembly responsibilities. Congregation and Session know and are involved in the work of the denomination.

20. ____DIACONAL MINISTRIES: Ministering to the needs of those inside and outside of the Church.

**PART IV -- PASTORAL MINISTRY STRENGTHS OR EXPERIENCE DESIRED**

Please check NO MORE THAN SIX (6) primary pastoral ministry strengths or experience expected for this position.

__X__Preaching  ____X__Teaching  ____X__Evangelism  ____X__Discipleship  ____X__Worship Leadership  
____Team Work  ____Counseling  ____Youth Work  ____Leadership Training  ____Church Administration  
____Christian Education  ____Singles Ministry  ____Stewardship  ____Diaconal Ministry  ____Ministry to Seniors  
__X__Pastoral Visitation  ____Community Service  ____College & Career Ministry

*This Church Ministerial Data Form (MDF) contains data elements extracted from the PCA Administrative Committee’s August 2017 MDF.*