

## Church Profile

### Associate Reformed Presbyterian Church

Name of Church: Shepherd Road Presbyterian Church Date: September 15, 2017  
Address: 1217 Shepherd Rd  
City: Lakeland State: FL  
Presbytery: Florida Presbytery Phone: 863-646-3219  
Church Contact Person: Rhett Atkins 863-397-9911 Email: rhettatkins@gmail.com  
Address: 2554 Laurel Glen Dr. Lakeland FL 33803  
Position to be filled: Senior Pastor

### Part I: The Church

#### A. Basic information about the church

When was the church organized? 1981  
Active Membership: 110  
Total Membership: 130 Church Membership 5 Years Ago: 180  
Annual General Budget: \$385,000  
Number of New Members Last Year by:  
Profession: 1 Transfer: Not Available Reaffirmation: Not Available  
Number of members lost last year by:  
Death: 3 Transfer: Not Available Removal from Roll: Not Available  
Is your church part of a yoked parish? No  
Number of members who are Adult Women: 75 Adult Men 55  
Youth//Children Not available Ethnic (Specify) N/A

Former Pastors. Please list your last three pastors, their addresses (if known) and the years they were at your church.

1. Eddie Spencer 1991-1999 New Hope Presbyterian 10051 Plantation Dr. Ft. Meyers FL 33966
2. Bob Hovey 2000-2006
3. Kent Adrian 2007-present -6503 Longoak Ct. Lakeland FL 33811

#### B. Narrative information about the church

On a separate sheet of paper, describe your congregation. Here are some suggestions to help you think about your congregational life.

### Part II: The Neighborhood

Check any terms which might apply to your neighborhood:

Inner City  Downtown  Urban Residential  Suburb  Rural  Small  
Town  College  Retirement  Resort  Agricultural

The total population of the town, community, or rural area within which the church is located is approximately 30,000  
local area \_\_\_\_\_

What would you say is the average distance your members drive to and from work each day? Varies

Narrative about the Neighborhood (on a separate sheet) Attached.

### Part III: Activities

- A. **Session.** How many members are on your Session? 5 Are they rotating or permanent? rotating
- B. **Diaconate.** How many members are on your diaconate? 12 Are they rotating or permanent? rotating Do you have women on the diaconate? yes
- C. **Youth.** How many youth do you have in your Junior High? 20 Senior High? 10 Combined? 30 College groups? N/A  
Do you have any special programs other than Sabbath School and youth groups for your youth? (For example, youth choir, drama group, sports programs, etc.)? No
- D. **Children.** How many elementary school children do you have? 15 Pre-School children? 8  
Do you have a children's church? yes What ages? K-5<sup>th</sup> grade  
What other special youth events/activities do you have? Café dinner put on by youth as a fund raiser.
- E. **Women's Societies.** Do you have an active ARPWM group? No How many regular participants? N/A How many circles do you have? 0 What special events does your ARPWM sponsor annually? None
- F. **Outreach Ministries.** List any special service or outreach ministries you have, describe them, and list how many people participate. Friend Day-150. SAMs (Senior Assistance Ministries)- 8. Senior Shepherds- 35 (social and outreach). Women's Outreach Ministry – 60 (two events per year).
- G. **Missions.** Describe how your church promotes World Missions and Local Missions. Regular involvement in local missions, occasional speakers, establish personal identity. We are very committed to Literacy for Haiti. This is led by two former Church Members currently living in WA. Discipleship Multiplication International operating in India.  
What local missions do you support? Kidspack, Lighthouse Ministries, Women's Choice, Senior Orphans, Talbot House
- H. **Social Events.** What other on-going fellowship activities does your church have? Senior Shepherds once a month. Annual Chili Cook-off fund raiser  
What special events occur annually in the life of your church that brings all your people together? Approximately quarterly Fellowship dinners following worship
- I. **Worship.** When are your worship services? 8:30 am and 11:00 am  
What special worship events happen annually throughout the year? Good Friday, Christmas Eve, Christmas Cantata and Easter Cantata
- J. **Stewardship.** Describe how your church encourages stewardship every year. Stewardship sermons  
Does your church have a pledge system as part of your budget process? See Below If so, how does it work? We do, but it has been put on hold
- K. **Staff.** Please list the full or part-time staff of your church.  
Topher Hodges- Music Director, Elder, Go to Guy,- Full time  
Kevin Williams – Youth Pastor- Part Time  
Tiyanna Williams-Children's Director- Part Time  
Marjorie Shields- Accountant-Part Time  
Ryan Chesser- Pianist- Part Time

**L. Christian Education. What is the average attendance in your Sabbath School?** 35  
**What other educational/discipleship programs do you have?** Small Groups, Wednesday Night Study Classes  
**Does your church have a regular new members' class?** Yes until recently **Officer training?** yes

**M. Music. What on-going music ministries do you have in your church?** Choir, Praise Team Occasional Children's Choir for Christmas and Easter.

#### **Part IV: Expectations of a Pastor**

**Describe the characteristics and qualifications needed in a person who would fill this position.**

SRPC is seeking an individual who recognizes the splendor and authority of our Triune God, accepts the Lordship of Jesus Christ, and is experiencing the transforming work of the Holy Spirit in his life. He should recognize the desperate need of all human beings for a restored relationship with God and have an enthusiasm for helping all to understand and know the Gospel of Jesus Christ. These beliefs and experiences should provide the foundation for conducting meaningful worship of an awesome God. This person should have a seminary degree so that he can teach and preach the true Gospel of Jesus Christ our Lord. He should have a dynamic personality so that he can interact with all age groups in the congregation and the community. He should have a strong desire to help the congregation strengthen their relationship with Christ and to help develop fruitful relationships within the church itself. He should desire to develop leaders in the congregation who will help him equip the members to spread the Gospel to the community at large. He should be willing to share in the life of the congregation.

**If this is an associate position, describe how this person would work with the rest of the staff.**

N/A

**What sort of ongoing evaluation will be offered by the church? Who will do the evaluation?**

Session will provide a formal review once a year.

**What style of leadership will the church expect of its new pastor?**

Inclusive and empowering – building up the body of Christ.

**Preferred experience:** Not necessary X 1-2 years \_\_\_ 2-5 years \_\_\_ 5-10 years \_\_\_ 10 years or above \_\_\_

**What other expectations do you have for a pastor? (Such as doctrinal beliefs, values, lifestyle, etc.)?**

We want a Pastor to teach, preach, and model the Gospel. We also want him to share his life with us. If married, this applies to the entire family.

## B. Pastoral Activities

Listed below are 20 activities of a pastor in a church. Please determine a priority rating of these activities for the minister. Please limit your #1 categories to 6, and same for #2s.

Category	High			Low
1. <b>Corporate worship and sacraments</b> (Pastor works with congregation to develop a rich, meaningful worship experience)	<b>1</b>	2	3	4
2. <b>Proclamation of the Word.</b> (The Word of God is preached with urgency and conviction. High priority on sermon preparation)	<b>1</b>	2	3	4
3. <b>Spiritual development of members</b> (Pastor facilitates spiritual growth through individual training, counseling, and small groups)	<b>1</b>	2	3	4
4. <b>Evangelism of the lost outside the church</b> (Pastor facilitates programs that train laypersons in sharing Jesus Christ with others)	<b>1</b>	2	3	4
5. <b>Church growth and church planting</b> (Pastor places strong emphasis on increasing church size and/or starting a new church)	1	<b>2</b>	3	4
6. <b>Support and encouragement of missions</b> (Pastor facilitates support and awareness of home and foreign missions)	1	<b>2</b>	3	4
7. <b>Home Visitation of the members</b> (Pastor places high priority on visiting people in their homes regularly)	1	2	3	<b>4</b>
8. <b>Hospital or emergency visitation</b> (Pastor willing to take time anytime to visit during sickness or emergencies)	1	<b>2</b>	3	4
9. <b>Support of Christian education program</b> (Pastor encourages education for all ages consistent with mission of church)	1	<b>2</b>	3	4
10. <b>Counseling and referral</b> (Pastor places high priority on developing counseling and referral programs)	1	2	3	<b>4</b>
11. <b>Congregational fellowship</b> (Pastor places strong emphasis on developing congregational community of mutual love and support)	1	<b>2</b>	3	4
12. <b>Administrative leadership in the church</b> (Pastor is comfortable with accepting administrative responsibility, delegation, and training of leadership)	1	2	<b>3</b>	4
13. <b>Stewardship and commitment programs</b> (Pastor works with church to develop a stewardship program of time and talent.)	1	2	<b>3</b>	4
14. <b>Encouraging the ministry of the laity</b> (Pastor encourages spiritual gifts of members, sharing opportunities for planning and participation)	1	<b>2</b>	3	4
15. <b>Responsibility for teaching within the church</b> (Pastor places emphasis on his own personal role of teacher)	<b>1</b>	2	3	4
16. <b>Denomination and Presbytery service</b> (Pastor is involved in and encourages participation on Presbytery and Synod level)	1	2	3	<b>4</b>
17. <b>Social and political witness within and without the church</b> (Pastor emphasizes Biblical witness in politics and society)	1	2	3	<b>4</b>
18. <b>Social service</b> (Pastor places emphasis on the ministry of social assistance in the community)	1	2	3	<b>4</b>
19. <b>Development of congregation prayer</b> (Pastor places strong emphasis on the ministry of prayers, offers prayer opportunities)	1	2	<b>3</b>	4
20. <b>The development of youth and/or children's ministries</b> (Pastor encourages programs to reach youth and children)	<b>1</b>	2	3	4

### Part V: Compensation

Please state the compensation your church provided for your last pastor:

Salary \$35,214  
Manse Allowance (if any) Housing \$31,200  
Other Allowances (Meals and Auto) \$4000 -as reimbursed  
What other forms of compensation does your church provide? Continuing Education \$750  
What is the annual vacation period? 1 month  
What time is allotted for study leave? 2 weeks  
Did your church pay insurance? Yes  No  Social Security? Yes  No   
Does your church provide a manse? Yes  No  If you do, please describe it.

Has your church provided utilities for the manse? Yes N/A No   
If you have a manse, have you provided an equity allowance? Yes N/A No   
Are you willing to make changes in the compensation package for the next pastor? Yes  No

### Part VI: References

Please list at least three people outside the church including at least one former pastor, who the candidate could contact to find out more about your church.

Bobby Wilson 17 High Mtn. Rd. Whittier NC 28789-former Elder-863-660-2628  
Jim Delk PO Box 265 Tuckaseegee NC- former Elder- 407-493-9090  
Eddie Spencer 10051 Plantation Dr. Fort Meyers FL 33966 -former Pastor- 239-274-1230  
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### Narrative information about the church.

1. Describe the physical building where your church is meeting.

We have two buildings connected by covered walkways on 11 acres of land. The primary building houses the sanctuary which seats 350-400. Downstairs there is a large room that is used by the choir and as a meeting room and an office suite that houses the staff. Upstairs are four small meeting rooms, two having an opening to the sanctuary. One is used for recording services and the other is used by parents with infants/small children. There is a large narthex with bathrooms and an office attached. The other is an educational building. It has several meeting rooms in various sizes, one being a recently renovated large space with a raised platform designed for children's worship. Additionally, this wing houses a large fellowship (gym) area and an industrial kitchen. There is capability to serve meals to 120+. There is also a small concrete home that houses the youth ministry on the property. The physical facilities are currently greater than the needs of the congregation.

2. Describe a typical Sabbath morning worship service.

We have two Sunday services – traditional (8:30) and contemporary (11:00). The main difference between the two services is the music. The traditional service has a choir with older more traditional hymns and the contemporary has a band with newer music. The traditional service sometimes includes reciting the Lord's Prayer and creeds. The traditional service tends to have older attendees than the contemporary service. Both services hear the same sermon. The contemporary service is generally 3 songs then special music, followed by the sermon and a closing song. There is a single worship at 10:00 am on Sundays falling on a holiday weekend and for our music Cantatas around Christmas and Easter.

3. How do members describe your church? How do visitors describe you church?

Members would describe our church as a place where the true gospel message is preached and taught. It has a strong core of dedicated members. There is a concern over declining membership and the percentage involved in non-service activities and ministries. Many of the members do not know one another due to the split services, and few full congregational activities/ministries.

Visitors would describe our church as lacking many of the opportunities for fellowship and activities available in large more well-funded churches. They would say it is friendly but not necessarily inviting.

4. What is the social background of your church membership? What are their occupations?

Our church would be described as a blue-collar church with a mix of ages. Attendance increases in the winter months with "snowbirds" from the north. Many of our working members are teachers, mid-level managers, or work in service oriented industries.

5. What is the unique mission of your congregation within your community?

Not clearly defined. We are a congregation that when asked, is good about meeting specific needs of others. Our members support local charities but there is not a sense of involvement/connection with these groups through the church in general.

6. What are the ministry goals of your church?

To preach, teach and model the gospel.

7. What are the greatest challenges confronting your church in the coming year?

Our church has a feeling of stagnation to it; a certain lack of vigor. The biggest challenges are: 1) a lack of community, partly resulting from two services with under attendance at both but no clear path to combine them. There is a pull between those who want to maintain the traditions of the church (the way

it has always been) and those who want to try new things (seen as disregarding the church traditions). 2) more physical facilities than we use with a debt service (\$300k) that takes away substantial opportunities for missions and outreach. 3) a shrinking congregation and 4) a lack of vision and purpose - something that would excite members.

8. What special joys, opportunities, or challenges await a pastor in your congregation?

Our church needs an infusion of spiritual vigor and excitement. We have a dedicated group of true disciples willing to work, and a cadre of seekers who are learning more about what the Christian faith entails. We have excellent music in our worship services. We have the physical facilities to be a much larger church with significant but relatively low debt to facility value. We would love to see more people in the pews, especially families with children of all ages, and we would love to involve them in an expanded life of the church. We would eagerly welcome a new pastor and do all we could to help him succeed.

### **Narrative about the Neighborhood**

**1. Describe the community in which your church ministers (occupations, recreational pastimes, social and ethnic makeup, etc.).**

The Church is located on the border of South Lakeland and the small town of Mulberry (population 4,500). The total population in the vicinity of the church is probably 30-50,000. The community is a mixture of single family subdivisions, apartments, and modular home parks. There is a large contingent of low-to-middle class working families of which approximately 20% are ethnic minorities, retirees, and "snow birds". Boating and camping are popular pastimes. The greater Lakeland area is approximately 625,000 with theaters, shows, and numerous dining opportunities. Lakeland is an hour's drive from Tampa and Orlando.

**2. What changes is your community undergoing, and how is it affecting your church?**

The area is rapidly increasing in population. New housing developments and apartments are being constructed frequently. There is a large turnover of people in the area. Warehouse, distribution, and construction jobs are exploding. This is attracting a large number of new people to the area to fill these jobs. Also, many older retirees are moving up north permanently while recent retirees are moving into the area. Our church has experienced an estimated turnover of 600 people over the last 15 years due to the constantly changing makeup of the area. Since the last Church building expansion in 1998, six or more new churches have opened in a five-mile radius.

**3. What does your church do to serve the local community? What does your church do to reach out to neighbors?**

Nearly every year we hold a Friend Day with BBQ and games. Members are encouraged to invite non-church affiliated members. Once a month, we pack snack packs for Kidspack. Church members deliver 50-75 packs to local schools every week. We have a Senior Assisted Ministry which provides handyman type help to members of the community with financial or physical difficulties. We periodically collect goods for Senior Orphans, defined as elderly persons surviving on less than \$600/ mo. We have collected goods for low income mothers through Lighthouse Ministry. We have also contributed goods to Women's Choice for newborns. We have a website (SRPC.net). We post audio recordings of Sunday sermons and videos to podcasts and to Facebook.