

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 pastor and the congregation, this is an opportunity for self-study and evaluation of current ministry and goals. This calls for honesty, effort, and open communication.

This Church Information Form (CIF) presents the local congregation’s history, challenges, and goals. It is our hope that this will help facilitate the search process by assisting both the church in focusing on future directions and applicants in gaining some sense of the nature and uniqueness of this congregation.

We encourage churches to list their vacancies on the Ministry Staff Opportunities webpage at www.epconnect.org/mso. For more information or to send your posting, email mso@epc.org.

Guidance for church-based human resources questions such as background checks, personnel policy manuals, and more is available at the Office of the General Assembly by contacting Marti Ratcliff at marti.ratcliff@epc.org or 407-930-4263.

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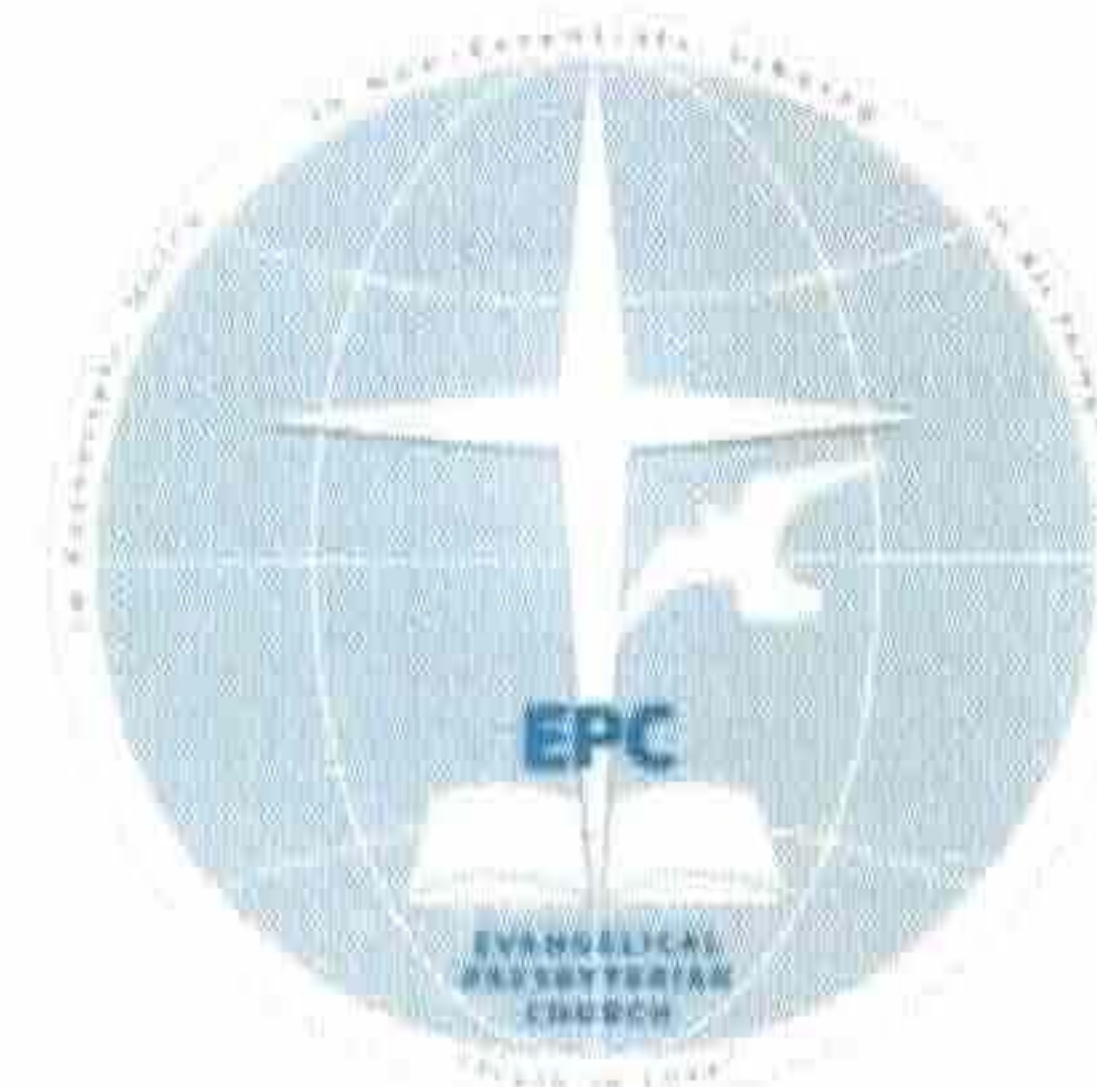
Part 5: Church History

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



Part 1: Church Information

1. Church Name Redeemer Presbyterian Church (EPC)
 Address 650 West 7th Street
Erie, PA 16502
 Telephone (814) 450-8195 Fax ()
 E-mail info@rpcerie.org Website rpcerie.org
2. Presbytery Presbytery of the Alleghenies
 Presbytery Ministerial Committee Liaison Rev. Chris White
3. Search Committee Chairman Joshua Stearns
 Address 4540 Kinter Hill Road
Edinboro, PA 16412
 E-mail joshua_stearns@mac.com
 Telephone (814) 273-3563
4. List all paid staff positions (use additional sheet if necessary)

<u>Transitional Pastor</u>	☐ Full time	☒ Part time
<u>Minister of Worship and Music</u>	☐ Full time	☒ Part time
<u> </u>	☐ Full time	☐ Part time
<u> </u>	☐ Full time	☐ Part time
<u> </u>	☐ Full time	☐ Part time
<u> </u>	☐ Full time	☐ Part time
<u> </u>	☐ Full time	☐ Part time
<u> </u>	☐ Full time	☐ Part time
<u> </u>	☐ Full time	☐ Part time
<u> </u>	☐ Full time	☐ Part time

5. List all key volunteer positions

Clerk of Session
Treasurer
Music Accompanist
Sound Engineer
Bulletin Creator
Usher
Sanctuary Guild
Communion Stewards
Communion Prep/Set-Up
Offering Counters/Tally
Children's Church
Missions Committee
Fellowship Committee
Women's Ministry
Men's Ministry
Co-Mission Commission
Board of Deacons (in formation)

6. List all vacant positions

Position Available Pastor Date of Vacancy 1/23/2022
Position Available _____ Date of Vacancy _____
Position Available _____ Date of Vacancy _____

7. Membership (state approximate numbers and percentages)

	Five years ago	Currently
A. Number of church members	<u>35</u>	<u>31</u>
B. Number of family units	<u>19</u>	<u>21</u>
C. Worship attendance	<u>23</u>	<u>33</u>

8. Community Growth ☐ Increasing ☐ Static ☒ Declining

9. Profile of church members

A. Age:

20 % 0-11 2 % 12-18 0 % 19-24 22 % 25-34
7 % 35-49 12 % 50-64 37 % 65+

B. Occupation:

16 % Business 19 % Professional 13 % Trades
0 % Agriculture 9 % Stay-at-Home Parent 41 % Retired
3 % Other (Please Specify) Campus ministry

C. Educational level of adults

0 % some high school 13 % high school 78 % college 9 % graduate school

D. Percentage of members belonging to the congregation

Less than one year 3.2 %
5 years or less 19.4 %
6-10 years 12.9 %
10 years or more 64.5 %

10. Racial/Ethnic composition of:

A. **Congregation**

0 % African-American 0 % Asian 100 % Caucasian 0 % Hispanic
0 % Other (Specify) _____

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

10 % African-American 3 % Asian 74 % Caucasian 6 % Hispanic
7 % Other (Specify) _____

11. 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: 270,876

12. Worship

A. Worship Time	Average Worship Attendance	Worship Style
11:15AM	33	Traditional/ Semi-Liturgical
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

B. Frequency of communion celebration: 52 per year

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

4 Worship Planners	Children's Sermon	Worship Leader
Accompanist (keyboard)	Serving Communion	
Scripture Readers	Communion Set-Up	
Prayers of the People	Offering Collection	

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

Traditional

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

Traditional (Hymns)
Occasional Contemporary Song

13. Ministry Programs

A. Average attendance in Church School (under 18 years):	<u>3</u>
B. Average attendance in Adult Education (Sunday):	<u>8</u>
C. Average involvement in Small Groups:	<u>9</u>

14. Organizational Structure

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*
Session	Spiritual Oversight	4	monthly	1
Mission Committee	Local & Global Outreach	2	per need	3
Co-Mission Commission	Missional Engagement	6	per need	3
Music & Worship Team	Worship Planning	3	per need	4
College of Elders	Advisory	14	4x/yr	2
Building Search Committee	Find worship space	7	per need	3

*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.
4. A staff person takes primary initiative and responsibility.

Part 2: Financial/Church Campus Information

1. Current annual budget: \$ 141,063 Last year's annual budget: \$ 102,656
(Attach a copy of current budget)
2. Percentage of income received toward budget: 127.10 %

3. Amount contributed for year (most recent complete reporting year)

A. EPC Percentage of Income	\$ <u>788</u>
B. EPC World Outreach Global Workers	\$ <u>2,300</u>
C. EPC Special Projects	\$ <u>0</u>
D. Presbytery Per Member Asking/Percentage of Income	\$ <u>465</u>
E. Other Missions/Missionaries	\$ <u>10,085</u>

4. Property owned by church

A. Describe buildings and property (other than manse), including condition.

None

B. Are your buildings adequate for your present program?

☐ Yes ☐ No

If no, please explain:

N/A

C. Is a building program or capital project 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 Depends upon church location and pastor's need

5. Compensation:

A. The salary range we are prepared to offer:

Position: Pastor \$ 70,000 to \$100,000 (total pkg.)

Position: _____ \$ _____

Position: _____ \$ _____

B. The average annual increase over the past three years is:

Position: Transitional Pastor \$ _____ or 3.00 %

Position: Minister of Music \$ _____ or 3.00 %

Position: _____ \$ _____ or _____ %

Position: _____ \$ _____ or _____ %

C. Housing

☒ Housing Allowance

☐ Manse Only

☐ Either of the Above

D. Benefits and expenses

10% Retirement Plan (minimum 10% gross effective salary)

as needed Medical insurance (EPC medical coverage required for full-time TEs)

as needed Life insurance

as req'd Social Security

\$1,000 Travel/mileage

\$500 Book allowance

2 weeks Study leave allowance (minimum 2 weeks)

4 weeks Annual vacation days (minimum 4 weeks)

none Number of worship services per year for which pastor is provided relief
(in addition to vacation and study leave)

negotiable Sabbatical frequency and length _____

_____ Other (Specify: _____)

E. The church participates in the EPC's medical benefits plan ☒ Yes ☐ No

F. The church participates in the EPC's retirement plan ☒ Yes ☐ No

Part 3: Church Characteristics

Check the box that most closely describes the current characteristics of the congregation.

Our congregation...

	Agree		Disagree	
1. Is spiritually vibrant	☐ 1	☒ 2	☐ 3	☐ 4
2. Demonstrates love for the pastor and his/her family	☒ 1	☐ 2	☐ 3	☐ 4
3. Readily shares their gifts with the rest of the congregation	☒ 1	☐ 2	☐ 3	☐ 4
4. Places a high priority on sound biblical preaching	☒ 1	☐ 2	☐ 3	☐ 4
5. Effectively integrates newcomers	☐ 1	☒ 2	☐ 3	☐ 4
6. Is engaged in evangelism	☐ 1	☐ 2	☒ 3	☐ 4
7. Is often found living their faith in their communities	☐ 1	☒ 2	☐ 3	☐ 4
8. Has a spirit of unity	☒ 1	☐ 2	☐ 3	☐ 4
9. Cares about each other	☒ 1	☐ 2	☐ 3	☐ 4
10. Is supportive of the Session and pastoral leadership	☒ 1	☐ 2	☐ 3	☐ 4
11. Ministers well to members that are hurting	☐ 1	☒ 2	☐ 3	☐ 4
12. Uses members' gifts in worship	☒ 1	☐ 2	☐ 3	☐ 4
13. Contains people willing and able to lead the congregation	☒ 1	☐ 2	☐ 3	☐ 4
14. Is capable of change when and where appropriate	☐ 1	☒ 2	☐ 3	☐ 4
15. Is connected to and prayerful about what God is doing in the global church	☐ 1	☒ 2	☐ 3	☐ 4

16. How are elders and deacons initially trained and equipped for ministry?

Because of Redeemer's modest size, officer training is done relationally and informally. (We have rarely had more than one candidate to train/equip at any given time.) Candidates for ruling elder meet with one or more existing elders to: (1) confirm their calling, (2) review and ascertain their understanding of, and agreement with, Reformed theology (generally) and EPC doctrinal standards (specifically), (3) identify and/or discuss their particular gifts and anticipated vision for the ministry into which they are being called and (4) encourage them and answer any questions they may have about their anticipated calling. (At the present time, Redeemer does not have an official, ordained diaconate, but is actively laying the groundwork for it.)

17. What is the Session's current practice regarding the ongoing discipleship of elders and deacons?

Redeemer's ruling elders are encouraged to (and do) regularly participate in, or lead, adult Christian Education classes and various components of weekly worship, read Scripture and pray daily. Session meetings begin with a devotional time in Scripture, and a considerable portion of most meetings is spent in prayer for the members, friends and ongoing mission of the congregation. We have a daily prayer calendar that allows Session (and other members) to pray through a complete list of the congregational members each week. Periodically, Session recommends books to be read together with the congregation as a means of developing discipleship across the congregation. Session gathers and prays with the pastor and worship participants each week immediately before the service begins.

18. In what ways does your church participate in ecumenical activities?

[SEE ATTACHED ADDENDUM]

19. Describe the strengths of your congregation.

[SEE ATTACHED ADDENDUM]

20. List specific problems with which your congregation struggles.

Location/Community/Transience -- Not owning a building, having had to move several times over the past several years, and drawing members from across the larger Erie area, we have found it difficult to define our "community" for purposes of targeting specific congregational missional endeavors. Our current location is away from Erie's central population center, which has hindered opportunities to engage certain types of ministries.

Size -- Small size (although having many benefits) is limiting; finding volunteers for all we'd like to do is a challenge due to many people being over-committed.

Age diversity -- Although we have recently increased our age diversity in several respects, we remain challenged in the 19-24 age bracket.

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

In accordance with the larger Core Values and Elements of Our Strategic Plan (see Question 24 below), each year our Session has adopted annual Goals and Objectives. For the 2025-2026 church year, Redeemer's current Session, in consultation with its larger College of Elders, has adopted the "Co-Missional Proposal" attached as a portion of the Addendum. In essence, it is a means of engaging every member of the congregation, along with other interested "friends of Redeemer", in a one-year missional outreach endeavor. To date, this has involved participants in providing direct services at an inner-city homeless shelter and developing relationships with the Bhutanese refugee community in Erie, with the hopes of jointly creating a community garden this year and beginning to share in the life of that community.

22. Has there ever been disciplinary action taken against a pastor of your congregation?

☐ Yes ☒ No

23. Has there ever been any disciplinary action against an elder or deacon of your congregation?

☐ Yes ☒ No

If you answered "Yes" to either 22 or 23, please explain.

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

☒ Yes ☐ No

If yes, Date completed _____

If yes, enter each statement or strategic plan (or attach copies if space below is limited).

Redeemer has adopted a document entitled "Core Values and Elements of Our Strategic Plan", a copy of which is attached as a part of the Addendum. This document was originally approved in 2012 after a process of intentional long-range visioning involving the entire congregation, and was revised in 2017.

In 2025, as a part of the Co-Missional Proposal, Redeemer's session adopted the following vision statement: "To the glory of the Father and through the power of the Spirit working in us by the Word, our vision is that we will by prayerful action, with an outreach and discipling focus, develop Redeemer into a compelling and visible community of Reformed believers known for historically-grounded worship, faithful preaching and teaching and effective relational connection with, and service to, de-churched, unchurched, unaffiliated and unbelieving people."

As indicated above, the Co-Mission Proposal constitutes Redeemer's current strategic plan.

Part 4: Leadership Expectations

1. What are some key character strengths a person should bring to this position?

[SEE ATTACHED ADDENDUM]

2. What are five key gifts/skills/abilities a person should bring to this position?

[SEE ATTACHED ADDENDUM]

3. What are the primary pastoral duties for the position? (Attach a position description)

- Lead, preach and officiate communion at weekly Sunday worship services
- Teach adult Sunday School (as needed -- adult education is currently being re-visioned; there is strong teaching support by ruling elders)
- Plan and moderate regular and called session and congregational meetings
- Lead continuing long- and short-range planning/visioning/execution; developing and strengthening Redeemer's vision of, and unity in, its mission and community outreach
- Lead occasional special services (e.g. Christmas Eve, Maundy Thursday, weddings, funerals, etc.)
- Visitation of members, inquirers, homebound, hospitalized
- Provide occasional counseling (as needed)
- Represent Redeemer in the community
- Actively participate in Presbytery and General Assembly of the EPC

Part 5: Church History

1. What do you consider to be the three most important events in the history of your church?

[SEE ATTACHED ADDENDUM]

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

In recent months, Redeemer has been blessed with "interesting and challenging" events of a positive nature, which have encouraged and enlivened our congregation. We have been blessed with an influx of faithful and thoughtful new members with young families. One of these has started a men's ministry that attracts both existing members and other young men from outside the church. Another is gifted with with an infectious passion for evangelism, through which God has called several additional individuals and young families into the life of our congregation. They have come from varying backgrounds, and have brought with them an array of complementary gifts that have challenged us to grow in new ways, and have broadened and strengthened Redeemer's ministry, and led to new avenues and modes of discipleship and outreach. And it is a joy to have many children in worship with us each week.

Part 6: Other Information

1. List the last three individuals who held this position

Name	Dates of Service	
Benj Giffone	8/2024	to _____
Douglas Kortyna	6/2018	to 1/2022
_____	_____	to _____

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

Past/pending moves. Because Redeemer does not own a church building, it has been required to re locate several times in its history. (In fact, due to the closing of the Methodist church in whose building Redeemer has been worshiping for the past several years, Redeemer will be required to re locate yet again at the end of May, 2026.) Each of these re locations has been to a different part of the greater Erie community, and has posed logistical challenges for Redeemer's members and its ministry. By God's grace, however, our internal community has been strong, and these changes have not posed significant disruptions in membership or overall ministry.

Caring ministry/diaconate. Redeemer's relatively small membership and the closeness of our fellowship have allowed Redeemer's congregation to care well for one another informally as benevolent ministry needs have arisen. Anticipating growth in numbers and the need for a more formal delegation of such ministries, we are currently in the process of developing a Board of Deacons. Several members with strong gifts of caring have been identified, and are being trained to be ordained and assume such duties when the time arrives.

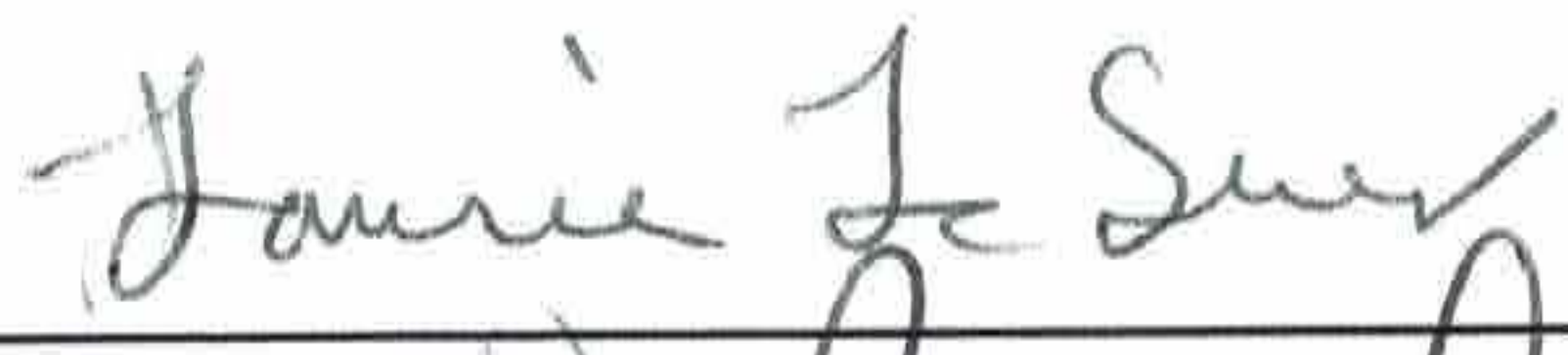
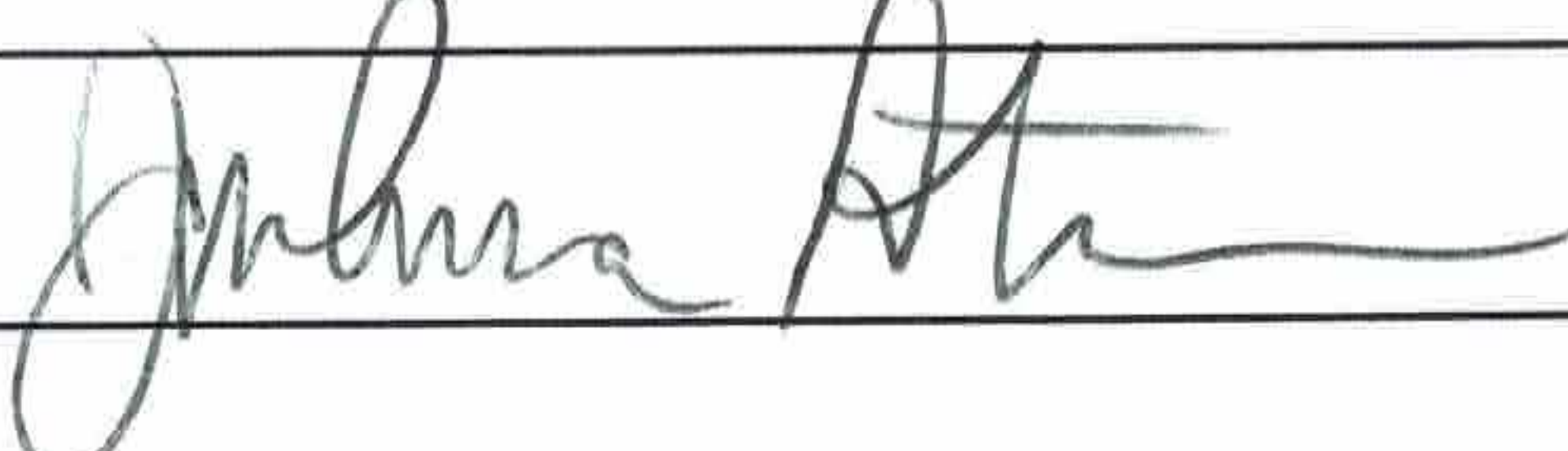
Commitment to traditional/semi liturgical worship. Redeemer has intentionally chosen to conduct its worship according to a more historic Reformed liturgy, rather than in a "contemporary worship" form. This is for a number of reasons that have been the result of considerable study and reflection. To our surprise, this has been an aspect of Redeemer that is greatly appreciated by many of our new and younger members and attendees. Our pastoral candidate will need to be comfortable with, and see the value in, this aspect of Redeemer's life.

Statement of Acknowledgment

The EPC believes that honesty and a commitment to open communication are critical to building the body of Christ. In that spirit, please confirm your agreement to the following statements by your signatures below.

1. We attest that the information contained in this Church Information Form is true and complete to the best of our knowledge.
2. We authorize applicants for the position(s) listed herein to make inquiries regarding all statements contained in this Church Information Form.
3. We authorize the Office of the Stated Clerk to circulate, distribute, and otherwise share this Church Information Form with potential candidates for the position(s) listed herein.
4. We acknowledge the Medical Plan and Retirement Plan services offered by the EPC's Benefit Resources, Inc., exist to serve EPC churches and their staff members. We also acknowledge the EPC's Book of Order requirement that EPC churches provide medical insurance to ordained staff members through BRI as mandated by the following Acts of the General Assembly:
 - 81-04 Terms of call for any minister of member churches shall provide for participation in the denominational hospitalization and disabilities programs. *(Minutes of the 1st General Assembly, 1-32)*
 - 81-06 The denominational group insurance plan providing health, disability, and life coverage shall be mandatory for all ministers within member churches. *(Minutes of the 1st General Assembly, 1-36)*
 - 88-08 Assembly amends participatory requirements for group health insurance plan by requiring participation of all ministers on the rolls of presbyteries with the exception of:
 1. Missionaries laboring in cooperative agreements with mission agencies;
 2. Ministers laboring in institutional agencies providing their own group insurance plan;
 3. Ministers afforded group insurance coverage as part of retirement benefits from a previous employer;
 4. Ministers without call, and ministers laboring less than 20 hours in a place of ministry. *(Minutes of the 8th General Assembly, 8-24)*

For information about EPC benefits through BRI, see www.epconnect.org/benefits, email benefits@epc.org, or call 407-930-4267.

Clerk of Session  Date 6/1/26
Search Committee Chair  Date 6/1/26

2026 PROPOSED BUDGET

Revised 1-30-26

2025 YEAR-END BUDGET VS. ACTUAL

MAIN ACCOUNTS	Sub Accounts
\$77,174.00	
\$5,000.00	
\$4,159.00	
\$78,015.00	
\$35,668.50	
	\$500.00
	\$3,000.00
	\$0.00
	\$19,200.00
	\$150.00
	\$3,000.00
	\$4,000.00
	\$1,650.00
	\$1,000.00
	\$465.00
	\$878.50
	\$1,000.00
	\$300.00
	\$525.00
\$2,250.00	
	\$500.00
\$1,225.00	
	\$100.00
	\$320.00
	\$500.00
	\$180.00
	\$125.00
\$10,000.00	
	\$2,100.00
	\$1,200.00
	\$300.00
	\$1,000.00
	\$1,000.00
	\$1,650.00
	\$1,000.00
	\$750.00
	\$1,000.00

REVENUE	MAIN ACCOUNTS	Sub Accounts	YTD MAIN	YTD Sub	% OF TOTAL
PLEDGE INCOME	\$75,942.00		\$77,148.50		101.6%
NON-PLEDGE INCOME	\$2,000.00		\$9,692.27		484.6%
LESS 5% FOR SHRINKAGE	\$3,892.00				
Gifts Benevolence			\$500.00	\$500.00	
Insurance Refund					
Misc. Income					
Transfer from Savings			\$5,100.00		
Mission Project Income			\$1,285.00		
Christmas Offering In				\$210.00	
Souper Bowl Offering				\$435.00	
EduNations Teachers				\$640.00	
Per Member Asking Income			\$368.50	\$368.50	
TOTAL REVENUE	\$74,050.00		\$94,094.27		127.1%
BUDGETED EXPENSES					
ADMINISTRATIVE	\$31,055.50		\$26,463.51		85.2%
Advertising		\$500.00			
Capital Expenditures/Equipment		\$3,000.00			
Church Development		\$0.00			
Church and Office Rental		\$19,200.00		\$19,200.00	100.0%
Communion Supplies		\$150.00		\$48.72	32.5%
Diaconal Fund					
General Assembly Expenses		\$4,000.00		\$2,221.39	55.5%
Insurance		\$1,650.00		\$1,420.00	86.1%
Pastor Search Committee					
Per Member Asking		\$1,255.50		\$1,253.00	99.8%
POA (\$15x31= \$465) 2025					
EPC (\$25.5x31= \$790.50) 2025					
Presbytery Meeting Expenses		\$1,000.00		\$178.40	17.8%
Sanctuary Guild		\$300.00			
Website				\$2,142.00	
EDUCATION/DISCIPLESHP	\$1,750.00		\$1,021.49		58.4%
Educational Materials				\$477.21	
Men's Retreat					
Other					
Redeemer Retreat/Event Expenses				\$424.00	
Sunday School Lunches				\$120.28	
HOSPITALITY	\$1,300.00		\$443.35		34.1%
Coffee Hour		\$100.00		\$191.06	191.1%
Event Outreach		\$320.00			
Luncheons					
Funerals		\$500.00			0.0%
Pastor's Expenses		\$180.00		\$51.92	28.8%
Picnic		\$200.00		\$200.37	100.2%
MISSION	\$10,000.00		\$12,385.43		123.9%
Giffone Missionary				\$2,300.00	
CCO - Sandie Starr-Everhart		\$2,100.00		\$2,100.00	100.0%
CCO - Sam Van Eman		\$1,200.00		\$1,200.00	100.0%
CCO - Ray Wiesen				\$500.00	
Christmas Offering - Out				\$427.00	
EduNations Teachers				\$640.00	
Edinboro Students		\$300.00		\$83.43	27.8%
Erie City Mission		\$1,000.00		\$1,000.00	100.0%
Hope for Renewal		\$1,000.00		\$1,000.00	100.0%
Jubilee					
Other		\$1,650.00			0.0%
Presbytery Projects					
EduNations		\$1,000.00		\$1,000.00	100.0%
Emergency Relief					
Fintonia		\$750.00		\$700.00	93.3%
Second Harvest Food Bank		\$1,000.00		\$1,000.00	100.0%

		Souper Bowl Offering Out				\$435.00	
\$1,000.00		MISCELLANEOUS	\$1,000.00		\$615.25		61.5%
		Bank Charges				\$15.25	
		Benevolence				\$500.00	
		Christmas Offering Out					
		Misc. Expenses					
		Transfer to Savings Account				\$100.00	
\$2,000.00		MUSIC	\$2,000.00		\$270.00		13.5%
		Equipment Maintenance					
		Equipment Rental					
		Food					
		License Fees				\$170.00	
		Mileage					
		Miscellaneous					
		Musicians				\$100.00	
		Postage					
		Printed Material					
\$2,000.00		OFFICE EXPENSES	\$2,000.00		\$2,432.21		121.6%
	\$384.00	Planning Center				\$416.00	
		Postage				\$81.00	
		Printing				\$40.00	
		Software				\$1,775.50	
		Supplies				\$119.71	
\$86,919.04		TOTAL PERSONNEL	\$58,071.23		\$59,025.32		101.6%
\$33,834.04		PERSONNEL	\$54,986.23		\$55,997.72		101.8%
	\$33,201.37	Payroll		\$54,385.35		\$55,396.84	101.9%
	\$632.67	Taxes		\$600.88		\$600.88	100.0%
\$50,000.00		Payroll Benefits - EPC	\$0.00				
		Dental Insurance					
		Life Insurance					
		LT Disability					
		Medical Insurance					
		Vision Insurance					
		Retirement					
		Payroll Benefits - RPC					0.0%
		* Books					
		* Mileage Reimbursement					
		Office and Parking					
		Phone					
		*Study					
\$3,085.00		Pulpit Supply	\$3,085.00		\$3,027.60		98.1%
	\$1,800.00	Pulpit Supply		\$1,800.00		\$1,650.00	91.7%
	\$1,285.00	Mileage		\$1,285.00		\$1,377.60	107.2%
\$141,062.54		TOTAL EXPENSES	\$107,176.73		\$102,656.56		95.8%
-\$63,047.54		NET INCOME	-\$33,126.73		-\$8,562.29		25.8%
		*Total Expenses					
		*Less Transfer to Savings					
		*Actual Total Expenses					
		*Actual Net Income					

ADDENDUM

PART 3

18. In what ways does your church participate in ecumenical activities?

Historically, Redeemer has invited pastors from other Reformed denominations to preach on Sundays and is currently planning several joint services with a local congregation from a different denomination. In addition, Redeemer has established a Co-Mission Commission, composed of individuals from multiple local churches and denominations who are connected through an unaffiliated small-group Bible study. This commission is tasked with discerning and implementing a shared mission that encompasses both the congregation and the Bible study group.

Many members of Redeemer participate in ecumenical activities as a personal expression of their faith. For example, they often take part in blood drives organized by a close friend of the congregation who is a member of a PC(USA) church.

Members of our congregation also participate in a local Men's Good Friday breakfast hosted by a local trusted and evangelical PC(USA) church, fostering fellowship and connection across congregations. Likewise, the transitional pastor has brought communion to friends within other congregations who are sick or homebound, always with permission from their home churches.

Redeemer has also partnered with our host congregation, Weis Library United Methodist Church, in a few clothing and food drives. These efforts have included, for example, the donation of winter boots to students at a local elementary school.

In addition, Redeemer provides financial support to a range of local mission and outreach organizations, including—but not limited to—the CCO, local food banks, and the Erie City Mission. Through these commitments, we seek to pool our resources in an ecumenical spirit alongside other congregations in the region for the good of the wider community.

19. Describe the strengths of your congregation.

- Experienced teachers and leaders -- Many in our congregation have responsibly held leadership positions. Several of our members have preached and most are mature believers, engaged in growing their faith and knowledge of God.
- Caring and close-knit community -- We care well for each other (especially in times of need - we have had special times of visiting and supporting members in the hospital and with chronic or terminal conditions), and tend to work well together.

- Biblical literacy – A majority of our members know their Bible well, and read it regularly.
 - Generosity – We are blessed with many tithers and generous givers; we have been able to meet all our financial needs without difficulty. Our members and regularly-attending friends also contribute generously of their time and talents, and readily step in to meet the needs of the congregation and community.
 - Friendliness – Members are friendly and welcoming to newcomers and visitors, and we have recently attracted a significant number of regular visitors, mostly younger than the average age of our congregation, many of whom have been folded in as new members. Recently, it is not unusual for our weekly worship attendance to exceed the number of members.
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PART 4

1. What are some key character strengths a person should bring to this position?

Knowing that the perfect candidate does not exist (nor does the perfect congregation!), an ideal pastoral candidate would exhibit the following:

- Devotion to Christ and ongoing spiritual development -- a person who values and engages a rich and persistent personal devotional life, including regular time in God's Word and prayer.
- Love of the Bible -- a person energized by ongoing Biblical study for personal growth and in aid of preparation of engaging sermons faithful to the text and the leading of the Holy Spirit
- Maturity – a person with emotional intelligence and accurate self-awareness, adaptable to working with others having complementary gifts/strengths
- Vision and collegiality – a person who is strong in vision-casting, with the ability to work well with other leaders
- Humility – a person aware of his or her own weaknesses and limitations, able and willing to accept constructive critique
- Empathy – a person of warmth, well able and willing to engage personally in a ministry of caring to others

2. What are five key gifts/skills/abilities a person should bring to this position?

- Preaching skills -- commitment to proclamation of the whole counsel of God for the enrichment of the congregation, with good oral communication skills
- Pastoral care skills -- one who genuinely loves people, values opportunities to care for others, maintains good relations and is able to create an encouraging environment that makes all feel welcome; able and skilled in personal pastoral counseling of those in need of such care

- Humility/collegiality -- servant-leader with the ability to recognize and encourage the giftedness of others and to work with them as joint co-workers in Christ's ministry
 - Entrepreneurial visioning – able to see and encourage realistic opportunities for outreach, service and growth
 - Community and evangelistic involvement – ability to represent Redeemer in the Greater Erie Community, and to motivate the congregation to share its faith outside the church and serve its neighbors well; experience in the secular work world could ground and enrich these abilities
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PART 5

1. What do you consider to be the three most important events in the history of your church?

1. First meeting of the "Church of the Cul-de-Sac" in the home of Dean and Shirley Wilson (September 11, 2011) -- This day signifies the start of our journey. We began as a group of believers who had found ourselves alienated by the theology and practices of the mainline congregation to which we had previously belonged. We felt a call from God to create a temporary place of worship, free of the distracting environment of the previous congregational difficulties, while still hopeful of reconciliation within that congregation. Then that reconciliation proved impossible, it was out of this nucleus that our Redeemer church family was born.

2. Redeemer Presbyterian Church EPC received as a local church by the Presbytery of the Alleghenies (April 27, 2017) -- After having proceeded through the "mission group" and "mission church" stages, this day signifies the occasion that Redeemer officially covenanted, "in reliance upon God, to walk together as a local church, based on the faith and government of the EPC" (Book of Government, 5-5A). It represents the point of Redeemer's public commitment to the theology, practice and culture of the EPC, and of Redeemer's reception into that larger body.

3. First adult baptism (10/6/19) – There are many events of significance in the life of the Redeemer congregation that could find their place on this list. Because of the recognition of the primary mission of the local church to evangelize, and the eternal significance of the birth of a new life in Christ, it is hard not to place here, and give profound thanks to God for, the joyful occasion of Redeemer's first adult baptism, which was of a Turkish immigrant to the Erie community.



Core Values and Elements of Our Strategic Plan

Mission

As part of the global church of Jesus Christ, Redeemer Presbyterian Church exists to draw people into a life-long transforming relationship with Him (by:)

Goals

1. EXALT(ing) God thoughtfully and joyfully
2. KNOW(ing) God intimately
3. SERVE(ing) others wholeheartedly
4. SHARE(ing) God's love locally and globally.

Core Values and Enabling Objectives

1. EXALT(ing) God thoughtfully and joyfully

Therefore, I urge you, brothers, in view of God's mercy, to offer your bodies as living sacrifices, holy and pleasing to God—this is your spiritual act of worship.

—Romans 12:1

We believe that everything we do should be done as an act of our worship to our God. The following reflects our beliefs regarding the corporate worship experience.

- 1.1 Focus the congregation on our transcendent God by means of visual beauty in the worship space.
- 1.2 Prepare the worship service carefully and intentionally to have a fully coordinated worship theme from which every element of the worship service shall flow, in order to give purpose and meaning to all that we do in that service.
- 1.3 Focus the congregation on our transcendent, yet personal, God by means of carefully selected and skillfully presented music.
- 1.4 Use the various gifts—both spiritual and natural—in the congregation to give a multi-faceted approach to our understanding of the God we worship.
- 1.5 Leaders in worship should take opportunities to intentionally communicate the meaning and significance of the various elements of the liturgy, with the intent of making the worship experience as understandable and rich as it can be.

- 1.6 Offer the sacraments of baptism and Holy Communion as important parts of our robust worship.
- 1.7 Celebrate, as an appropriate means of hallowing and redeeming the time, the Liturgical Church Year and remind our congregation of these festivals and the part they play in our Christian heritage.

2. KNOW(ing) God intimately

We know also that the Son of God has come and has given us understanding, so that we may know him who is true. And we are in him who is true—even in his Son Jesus Christ. He is the true God and eternal life. —1 John 5:20

We believe that in order to live the abundant life that God has called us to in Christ Jesus, we must allow the Holy Spirit to lead us into an ever-deepening, intimate knowledge of God

- 2.1 Clearly teach and proclaim to people of all ages that they can experience life-transforming regeneration by the work of the Holy Spirit because of what Jesus has already accomplished through His death and resurrection.
- 2.2 Clearly teach and proclaim an intellectual understanding of what God promises and requires through His word.
- 2.3 Promote individual spiritual formation and daily devotion.
- 2.4 Purposely provide Christian Education for all with special consideration to age, gender, and spiritual maturity.

3. SERVE(ing) others wholeheartedly

Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms. —1 Peter 4:10

We believe that God has called us to Himself and redeemed us through the blood of Christ so that we may represent His Kingdom here on earth by serving others wholeheartedly.

- 3.1 Offer times of fellowship for the congregation in order that members may get to know, love and care for each other.

- 3.2 Provide ways to minister to the poor, hurting, and sick of our congregation.
- 3.3 Encourage and equip congregation members to minister to those in need within the community.
- 3.4 Provide times of prayer for those who struggle.

4. SHARE(ing) God's love locally and globally

"But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth."

—Acts 1:8

We believe that God has called us to share the Good News of salvation through the risen Lord Jesus Christ with men, women, boys, and girls within our own congregation, in our local communities, across our nation, and around the world. As a missional church, we strive to fulfill the Great Commission by every means possible.

- 4.1 Show forth the love of Christ and proclaim the message of salvation through every worship, education, and mission endeavor of the church.
- 4.2 Ascertain, with understanding, the passions and gifts within the congregation.
- 4.3 Determine which people groups to target with Christ's message.
- 4.3 Allot a specific percentage of the budget that will go toward mission.
- 4.4 Teach congregation members how to lovingly, relationally, and effectively share the gospel message at home, work, and wherever God places them.

RPC COLLEGE OF ELDERS MEETING

10/6/25

DRAFT OF PROPOSED VISION STATEMENT

"To the glory of the Father and through the power of the Spirit working in us by the Word, our vision is that we will by prayerful action, with an outreach and discipling focus, develop Redeemer into a compelling and visible [*Reformed Church*] community of Reformed believers known for historically-grounded worship, faithful preaching and teaching and effective relational connection with, and service to, de-churched, unchurched, unaffiliated and unbelieving people."

OUTLINE OF CO-MISSIONAL PROPOSAL

The Objectives: To strengthen RPC's commitment (both as individual members and as a congregation) to:

- (1) general discipleship, and
- (2) RPC's particular "muscle challenges" (especially evangelism and missional community outreach)

The Project:

- In accordance with Session's desire to increase RPC's intentional focus on missional evangelism and discipleship, to establish, and encourage **every-member participation** in a **one-year missional outreach endeavor in connection with other interested "Friends of RPC"** who share the same interests and commitment to reaching out to those with whom we can tangibly share the love of Christ.
- "Every member participation" recognizes that not all RPC members will be able to be involved in a hands-on basis. But they can participate by praying, offering financial support or in other ways that become obvious as the mission develops. Commitment by active participants includes attending weekly meetings described below.

The Means: The following steps are suggested as a way of moving this project forward:

- By October 30, 2025, establish a "Co-Mission Commission" consisting of RPC members and interested "Friends of RPC" to identify a meaningful and realistic mission outreach project, and report the same back to RPC members and RPC Friends, respectively, within 3 months

- In February, 2026, hold a “Co-Mission Commissioning” service, commissioning RPC members and Friends who have agreed to commit actively to participation in the one-year Co-Mission Mission
- Hold weekly gatherings to provide intentional encouragement to the “Co-Missionaries”.
 - The content of these meetings will rotate between:
 - (1) Bible study,
 - (2) mission feedback and “Mission Control” discussions, and
 - (3) worship and prayer.

PASTOR JOB DESCRIPTION
Redeemer Presbyterian Church (EPC)

Position Summary

The Pastor of Redeemer Presbyterian Church is called by God, the congregation and the Presbytery to serve as the spiritual leader, primary preacher and shepherd of the church. In accordance with the Scriptures and the Constitution of the Evangelical Presbyterian Church (EPC), the Pastor will lead the congregation in worship, discipleship, mission, and governance, working collaboratively with the Session to advance the church's vision and ministry.

Primary Responsibilities

1. Worship Leadership & Sacramental Ministry

- Lead and preach at weekly Sunday worship services, faithfully proclaiming the Word of God
- Officiate the Sacraments of the Lord's Supper and Baptism
- Lead occasional special services, including but not limited to Christmas Eve, Maundy Thursday, and other seasonal or congregational observances
- Officiate weddings and funerals as appropriate

2. Teaching & Discipleship

- Teach adult Sunday School classes as needed
- Support and equip ruling elders and other leaders in their teaching roles
- Contribute to the ongoing re-visioning of adult education ministries
- Promote a culture of biblical literacy and spiritual growth within the congregation

3. Leadership, Governance & Administration

- Plan, moderate, and provide leadership for regular and called meetings of the Session
- Moderate congregational meetings in accordance with EPC polity
- Collaborate with the Session in the governance and spiritual oversight of the church
- Ensure that church practices align with EPC doctrine and constitutional standards

4. Vision, Strategy & Mission

- Lead the congregation in both long-range and short-term planning
- Guide the development, articulation, and execution of Redeemer's mission and vision
- Strengthen congregational unity around shared ministry goals
- Encourage and expand community outreach and engagement

5. Pastoral Care & Shepherding

- Provide pastoral visitation to members, inquirers, the homebound, and those hospitalized
- Offer occasional pastoral counseling as needed
- Equip elders and ministry leaders to share in the care of the congregation
- Foster a caring, connected church community

6. Community Engagement

- Represent Redeemer Presbyterian Church within the local community
- Build relationships with community leaders, organizations, and ministries
- Encourage congregational involvement in outreach and service

7. Denominational Participation

- Actively participate in the life and work of the Evangelical Presbyterian Church
- Attend and contribute to Presbytery meetings
- Participate, as appropriate, in the General Assembly
- Support the broader mission and unity of the EPC

Qualifications

- Ordained (or ordainable) Teaching Elder in the Evangelical Presbyterian Church
- Demonstrated commitment to Reformed theology and EPC essentials
- Strong preaching, teaching, and leadership abilities
- Proven capacity for pastoral care and relational ministry
- Ability to work collaboratively with elders and ministry leaders

Accountability

The Pastor is accountable to the Session of Redeemer Presbyterian Church and the Presbytery of the Alleghenies of the Evangelical Presbyterian Church.

Core Competencies

- Biblical preaching and theological clarity
- Spiritual leadership and vision casting
- Shepherding and interpersonal care
- Organizational leadership and collaboration
- Missional engagement and community presence

Work Schedule & Expectations

This is a full-time pastoral position requiring flexibility, including evenings, weekends, and availability for pastoral care needs.