



Thank you for your interest in the Associate Pastor position at Severna Park Evangelical Presbyterian Church. We look forward to getting to know you.

If you would like to be considered for this position, we invite you to submit the following:

- 1) A current Ministerial Data Form (MDF). This is a standard form used by the Presbyterian Church in America (PCA) which gives our church a meaningful baseline to compare candidates. A fillable PDF is available [here](#).
- 2) Your resume. Since we are hiring for an associate pastor focused on discipleship and Christian education, we would especially appreciate it if your resume could highlight your strengths in those areas.

Below you will find a brochure which provides some current information about our local body of believers. Also we have included our Church's current vision statement to help you understand how we feel led to serve the Lord within our local community.

All materials should be emailed to: searchcommittee@spepchurch.org

Thanks for your time!

**SEVERNA PARK EVANGELICAL PRESBYTERIAN CHURCH
POSITION DESCRIPTION**

Revised Date: April 2022

Position Title: Associate Pastor for Gathering and Growing

Reports to: Senior Pastor

Purpose of Position:

The purpose of this position is to serve as the primary leader for Gathering and Growing Ministries at SPEP Church. This Pastor will lead volunteers, ministry teams, and leaders to implement the Small Groups and Adult Sunday Class ministries of SPEP, and assist the Senior Pastor in pastoral functions as needed. In addition to the tasks identified below, this Pastor will serve as a vision and force multiplier—championing and helping to implement the vision of the Sr. Pastor and Session.

Responsibilities

- **Small Groups:** Promote and develop small groups as the foundation of community, discipleship, and care within SPEP Church. Supervise the selection and/or development of small group material to be used in SPEP small groups and oversee recruitment and training for small group leaders, and promotion/administration of the Small Groups Ministry.
- **Adult Education / Sunday School Ministry:** Strengthen and lead an Adult Education/Sunday School Ministry Team to provide equipping of our congregation in the areas of Gospel Orientation, Doctrinal Foundations, Christian Living, Christian Cultural Discernment, and Missional Engagement.
- **New-Comers:** Lead our efforts to welcome people who visit SPEP—following-up, planning welcome gatherings, helping to facilitate the Membership process. Serve as a catalyst and support for volunteers, ministry teams, and leaders for our ministries that gather people who are new arrivals and those that hang in the periphery.
- **Pastoral Functions:** Assist the Sr. Pastor with Preaching, Sacraments, Worship Leadership, Visitation, Funerals, Weddings, and other functions as needed.
- **Supervise** the Staff that leads our ministries to Youth and Children.

Personal Requirements for Position

- A personal relationship with Jesus Christ, and a strong grasp of the Gospel
- An understanding of the Biblical principles of ministry – Gospel-Centrality, Repentance & Faith, Kingdom-Centered Prayer, Covenant Community, Personal Discipleship, Servant-Leadership...
- Spiritual maturity evidenced in, but not limited to, the following areas: prayer, the Word, confidentiality, edifying speech, discernment, and discretion
- A love and concern for the people of Christ's Church
- A call to this ministry that is evidenced by experience, vision, and passion

- A shepherd’s temperament; servant-leader/mentor attitude and inclination
- Strong biblical foundation for wise leadership in a church setting
- Personal initiative and diligence, which produces follow-through in tasks, without the requirement for continuous supervision
- Ability to recognize needs, and meet them in resourceful ways
- A willingness to grow and adapt to the inevitable changes found in a growing local church
- A clear understanding of, and experience in, church organization
- The gift of compassion and the ability to care for hurting people
- Proven experience and ability to lead and develop teams of staff and volunteer ministry leaders toward clearly stated goals and objectives with committed follow-through.

Required Credentials/Skills:

- Ordained Teaching Elder in the PCA (or willingness/qualification to seek ordination)
- A working knowledge of Microsoft Office

Approved: _____ Date: _____
Moderator of Session

Approved: _____ Date: _____
Clerk of Session

SEVERNA PARK EP CHURCH

A Gospel-Centered Church for northern Anne Arundel County...

Discovering in Christ the greatness of God and Following His Call in the Great Commission...

... that SPEP would be a blessing to our community,

...that Northern Anne Arundel County would flourish in the wake of the Gospel,

...that God will be worshipped and served among all people in all places,

...and that Jesus Christ our Savior will be glorified in all creation.

HISTORY

Severna Park Evangelical Presbyterian Church (SPEP) is a congregation of the Presbyterian Church in America (PCA). SPEP began as a church plant of the Evangelical Presbyterian Church of Annapolis (PCA) in 1977 and became a particular church in April 1978. We have had three senior pastors in the history of the church. Mike Conord was the founding pastor. Glenn Parkinson came to SPEP in 1981 as our first associate pastor, and he was called to become the senior pastor when Mike left for a new position. Pastor Dan Smith came to serve as head pastor in December of 2019 after Glenn's planned retirement. Glenn continues to worship with us as Pastor Emeritus.

After meeting in various schools for the first 6 ½ years, we moved into a new facility (now called the Education Center) in Pasadena, MD in 1984. We added a 680 seat sanctuary (Worship Center) in 1994. In 1995 the church purchased an office building (now known as the Ministry Center), located on the property adjacent to the church.

SPEP has also been involved in founding and supporting church plants in the area. Glen Burnie Evangelical Presbyterian (EP) (now Grace Point Presbyterian), Pasadena EP, Broadneck EP, Severn Run EP, DaySpring Presbyterian, and Deep Run Church all had some support from SPEP in their beginnings.

After an assessment of our church's overall needs and health, which was completed in 2018, an implementation team was formed to assist in working through areas that would continue to strengthen the body of believers at SPEP. As an outgrowth of those committee recommendations, the Session and members of SPEP are seeking to call an associate pastor to help further advance the message of the Gospel, within the body of SPEP and to continue the Great Commission given to us by our Lord and Savior, Jesus Christ.

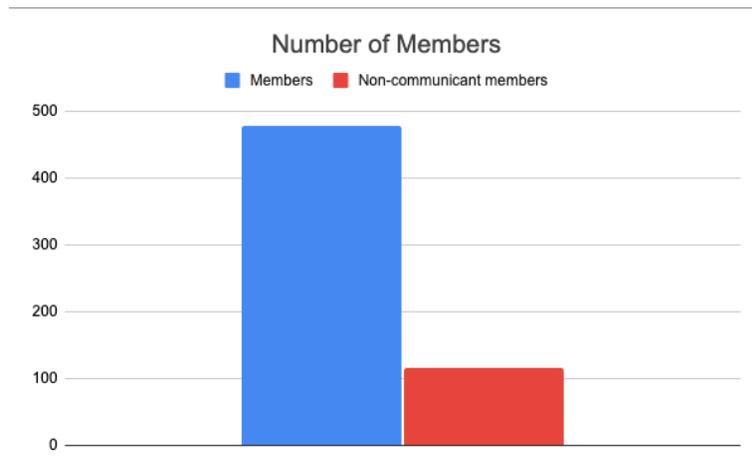


The Worship Center

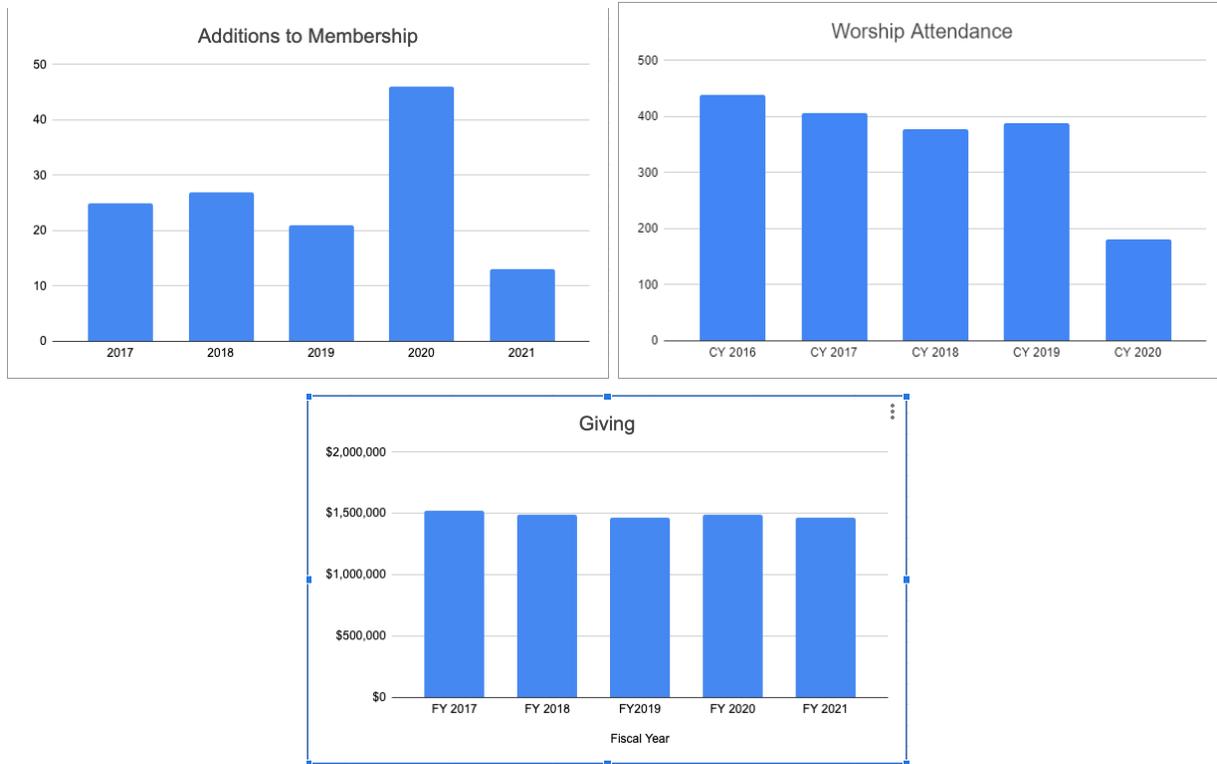
BODY

SPEP is passionate about rich Biblical teaching, eagerly engages in service, enjoys a blended worship style geared for multiple generations, and is seeking to grow in discipleship. SPEP believes all aspects of discipleship (Scripture, Prayer, Fellowship, and Evangelism) are important to a vibrant relationship with our God.

While we live in a transient area that includes members of the military stationed here for only two or three years, we have a dedicated core of members who have been at the church for a long time. Of course, the COVID pandemic has affected us, like all churches within the PCA. Many congregants were able to worship online as regulations continued to unfold over the past 18 months. As opportunity allowed and restrictions were able to be met with ingenuity and perseverance, the leadership of the church was able to host worship meetings, youth events, school functions and studies with the utmost care and sensitivity to the mandated regulations particular to Anne Arundel County. For our most recent fiscal year, which ended in May, our average attendance was 202 in-person and 248 streaming, for a total worship attendance of 450. With regulations continuing to change, that trend continued with the month of June’s average attendance of 299 in-person and 153 streaming online, for a total attendance of 452. While Sunday School was largely suspended during the pandemic, it has since resumed and attendance continues to expand as restrictions ease.



Presently, we have one worship service each Sunday morning starting at 9:30AM. We are currently offering Sunday School for children, teens, and adults. Plans are underway to re-open our nursery in the near future as it, too, was affected by COVID restrictions.



Worship services at SPEP are thoughtful, lightly liturgical, and energetic. They are filled with joyful, heartfelt prayers, preaching, and music that incorporates traditional hymns, modern worship songs, and a few wonderful things in between. We are theologically Reformed and celebrate a breadth of church tradition in practice. Always, God’s holy Word drives us. Always, we look with hope to the One to Whom the Church belongs: Jesus Christ our Lord.

Our current budget is just over \$1.5 million. About 14% of this budget supports our 26 missionaries, many of whom were sent out from SPEP. We own our buildings free and clear, although we have reached the point where many things are in need of repair. In the past five years, we have upgraded the Ministry Center by re-siding the building, adding a lay counseling room, remodeling a bathroom and replacing the carpeting. In the Worship Center we replaced some HVAC units, a roof, and repaved the parking lot and sidewalks. There are more major projects planned in the near future with a healthy reserve to fund them.

MINISTRIES

SPEP is a church that advances many programs and outreach ministries to encourage and disciple Gospel-centered living. These include a Fostering & Adoption Ministry, a Food Ministry for the community, Mothers Of Preschoolers (MOPS), and a College & Career Ministry.

Our church has strong children's and youth ministries. There are two full time staff members, two part-time staff members, and many lay leaders and volunteers that work in these ministries. Our thriving Middle School and High School ministries include our Youth Group, Fire and Fish (for the girls) and Battalion (for the boys), which draw in many church members, who volunteer and mentor or assist in weekly activities. In addition, we have men's and women's ministries that oversee Bible studies and Sunday School classes, as well as events to connect people with each other.

SPEP has continued to develop new ground in the area of small groups. Currently we have 24 groups that facilitate the need for individuals to connect on a more familiar grounding, so that the blessings of God's Word can be discussed, shared and lived out with others.

We understand that life is not always easy and so we have developed the role of a Woman's Advocate. A Woman's Advocate is a woman who is a church member with a godly reputation and has a sound grasp of biblical doctrine. She serves as a liaison between the Session and any female member in distress, and she is available to assist women as they plead their needs before the Session. We also have a group of members who have been trained in lay counseling (lciministry.org). These members counsel others under the guidance of a licensed counselor.



The Ministry Center

STAFF

Our current staff includes the following people:

Dan Smith - Senior Pastor (12/2019 - present)

Michael Stephan - Assistant Pastor of Congregational Life (11/2015 - present)

Randy Crout - Executive Director (6/2019 - present)

Andrew Broadwater - Director of Worship (2/2019 - present)

Michele Prince - Children's Ministry Director (6/2001 - present)

Katie Goslin - Director of Youth Ministry (12/2015 - present)

Two (P/T) Youth Assistants

Brian Richards - Facility Manager (10/2016 - present)

April Foster - Ministry Support Sr. Coordinator (10/2003 - present)

Melissa Drouin - Ministry Support Coordinator (1/2015 - present)

Debbie Gordon - Pastoral Assistant/Bookkeeper (P/T) (5/2014 - present)

LEADERSHIP

Currently serving, we have sixteen elders, five of whom serve as Executive Elders . Twelve deacons serve on the Deacon Board.

SURROUNDING COMMUNITY DEMOGRAPHICS

As of 2020, Anne Arundel County has a population of 586,656. Within the town of Pasadena, the racial demographic of White, Black, Hispanic and Asian is 86/6/4/2. Age group representation is approximately 12% over 65, 75% over the age of 19 and 13% under 9 years. The median household income is \$105,958, which is 7% higher than the county, 26% higher than the state and 66% higher than the median for the nation. The average cost of housing in Anne Arundel County is \$371,400.

Within Pasadena, 44% of the population has a Bachelors' degree or higher and over 53% are in white collar occupations. Across the county, over 72,000 people are employed by the military or defense industry (22%) and 10% of the population is employed by the government sector.

FUTURE

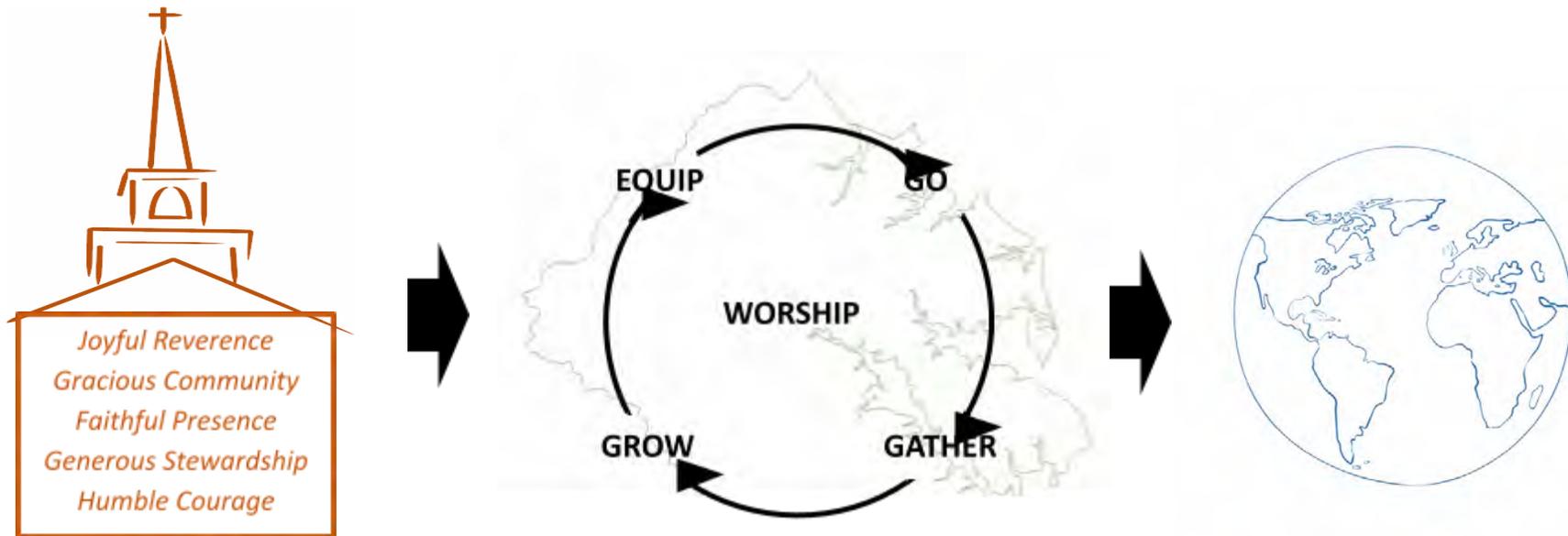
As we think about the next few years of ministry, we want to continue building on the foundation for discipleship that has been laid over the last 24 months. Additionally, we want to become a congregation that is more engaged in our community. This will involve being better equipped to build meaningful friendships with neighbors and co-workers, become more involved in the institutions and networks around us, and to engage in winsome spiritual conversations with those who do not yet have a faith in Jesus. And as we pursue these things, we also recognize our need to more effectively reach and enfold younger generations (not just children and youth, but also young adults and families).

As we think about the challenge before us, we don't want to merely see society and the world around us as a threat from which we must defend ourselves, or even as a cultural enemy that we must defeat. Rather, we want to recognize in people the image of God, to value noble ambitions in people when we see them, and to invite people to see that their dignity and their longing for things to be better are rooted in the God who has made us, loves us, and has offered us redemption in His Son. To help us to grow in wisdom, maturity, and the competencies to engage in these ways, we are praying that God will provide us a pastoral staff team member (Associate Pastor), who will passionately lead us in knowing, following, and exalting Jesus in all we do as individuals and as a church family.

SPEP Church

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... that SPEP would be a blessing to our community,

...that Northern Anne Arundel County would flourish in the wake of the Gospel,

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SPEP Strategic Ministry Efforts

Gathering (Serving, Caring)

Ministries that gather and welcome people who are new, on the periphery, struggling, or hurting in some way... and showing them the love of Christ.

Growing (Enfolding, Establishing)

Helping people understand and experience the grace of God, welcoming them into fellowship and community, and helping them grow in faith.

Equipping (Knowledge, Character, Skills)

Teaching people the deeper truths of the Christian faith, fostering growth in practical aspects of the Christian life, and training one another for engaging family, friends, and neighbors with the love of Jesus Christ.

Going (Engaging, Reaching)

Allowing God to send us into our jobs, neighborhoods, communities, and institutions to love people, share the Gospel of God's grace, and serve through faithful presence in the networks and circles of influence within our community.

Worship (Celebrating the Greatness of God)

Romans 12:1 says, "Therefore, in light of God's mercy, offer your lives as living sacrifices, holy and pleasing to God, which is your spiritual service of worship."

All of these areas of life and ministry are parts of a life lived in Worship to our God...

SPEP Ministry Values

JOYFUL REVERENCE TOWARD GOD

Through Christ and by his Spirit, God has made us his daughters and sons. This means that God is our Father and our Lord. Therefore, by his grace:

- We will seek to love God with all that we are.
- We will seek to offer worship that honors God's holiness and cherishes God's nearness and grace.
- We will rest and live in the peace of the Father, emphasizing essentials and diminishing preferences.
- We will rest and live in the ways of the Word and Spirit, as a people of truth.

GRACIOUS COMMUNITY WITH ONE ANOTHER

In love, God made all people in His own image and Christ gave his life for all peoples. Therefore, by his grace:

- We will rest and live in the love of Christ, as a people of grace.
- We will seek healthy, life-giving community with each other.
- We will treasure our elders, and promote the benefits of intergenerational participation in the life of our church.
- We will seek to be hospitable and thoughtful toward all of our guests.
- We will treat our non-Christian friends and neighbors with love, dignity, and respect.
- We will give special care to the weak, the poor, and the marginalized.

FAITHFUL PRESENCE IN OUR COMMUNITY

God is making all things new through Christ, and the Gospel is the power of God unto salvation for all who believe. Therefore, by his grace:

- We will seek the peace and prosperity of Northern Anne Arundel County and from here, the world.
- We will seek to declare the Gospel of salvation through faith in Jesus Christ to as many as will listen.
- We will seek to adorn the Gospel by being good neighbors in every place, inside and outside of our homes.
- We will treat the workplace as a significant and strategic realm for discipleship and mission.
- We will work for the renewal of broken neighborhoods and institutions.

GENEROUS STEWARDSHIP WITH RESOURCES

All things were created by Christ and for Christ.

Therefore, by his grace:

- We will resist greed and encourage simple generous living.
- We will manage and share the resources God entrusts to us responsibly and faithfully.
- We will seek to do a few things with excellence, versus many things with mediocrity.
- We will take responsibility to care for all of God's creation.

HUMBLE COURAGE IN THE WORLD

In Christ, God has made us citizens of a Kingdom that is not of this world even as we live in a kingdom that will one day pass.

Therefore, by His grace:

- We will seek to live as resident aliens—free FROM the trappings of this world, yet free FOR the good of those who live here.
- We will resist the temptation to seek power and influence as the world uses it, but instead to lead with love, service, and humility.
- We will seek to be a people of prayer—for God's Kingdom to come on earth, even as it is in Heaven.

SPEP Vision, Mission, Lines of Strategic Efforts / 2021 Onward

SPEP MISSION

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 Discovering in Christ the greatness of God and Heeding His Call in the Great Commission...

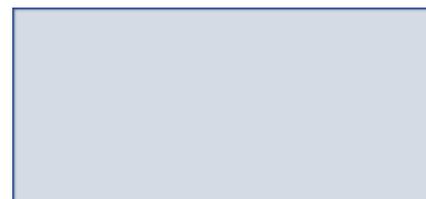
WORSHIP
 The Greatness and Glory of God

GATHERING (Serving, Caring)
 Loving & Caring for those in Need

GROWING (Enfolding, Establishing)
 Scripture, Prayer, Fellowship

EQUIPPING
 Knowledge, Character, Skills

GOING (Engaging, Reaching)
 Redemptive Relationships, Faithful Presence, Ends of the Earth



SPEP VISION

... that SPEP would be a blessing to our community,
 ...that Northern Anne Arundel County would flourish in the wake of the Gospel,
 ...that God will be worshipped and served among all people in all places,
 ...and that Jesus Christ our Savior will be glorified in all creation.

SPEP Ministry Values

Joyful Reverence

Gracious Community

Faithful Presence

Generous Stewardship

Humble Courage