



EVANGELICAL PRESBYTERIAN CHURCH  
of ANNAPOLIS, MARYLAND

# CHURCH & PASTOR PROFILE

## EVANGELICAL PRESBYTERIAN CHURCH PRESBYTERIAN CHURCH OF AMERICA

*Dear Friends,*

*Thank you for your interest in our church family as we are in the process of seeking a senior pastor. In the sense that all church families are the same, we are a community of broken people seeking God's purpose in our lives collectively and individually, growing in the Gospel of God's grace. As every congregation is similar, each one is also unique. Our hope is that this packet will help describe our distinctives, through our past history, our present ministries, and our future hopes.*

*Anchored in His Peace and Promises,*

*EP's Pastor Search Committee*

*Fred Andre, Nancy Deibert, Steve Marshall, Brian Miller,*

*Jay Mitchell, Mary Thompson, Jenny Woodruff*

## OUR STORY

EP's story begins in the spring of 1964. A small group of friends began to meet for a Bible study. They also prayed about a new church in and for Annapolis. Those early gatherings strengthened their friendship and united them around a common vision. They longed for a church that would preach and practice grace. By grace, God has energized those prayers. What began in homes, soon moved to a school and later to land and the building of a church home. What began with part-time leadership, transitioned to full-time pastors and the building of a staff team. "Uncle Bill" Mahlow, Dale Linder and Bruce O'Neil all had long-tenures in leading us. We have been blessed not only with three senior pastors but with many other gifted and godly leaders. We give thanks for the ways so many have served EP over the years and through various transitions in the life of our church.

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By grace, we have reached some of our initial hopes. We have preached the gospel. We have equipped people to serve. We have started ministries and churches. We have grown. We have sent and supported other ministries and leaders from within Annapolis and around the world. We are amazed by God's abundance to us.

We've also struggled. We've had tensions and divisions. We haven't always been aligned or in agreement about how to care for the people and places God has entrusted to us. We've wrestled with the wisest ways to preach and practice grace in the midst of a rapidly changing culture. We've made mistakes in making decisions and communicating them well. We haven't embodied love at every turn.

We've also made adjustments. We've started new ministry initiatives. We've shut some things down. We've started and stopped ministries during the pandemic. Our Renew Groups - a discipleship program to equip us to better be missionaries in and for Annapolis - were formed, grew, and cultivated prior to COVID and are now continuing this fall. These groups have been life-giving, but we desire for them to become ever more firmly rooted in our church. We're looking forward to seeing how God will be at work through them. Several members of our church started an ESL program and a food pantry ministry during the pandemic that have continued, being staffed by amazing teams of volunteers. We're humbled by how we're learning to care for and minister to those different from us. We want to more and more reflect all of Annapolis in our life and ministry together, and we are ready to learn how to do this better together.

The pandemic has been hard on us. We've worked through difficult pastoral and staff changes. People have left, some for good reasons and some because of the leadership mistakes we've made. Old tensions have resurfaced. New ones have formed. Despite all this, God is at work. He is not done with us. We are at work as well, leaning in to listen, learn, and grow. We're gaining a clearer understanding of our strengths and weaknesses. We're pursuing healing and unity. We're hard at work to make the spiritual, relational, cultural, and organizational changes that will lead toward greater gospel growth. We have more work to do but truly believe that Jesus and his Spirit will energize us for our next chapter. We're ready to partner with the right next pastor to help us keep maturing as a church and to lead us by grace.

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As a larger church, we have been blessed to have a wide range of ministries that serve our body and community. Some of these include our Worship Ministry, Men's and Women's Ministries, College, Youth and Children's Ministries, as well as Griefshare and Stephen's Ministry. A complete list with descriptions is found at: [EPAnnapolis.org](http://EPAnnapolis.org).

We envision preaching and pursuing grace both within the walls of our campus and out in the community. We want to use our facilities wisely and well, while also living into the tension of shifting from an attractional model of church to more of a missionary one. We give thanks that we are debt-free and have been blessed by the generosity of our people to maintain our budget during COVID. We are committed to giving away our resources to caring for widows and orphans, feeding the poor, shepherding the lost, and partnering with many domestic and international groups.

God has richly blessed us in our 57-year history. We give thanks for our pastors, officers, staff, and especially the amazing and wonderful people God sends to us. Our strength has always been our people. We desire to continually care for and cultivate the incredible leaders in our midst. We look to Jesus by faith, to send his Spirit to build, sustain, and bless this particular branch of his church for many years to come. God has been good to EP. We know he is at work to refine us to more fully be captivated by our love for God, others, and Annapolis.

## ANNAPOLIS

Annapolis is a mash-up culture. We're a unique mix of a college town, a government center, a tourist destination, a thriving business economy, and an established community, many who have lived here for generations. Our colleges - The Naval Academy and St. John's College - are starkly different. Our proximity to Baltimore and D.C. connects us to national conversations and leaders. We have the population of more of a small-city, with an "out-sized" influence.

Annapolis is a diverse city, with about 40% of the population being people of color. We are a church that longs to learn how to lean into kingdom diversity in life-giving ways. We are learning through our ESL ministry, along with building relationships with a Spanish-speaking church, Iglesia de Dios de Annapolis, that uses our facilities

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for their Saturday evening services. We are predominantly an educated, upwardly mobile congregation. As we seek to reflect Jesus' love in our whole city, we would hope and desire that Christ would lead us to be a more diverse congregation. We have a long way to go in this and are committed to learning and growing.

As a coastal community, Annapolis is known for our water activities and seafood. We have a bustling downtown area where you can eat blue crabs, oysters, and rockfish at almost any restaurant. We have a thriving arts scene, along with various festivals and markets throughout the year. Our harbor recognizes the tragic arrival of slavery in America, with a monument to Kunta Kinte. A few blocks away, there's a statue in honor of Thurgood Marshall, the first African American Supreme Court Justice. We have a complex and layered history as a city. We love Annapolis. We love the people and places here. They're beautiful. They're broken. They're in need of the gospel and the deep love of Jesus to renew and restore all things.

## PROFILE OF OUR NEXT PASTOR

By God's grace, our next Senior Pastor will be a man who has the character and skills of a Christ-like **shepherd**, who embodies the characteristics of a pastor as outlined in Timothy and Titus.

**Spiritual Maturity:** Willing to carry the responsibility of a spiritually adult person – a gracious, humble servant for whom the gospel of Jesus Christ is central.

- Knows who he is in Christ, secure in the gifts and graces given him by Christ, rests in his union with Christ, and is growing through the means of grace.
- Intentional and healthy in rhythms of work, rest, creativity, and self-care.
- Wisely cares for and cultivates his earthly relationships.
- Has his public and private life in order.
- Takes ownership for his sins and is quick to repent.
- Stable in his callings and anticipates serving a long tenure in this role.

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**Shepherding Skills:** Sacrificially loves, feeds, and guards the flock that is EP.

- Leads others to Jesus, even as he is being led by Christ.
- Lives at peace with God, self, and others (relationally wise).
- Serves humbly, keeping the gospel at the center of everything.
- Draws the session to repentance and toward greater clarity, unity and health around their roles and responsibilities.
- Guides the staff in caring for one another and aligning our ministries together.
- Cultivates a culture of welcome, warmth, and joy.
- Fosters a greater sense of belonging and trust throughout our community.
- Feeds the flock by preaching and teaching the Word of God exegetically:
  - With joy, delight, and zeal;
  - In humble reliance upon the grace of the Spirit, with wit, winsomeness, and wisdom to the committed, the confused, the struggling, and the seeking; and
  - With unction and power that stirs his hearers with a clarion call to follow Jesus Christ, our Lord.

**Outreach & Evangelism:** Models and equips the church community to be active in making Christ known through the proclamation of the gospel and through service to a broken world.

- Possesses a heart for taking the gospel to those outside the church.
- Possesses a heart for cross-cultural ministry.
- Models and equips us to be a missionary people for a broken city and world.
- Actively leads us in outreach and evangelism.

## OUR PROCESS

If you resonate with our history, place, areas of growth, and leadership qualities of our next pastor, we're eager to hear from you.

**Priority consideration given for applications received by November 30, 2021.**

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**Step 1:** Please prepare a cover letter, resume, sermon links and brief responses (1 or 2 pages each) to the questions below.

1. If you were tasked to do only one thing in your job description as our next pastor, what would it be and why?
2. What gifts, graces, and experiences would you bring to our church?
3. What do you love most about pastoring?
4. How do we have open arms like Christ but at the same time don't dilute the Gospel?

**Step 2:** Please use the following format to label all attachments:

Examples: JohnSmith\_CoverLetter, JohnSmith\_Resume, JohnSmith\_Questions

**Step 3:** Send all attachments as PDFs to **[PastoralSearchCommittee@epannapolis.org](mailto:PastoralSearchCommittee@epannapolis.org)**

*Thank you again for your interest. Review of applications will begin immediately and continue until the position is filled.*

*Anchored in His Peace and Promises,  
EP's Pastor Search Committee*

