



# GAYTON BAPTIST CHURCH

EVERY LIFE CHANGED BY JESUS!



## Church Profile



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# Introduction

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The Pastor Search Task Group is honored and humbled to serve during this season of transition at Gayton Baptist Church. Since the church's confirmation of the task group we have spent countless hours immersed in God's word and praying for the Lord's guidance and direction. As we prayerfully seek God's plan for Gayton, it is important to understand who we are as a church. As such, we present this Church Profile, which we believe to be a faithful representation of our congregation. In assembling this profile, we sought counsel and input from our church staff and members of the congregation, the previous transition team and pastor search task group, as well as the Baptist General Association of Virginia. The data and feedback helped us look introspectively at the past and present life of our church. Looking to the future, we encourage your continued and constant prayers that the Lord leads us to His chosen servant.

In His service,

The Pastor Search Task Group

Marcia Barber, chair (SLC)

Mike Brumagin, vice chair (Member at large)

Kandra Brummett (Deacons)

Aaron Dix (Member at large)

Eleina Espigh (Missions Council)

Jason Hull (Member at large)

Mike Jeuick (Member at large)

Ella Kamencik (Students)

Ryan Kivett (Discipleship Council)

Mae Ledford (Member at large)

Paul Lizhnyak (Member at large)

Diana Rogers (Worship Council)



## Mission

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Every life changed by Jesus!

*Gayton believes that through the love and promises of Jesus, every person can have life to the fullest. We worship together, we serve our neighbor together, and we serve Jesus here, throughout the region, and the world.*





## History

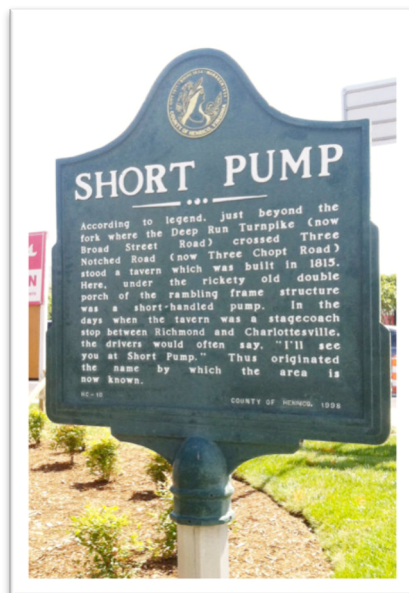
In 1987, the Missions Committee of the Richmond Baptist Association realized the need for a new Baptist church in Richmond's growing Far West End, in an area known as Short Pump. The association purchased property in 1988 to donate to a new church plant. Derbyshire Baptist Church (DBC) agreed to serve as the sponsoring church and called Rev. Darrell Boggs to serve as the founding pastor. Rev. Boggs and his wife Babette were serving at Second Baptist Church at the time they answered the call. They began researching, planning, organizing, and recruiting in the fall of 1988.

In January 1989, a group of volunteers came together to pray, study, and plan the foundation of Gayton Baptist Church (GBC). In February, DBC installed telephone banks in their library and volunteers made more than 5,000 phone calls over a two-week period. The results of the calls were compiled and invitation letters were sent to those expressing interest.

GBC held its first service at Gayton Elementary School on April 9, 1989, with 260 in attendance. From the early days, GBC provided Sunday School and fellowship events, as well as evening activities for both children and youth. By February 1990 the church membership reached 100 members and in response to the growth, the church elected and ordained its first deacons. After significant prayer and discussion, the church elected its first female deacon in 1992.

Utilizing the donated land on North Gayton Road, church members broke ground on GBC's first church facility in the spring of 1992. GBC members were directly and heavily involved in the construction process in an effort to stretch funds. All work was completed and the first service was held in the new facility on February 7, 1993. The second phase of construction was completed in 1997 with the addition of classrooms and second-floor nursery.

From the beginning, GBC was recognized as a mission-minded congregation that participated in and generously supported mission causes. In an effort to reach an underserved community, the church made its facility available to several local upstart churches such as St. Michael's Catholic Church and Grace



***This far West End community found its name from a short-handed water pump in the horse and buggy days.***



Chinese Baptist Church. Community partnership has also been an integral part of GBC's vision as the church continues to be used by Community Bible Study, Boy Scouts, Girl Scouts, and neighborhood and community associations.

Through the investment of countless volunteers and three new part-time staff members, GBC's ministries grew in size and scope, from the first annual youth mission trip in 1994 to a Saturday morning Bible Study at Gayton Terrace, a local retirement community. Both are bedrock ministries that continue to thrive today.

In January 2002, GBC launched AGAPE Preschool. The program quickly grew as an entry point for many families in our local community to engage with the church and as an outreach ministry to the growing South Asian population in Short Pump.

GBC's founding pastor, Rev. Boggs, announced his resignation in 2004. Dr. Charles Bugg served as intentional interim while a search committee began the process of finding a pastor to lead GBC's next phase of growth. The church called Rev. Philip Faig, who moved his family from their church planting efforts in Minnesota back to Virginia. Rev. Faig assumed the role of senior pastor on Easter Sunday 2005.

As a young but growing congregation, GBC was in need of restructuring to support future growth. The congregation approved a rewritten constitution that included a provision for a Servant Leadership Council (SLC) to come alongside the deacons in providing lay leadership for the church. The SLC took over the visioning and administrative leadership functions, freeing the deacons to focus on congregational care. Restructuring also called for the creation of five councils - Worship, Discipleship, Missions, Membership, and Ministry - as well as elected boards and task groups.

Within a year of Rev. Faig's start at GBC, phase three of the building was completed, adding a much-needed education wing with classrooms on two levels. The additional space was soon filled with classes on Sundays and Wednesdays and used by AGAPE and community partners like Christian Youth Theater (now Character Works) throughout the week.

Since the beginning GBC has been home to many gifted musicians. In December 2009, worship arts pastor Shawn Allen, along with GBC's exceptional musicians and event coordinators, prepared to host an evening of coffee house-style jazz to raise money for global missions. Jazz Nativity was born and has since become a signature Christmas event in Richmond with five sold-out shows annually.



Since 2011, all net proceeds from Jazz Nativity have supported the annual GBC-Feed My Starving Children (FMSC) mobile packing event. All money raised from ticket sales and partner vendors is used to purchase food to pack meals for hungry children. On Super Bowl weekend, hundreds of individuals from GBC and the community gather to pack more than 100,000 meals for distribution to starving children around the world. Since 2011, volunteers have packed more than 2,000,000 meals for the FMSC.

In 2011, the SPACE afterschool program became another link to the community, providing “the best space between school and home” for children from four local elementary schools. In 2015, QUEST Camp became the third piece of the ministry to local kids and their families.

In the midst of an economic recession, GBC’s leaders made a bold proposal to step out in faith and take advantage of low construction costs to build their long dreamed-of Outreach Center. Following church approval of the plan, the My Life fundraising campaign began with pledges totaling nearly \$2 million of the \$5.5 million anticipated cost. The Outreach Center’s grand opening took place in September 2014, doubling the square footage of the facility with the addition of a gym, cafe, children’s play place, great room, and commercial kitchen. The facility immediately began fulfilling its mission, becoming vital to GBC’s own ministries as well as its community partners. In Fall 2014, Gayton launched a partnership with the John Rolfe branch of the YMCA, providing gym and other facilities for the YMCA to hold exercise classes, youth recreation leagues, and more.



***GBC members are cutting the ribbon during grand opening of the Outreach Center in September 2014.***

Rev. Faig announced his resignation in June 2015 to return to his early ministry roots and pastor a church in the heart of Alexandria, Virginia. The SLC and Deacons appointed a Transition Team, followed by the formation of the Senior Pastor Search Task Group, which began work in October 2015. After much prayer and diligent work, Rev. Michael Bayly was called as the next senior pastor in September 2016.

Under Rev. Bayly GBC continued to enhance missions and programs already in place. Wednesday night dinner was renamed The Dinner Table and promoted as an outreach, inviting those in our community to join us for a meal and fellowship at the dinner table. In 2017 the Jazz Nativity performances





were relocated from the Worship Center to the gym, increasing proceeds and resources for the FMSC packing event and more community involvement.

In 2017 a group of lay leaders presented an idea to church staff and leadership to reach out more intentionally to the unchurched in our community, and the Nexus service was born in December 2018. GBC's contemporary service was moved from the Worship Center to the Outreach Center Gym and rebranded as Nexus. The location, format, and worship style were intentionally geared to make the never-churched and unchurched in our community feel more comfortable entering the church building. The Nexus Guest Services team became central to helping new attenders take their next step with Jesus and Gayton church life.

In June 2020 Rev. Bayly resigned to pursue a ministry closer to family in Florida. Shortly thereafter, the SLC appointed Rev. David Washburn as interim preacher. With prayerful consideration the Deacons nominated the current Pastor Search Task Group, which was subsequently confirmed by a vote of the congregation.

Unfortunately, in 2020 no church's history is complete without mention of the worldwide COVID-19 pandemic and its impact on the congregation and church life. On March 12, 2020 all in-person activities at GBC were suspended per CDC, state, and local guidelines. The church staff responded swiftly and was ready to provide a live online Sunday worship experience by March 15. Rev. Bayly started a church wide Wednesday night Zoom prayer meeting and began praying daily at 8:00 a.m. on Facebook Live. Most church small groups and Sunday school classes started meeting via Zoom or other similar platforms.

Church staff, AGAPE and SPACE administrative staff, SLC, lay leadership, and the congregation prayed deeply and initiated discussions regarding next steps, which led to formation of a Regathering Team in May to discern how to move forward wisely and safely. Following CDC, state, and local guidelines, and with our own detailed protocols in place, GBC reopened for in person Sunday worship services on July 12. Since that time livestreaming of both Sunday morning services has continued, and in person attendance has fluctuated. Some small groups and Sunday school classes returned to socially distanced in person gathering in late August, and in late September Kids Ministry welcomed nursery, pre-school, and elementary aged children back in the building.

GBC's bold mission is to see "every life changed by Jesus." Those who originally sensed a need for a church on the edge of the Far West End proved far-sighted. GBC is no longer on the edge of development, but at the center of the bustling Short Pump community. The church reaches individuals and



families from three counties that converge near the facility and serves a community of over 127,000 households within a 10-mile radius.





## Denominational Affiliations, Purpose, Vision, and Values

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GBC is a Baptist congregation that deeply values traditional Baptist beliefs such as baptism by immersion and the autonomy of the local church. Our theological beliefs are outlined in the 1963 Baptist Faith and Message and include two ordinances we regularly observe: Baptism and the Lord's Supper. In addition, we trust the Bible as God's authority, believe in the priesthood of all believers, and support men and women in all areas of leadership. We treasure the unity we share as a faith community.

From leadership development to international partnerships, GBC has maintained relationships with the Baptist General Association of Virginia. Contributions also support the Southern Baptist Convention and the Cooperative Baptist Fellowship.

Leaders and laity engage in practices that promote consensus building. These practices make GBC a warm, welcoming, and loving body of believers. These characteristics have drawn a wide range of believers to GBC. In fact, from its inception, GBC has been comprised of believers who started their faith journey in other denominations, those at the beginning stages of discipleship, and those who have been on their faith journey for years. While there are diverse backgrounds and theological viewpoints, what binds us together is Christ and our willingness to be on mission for Him. Being Christ's hands and feet in the community, nation, and world is essential to who we are as a church. The focus on missions and traditional Baptist beliefs are the foundation of our vision.

With God's grace we endeavor to pursue our vision of Every Life Changed by Jesus.

Our strategy is to invite people into the fellowship of God's family, help each person grow to maturity in Christ, and equip them to be the presence of Christ in our community and world.

To this vision and strategy, we commit by the grace of God.

Our values are principles we live by and hold deeply to enable us to fulfill our purpose. We value being:



## **God-centered**

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We were created to please God. We want to bring honor and praise to God and bear witness to His Son, Jesus Christ. This means that God is first in everything from our public worship to our commitments as individuals to honor God in all that we do and say.

## **Bible-based**

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The teaching of God's word permeates the life of GBC. The Bible is God's Word and must be applied in what we believe and how we behave toward God and others.

## **Spiritual Growth Enthusiasts**

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We are a church that captures your heart, challenges your thinking and celebrates your gifts like Jesus did with his disciples. We commit to engaging each person and helping them take "next steps" on their spiritual journey.

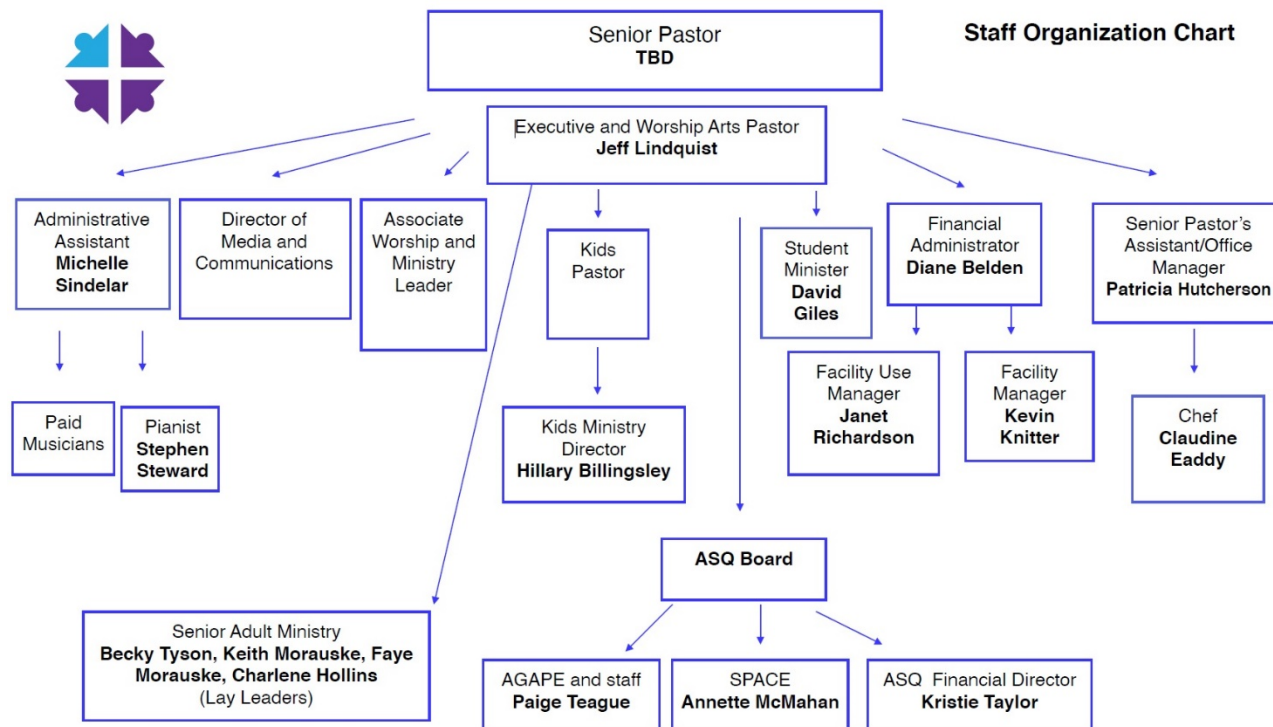
## **Outreach-oriented**

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We share the love of Christ with our community and our world. In faith we believe God wants to bless us so we can be a blessing to others. We commit to serving others sacrificially. We are intentional and joyful about empowering and equipping Christ-followers for ministry.



# Church Leadership and Governance



## Church Officers

Scriptural officers of the church include the senior pastor and deacons. Other church officers include the ministerial staff, SLC members, moderator, clerk, treasurer, historian, and trustees.

### Scriptural Officers

- Senior Pastor
  - Leads the congregation and all pastoral ministries of the church. As such, the senior pastor proclaims the gospel to believers and unbelievers, cares for the church's members and others in the community, and teaches sound Biblical doctrine.
  - Shall have direct responsibility for the church staff in the performance of their duties.
  - Serves as a member to the Servant Leadership Council and Discernment Task Group.



- Deacons
  - Care for and nurture the church's members and other persons in the community.
  - Observe and administer the ordinances (Lord's Supper and Baptism).
  - Act as servant leaders, being available to offer spiritual guidance to individual members.
  - Coordinate guest/member assimilation with the ministerial staff.
  - Recommend to the church any ordinations and act upon any licensings or commissionings. The decision will be affirmed by the senior pastor and the SLC.
  - Recommended by the Discernment Task Group and approved by majority vote of the church.

### **Other Church Officers**

- Other ministerial staff
  - Shall be called and employed by the church as needs are determined by the church.
- Servant Leadership Council members – see SLC section below
- Moderator
  - The chairperson of the SLC shall serve as moderator and presiding officer for business meetings.
- Clerk
  - Responsible for keeping an electronic record of all official actions of the church, except as otherwise specified by the church constitution.
  - Elected annually by the church.
- Treasurer
  - Receives, preserves, and pays out, upon receipt of vouchers approved and signed by authorized personnel all money or things of value paid or given to the church.
  - Elected annually by the church.
- Historian
  - Keeps important photographic, video, audio, and written documents and programs of the church.
  - Upon leaving office, delivers all records to the church clerk to be preserved as permanent record of the church.
  - Elected annually by the church.



- Trustees
  - Serve as legal officers of the church; to be certified by the civil court as necessary.
  - Elected annually by the church.

## **Servant Leadership Council (SLC)**

- Responsible for the strategic direction of the church.
- Acts as servant leaders of the church in life, thought, and ministry.
- Annually reviews and establishes strategies and objectives to accomplish the church's purpose and to review the charter of ministry councils and teams. As part of this review, it may request objectives from the staff and ministry councils and teams.
- Regularly reviews the total ministry of the church to determine that objectives are being accomplished.
- Establishes policies as necessary to guide the church and to take or recommend corrective action, or reverse objectives, where objectives are not being accomplished.
- Represents the church in certain staff relationships as outlined in the church's Human Resources Policy Manual.
- Routinely reviews the charter and objectives of ministry teams.
- Makes recommendations on all matters to be brought to the church in business meetings, other than from teams directly responsible to the church; and to call church meetings as necessary.
- Approves the annual ministry budget of the church as submitted by the Stewardship Task Group. Final budget will be forwarded to the church in the annual meeting for consideration and approval.
- Recommended by the Discernment Task Group and approved by majority vote of the church.

## **Ministry Operating System**

The church's ministry operating system is divided into three standing areas of ministry councils: Worship Council, Discipleship Council, and Missions and Evangelism Council. Each ministry council works in partnership with the respective staff, volunteer leaders, and ministry teams to develop and implement the necessary strategies that support the Purpose, Vision and Values of the church. The ministry councils operate collaboratively in and among all of the respective councils and ministries to live out the Purpose, Vision and Values, principles that the church holds deeply. Ministry councils may be added or subtracted by majority vote of the church. The ministry councils may work with teams or on events as requested by the SLC. All council members are nominated by the Discernment Task Group and approved



by majority vote of the church. Each council is supported by a ministerial staff member and member of the SLC.

- **Worship Council**
  - Ensures the church provides an authentic and relevant worship environment for guests and members.
  - Supports the ongoing process of developing and implementing the necessary components of worship services.
  - Provides guidance for the groups that lead and facilitate worship.
  
- **Discipleship Council**
  - Ensures that the church creates an environment that nurtures spiritual formation through discipleship communities.
  - Facilitates the training and nurturing of discipleship leaders.
  - Provides communities where individuals can grow in their relationship with God.
  - Creates pathways into those discipleship communities.
  
- **Missions and Evangelism Council**
  - Ensures that the Gospel is demonstrated by sharing a good word and doing a good deed with those who do not yet have a personal relationship with Christ.
  - Develops strategies that reach locally, regionally, nationally, and internationally.
  - Provides ongoing mission education and make recommendations to the SLC regarding mission funding.

## **Task Groups**

Task groups serve the entire church organization and, as such, are not assigned to any individual ministry council. There are four standing task groups that the church utilizes to provide financial, human, and physical resources for its ministries: Stewardship Task Group, Human Resources Task Group, Facility Task Group, and Discernment Task Group. Other regular and special task groups may be authorized by the church through majority vote as needed. All Stewardship, Human Resources, and Facility task group members are nominated by the Discernment Task Group and approved by majority vote of the church. Composition of the Discernment Task Group is outlined below.

- **Stewardship Task Group**
  - Recommends to the SLC a total stewardship development plan that assures financial accountability.
  - Prepares and submits the annual budget to the SLC.





- Ensures that the church follows the principles of sound financial management.
- Works with the treasurer in preparing and presenting periodic reports to the SLC.
- Human Resources Task Group
  - Assists the church in staff related matters.
  - At the request of the SLC and senior pastor, it shall:
    - Help craft job descriptions.
    - Provide guidance on an annual review of salaries, benefits, and other compensation.
    - Recommend policies
    - Provide other personnel related services.
- Facility Task Group
  - Assists the church in matters of property administration, including procurement, inspection, and maintenance of the physical properties of the church.
  - Allocates space for the ready use of the church.
  - Recommends appropriate policies for use of the church buildings and grounds.
- Discernment Task Group
  - Nominates to the church a slate of candidates to serve as Deacons, SLC members, and other officers of the church. May solicit recommendations for nominations from the church membership.
  - Shall consist of seven members comprised of:
    - One deacon as selected by the deacons.
    - One SLC member as selected by the SLC.
    - One nomination from each of the three ministry councils; does not have to be a member of the council.
    - Two church members at large; one nominated by the SLC, and one nominated by the Deacons



## Church Life

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GBC has great opportunities for members, regular attendees, and guests to grow in their knowledge of God, and to support and hold each other accountable for living a Christ-like life.

### Sunday Mornings

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GBC offers two Sunday morning worship services:

- The **Celebration Service** represents our contemporary/traditional blended expression of worship. This service meets in the Worship Center at 9:30 am.
- The **Nexus Service** represents our modern expression of worship. Nexus meets in the Outreach Center gym at 10:45 am.



Opportunities are available at both 9:30 am and 10:45 am for all ages to gather and learn as individuals or couples. Learning communities and Lifegroups are Bible-based and use a variety of media, books, and curricula to guide discussion.

Our nursery is available for our youngest during both service times. It is a special place for infants and toddlers to play and be cared for by loving volunteers.

From the beginning GBC has regarded music as essential for worship. Our choir began the first morning we opened our doors as GBC in 1989. Today, our worship ministry at Gayton is vibrant and diverse, and there are a variety of ways the congregation may serve:



- Voice – worship band and solo
- Choir
- Instrument
- Audio/Visual/Creative Team
- Other forms of art



## Kids Ministry

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*Kids aren't the future of the Church, they are the Church now!*

Gayton Kids is for children from birth through 5th grade and their families. Kids are taught that God loves them, gave His Son for them, and desires for them to believe in and follow Him.



On Sunday mornings, preschool kids participate in large group Preschool Church and small groups with their similar age peers at both 9:30 and 10:45 hours. We have an engaging worship team and storytellers who bring life to the Bible and lead our littlest hearts to the Lord. Our small group leaders show up each week ready to guide preschoolers in their understanding that God created them and that God loves them.

Elementary age kids engage in a fun, compelling worship service designed just for kids at both 9:30 and 10:45 hours. Our storytellers bring the Bible to life and our worship team engages kids through song during our Kids Worship Large group. Kids then participate in small groups where they have faithful leaders who show up each week to lead them to apply what they have learned and make God's Word relevant to their everyday life.

In addition to Sunday mornings, Kids Ministry offers opportunities for kids to learn and grow on Wednesday evenings and during special events that happen throughout the year.

Highlights of the Kids' Ministry year include Vacation Bible School, February MADness, Groovie Night, Preschool Play Days, and Kids' Camp.

## Youth Ministry

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*Gayton Youth exists to boldly pursue all youth, wherever they are in their faith journey, to cultivate disciples, and to equip youth to impact the world through Christ.*



Gayton Youth serves students in grades 6 through 12 and their families. Youth gather in the Outreach Center gym each Sunday evening for games, large group worship, and small groups. Learning communities are available on Sunday mornings, and numerous special events for youth and parents, from mission trips and retreats to social media seminars, occur throughout the year.

## Midweek

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**The Dinner Table** is GBC's midweek dinner gathering. At a minimal cost, families or individuals can enjoy a meal prepared on site by our chef. The gathering attracts a variety of church members and guests and provides a time of fellowship as a community. We hope that these relationships will lead to spiritual conversations, but the table is simply a place for us to first get to know each other.

After the meal there are a variety of kids', youth, and adult programs (Lifegroups), as well as choir practice. A growing outreach to mothers of preschool aged children (MOPS – Mothers of Preschoolers) also meets on Wednesday evenings. Gayton serves as a gathering place throughout the week for many other activities and events for both the church and local community.

## Adult Lifegroups

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Adult Lifegroups are made up of 6-12 individuals who encourage each other to live out their faith as they journey through life together. Groups are designed for individuals or couples. Adult Lifegroups meet whenever and wherever the group decides - in homes, at church, or in the community.

## Other

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Men's and women's ministries sponsor events throughout the year, including seasonal events, retreats, and mission opportunities, as well as occasions to gather and share a meal and inspirational stories.

Senior adults are an active part of our church family and, as such, GBC has ministries designed to encourage their continuing spiritual growth. Once a



month, our Seniors gather for lunch and a topical discussion and/or outing of interest.





## Property

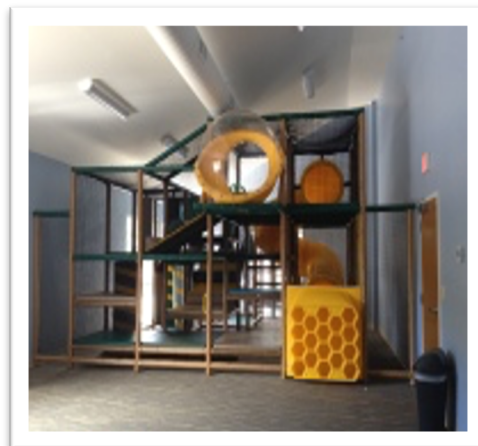
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Gayton Baptist Church (GBC) meets in a 60,000 square foot facility, located on twelve acres in the Short Pump area of Henrico County. Henrico County is one of three counties surrounding the City of Richmond. The original facility was completed in 1993, and the fourth phase was completed in 2014. The property has two entrances to North Gayton Road. Situated in a residential area, GBC is a half mile from West Broad Street, near the Short Pump Town Center shopping mall and other major retail and residential developments.



Indoor facilities include:

- 400-seat Worship Center
- commercial and a warming kitchen
- spacious Welcome Center
- office suite and 3 satellite offices
- eleven children's classrooms
- ten adult classrooms
- conference room and a community room
- Pump House Café with table seating
- great room with fireplace and casual seating
- Treehouse play place for children ages 2-11
- full-court gym with locker rooms and a stage
- youth room





Outdoor amenities include:

- large playground
- three exterior storage sheds
- community garden
- two 29-passenger buses
- three 14-passenger vans
- one box truck (Toolbox Ministry)





## Missions and Partners

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### Gayton Baptist Church Mission Vision

**To honor the command of Jesus** that “You will be my witnesses in Jerusalem, Judea, Samaria and to the ends of the earth” (Acts 1:8b), and to support the Vision of Gayton Baptist Church to “be disciples who make disciples of all generations”, by challenging every one attending Gayton Baptist Church to be engaged in mission ministry that focuses both within and beyond Gayton Baptist Church.

Community outreach and international mission experiences have shaped the fabric of GBC. Wide-ranging opportunities continue to provide people of all ages and skills the chance to engage in a mission experience. Many of GBC’s mission initiatives originated as member passions or smaller volunteer opportunities and developed into regular mission expressions in the life of the church and community.

Our current mission support includes relationships with local organizations in the Richmond area (Jerusalem), regional missions such as the Bruce Outreach Center in Maryland (Judea), and extends to engagements around the world, including support for Rick and Donna Martin, missionaries to Peru and members of Gayton. Through our partnerships we seek to engage our partners with financial support, prayer, and volunteer teams.

The Mission and Evangelism Council (MEC), consisting of approximately twelve congregants and key staff, is responsible for budgeting and executing the allocation of all mission monies during the year. This includes approximately eighty thousand dollars of planned giving, mission trip support, and ad-hoc grant requests from the community and beyond. The MEC also serves as a hub for many volunteer and donation opportunities for the church, in an effort to spread the mission mindset to members, families, small groups, and others through visibility and communication of a vast array of opportunities.

### Local

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#### **AGAPE, SPACE, and QUEST**

AGAPE opened its doors in 2002 to provide a Christ-centered preschool experience to the community. AGAPE quickly grew into an entry point for many families to engage with the church and as an outreach ministry to the growing South Asian population in Short Pump. As a cooperative program, AGAPE is designed to partner with parents in bringing about children’s social, emotional, physical, and spiritual development.





In 2011, The SPACE opened its doors, providing “the space” between school and home for parents and kids who needed after school care. Buses pick up kids at four nearby elementary schools and provide an environment where they can work on homework, play, and spend time with caring staff.

QUEST Summer Camp opened its doors after the Outreach Center was completed and offered its first camp in 2015. Each week a themed experience carries on the legacy of AGAPE and The SPACE throughout the summer.

### **CARE MINISTRIES and THE FOOD PANTRY**

In the early years, a few volunteers stocked a small closet with food distributed by church staff, upon request. Only a few families each year asked for assistance. Care Ministries has steadily grown and will serve 1,200 families this year through the Food Pantry, all made possible by a large regular staff of volunteers and a congregation committed to ongoing donations.



In addition to the families served through the Food Pantry, Care Ministries provides approximately 1,000 weekend meal packs annually to families at a local underprivileged elementary school.

The ministry uses food distribution as a front door to conversation, resourcing, and prayer. The volunteer leadership team connects guests to opportunities for jobs, support, housing, and other physical needs, while also seeking to provide spiritual support.

### **COMMUNITY GARDEN**

Recognizing Gayton’s commitment to providing food for the hungry, a small group of people began discussing a community garden to be hosted on GBC’s campus. In its first summer, 10 plots were filled, providing fresh vegetables to the families who cared for the garden, as well as filling the Care Ministries’ Food Pantry shelves and offering educational opportunities for students in the community on growing fresh food.

### **FEED MY STARVING CHILDREN**

One of our church families raised the idea of partnering with Feed My Starving Children (FMSC) in 2011. FSMC is a global, Christian non-profit organization



dedicated to feeding starving children, seeing every child whole in body and spirit. The church rallied around the project, packing 100,000 meals for malnourished kids around the world in its first year. Volunteers join together for a weekend packing experience, mixing raw ingredients and packaging boxes to be shipped around the world. Now an annual



event led by a volunteer leadership team, Gayton members, along with invited volunteers from the community, have packed over two million meals that have been sent to Haiti, various locations in Africa, and beyond.

### **JAZZ NATIVITY**

Jazz Nativity is an annual event at GBC that takes place annually in the first weekend of December. The event began in 2008 as a means of raising funds to support Global Missions. Shawn Allen, the Worship Arts Pastor at the time, was instrumental in making his idea come to fruition. Jazz Nativity is a coffee house style jazz performance combining professional quality music and gourmet coffee and



desserts. GBC has been blessed with talented musicians and volunteers who give their time and talents to make Jazz Nativity an entertaining holiday event. Every year the Jazz Nativity setlist includes many Christmas and holiday favorites in genres ranging from big band swing to Dixieland, to contemporary jazz with hints of rock. Since 2012, net proceeds from gate receipts and donations from our vendor partners have supported GBC's annual Feed My Starving Children packing event.

In 2017, the Jazz Nativity performance was moved from the Worship Center to the Outreach Center gym. This allowed for a larger scale production and significantly increased seating capacity. Jazz Nativity has grown from a relatively small event with 2 shows, each with attendance of 200, to a large event with 5 shows with just under 600 in attendance for each performance. With the proceeds from the event, GBC and community volunteers have now packed more than 2 million meals. Jazz Nativity is truly a church and community favorite.



## **YMCA**

The Outreach Center opened in 2014, and the partnership with the local John Rolfe YMCA branch was formed. Gayton provides space for the YMCA's growing recreational programs at a nominal cost to cover expenses, while the YMCA provides a complement to Gayton's current ministries. Youth recreational teams, adult exercise classes, and community events have impacted many in our community.

## **TOOLBOX MINISTRY**

When volunteers recognized the vast experience and resources being put to work on youth mission trips each summer, they wanted a way to continue the experience throughout the rest of the year, and Toolbox Ministry was born.

Utilizing a wide array of tools stored in the Toolbox Truck, along with the knowledge, skill, and experience found in the church family, Toolbox Ministry serves families in our community throughout the by providing home maintenance and repairs, including painting, roof repair, handicap access ramps, and more.

## **SPIRIT OF BASEBALL**

Each year, Gayton serves as the hub of local organizations who provide a one-day, God-centered baseball camp in Richmond's Northside. A church member initiated this camp which has become an annual part of our missional expression. One of our significant partners in the camp is the Northside Outreach Center.

## **NORTHSIDE OUTREACH CENTER**

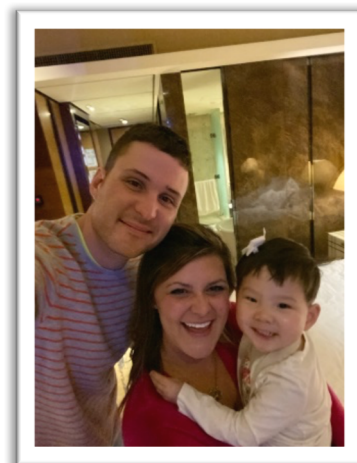
Out of the Spirit of Baseball Camp, the Missions Council pursued a partnership with the Northside Outreach Center (NOC). The NOC provides youth programming for students in Richmond's Highland Park neighborhood, and Gayton has provided more than financial partnership. We collect school supplies for their local elementary school and gather Christmas gifts to source their comprehensive Christmas store program. The Toolbox Ministry has helped the NOC complete projects around their building and grounds, and GBC members have provided leadership on the NOC's Board of Directors.



## **UBUNTU FAMILY MINISTRIES**

GBC works to combine the efforts of the many great people who are doing work in the field of foster and adoption care. Ubuntu Family Ministries works with other churches, and adoption agencies and services to help vulnerable children.

We provide support for local families (outside of the church) and also host a quarterly Foster Parents Night Out in partnership with three other churches in our area.



## **National**

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### **YOUTH MISSION TRIPS**

GBC Youth have traveled on mission from Florida to New England and the Eastern Shore to Missouri. Summer mission trips have long been the highlight of the summer for GBC's Youth, and each year, middle and high school students now experience how God is at work in the communities where they serve. Adult leaders and youth serve side-by-side, and the youth remember each person they meet and serve within these communities.

### **GAYTON FAMILY MISSION TRIP**

A Gayton Kids leader wanted to begin a family mission experience in 2011, and the Gayton Family Mission Trip quickly became an integral part of the summer for many families. Over a long weekend, families (from babies to grandparents) have the opportunity to serve with our partners, help with camps, conduct community outreach events, complete construction projects and generally care for people. Our most recent, and recurring, partner has been the Bruce Outreach Center in Westernport, MD.

### **BRUCE OUTREACH CENTER**

The Bruce Outreach Center in Westernport, MD is located in one of the most economically deprived regions of the country. The center serves as a church and community center, providing essential services to the area. GBC has partnered with the Bruce Outreach Center since 2011 when the first family mission trip worked alongside Christ Memorial to establish ministries to the local community in their newly acquired outreach space. Since then, GBC has maintained a partnership with the Bruce Outreach Center through family and high school mission trips. GBC has provided financial support to the directors, Steffan and Leslie Carr, through the Mission Grant portion of the Explore



offering. Starting in fiscal year 2020-2021, Gayton also supports their ministry with a monthly contribution.



## Global

### **PANAMA PARTNERSHIP**

International mission teams have long been important in the fabric of GBC. In recent years, the emphasis has centered around the Panama partnership with First Baptist Church of Pedragal, in Panama City, Panama, forged through the Baptist General Association of Virginia. The partnership has involved numerous teams teaching at their annual Vacation Bible School, church construction projects, and supporting the annual pastor's family retreat. The Missions Council is currently exploring our next international partnership.

### **PERU**

GBC provides financial and prayer support to church members Rick and Donna Martin. They have been in Peru for approximately five years. They are dedicated to spreading the good news of Jesus (Romans 1:16) that creates the well-being of God (3 John 2, Ephesians 1:3-23) among the people of the Andes Mountains (Matthew 28:19, Nahum 1:15) and beyond. They and their team have begun ministries to teach English, educate children, teach the Bible in small groups among university students and adults, and share food with the gospel message to the poor. They have recently returned to Peru after being stranded in the States due to COVID-19. Because of the loss of two team members and the challenges of the pandemic, they are having to adjust their way of ministry.



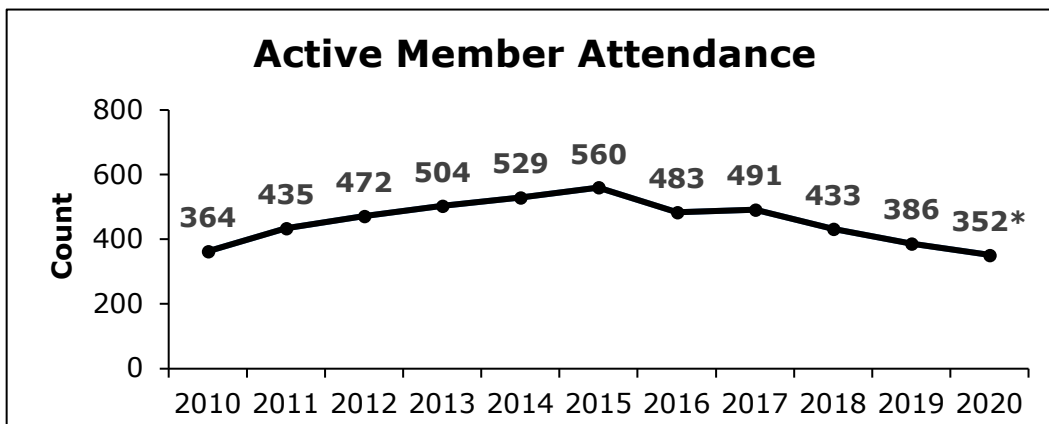
They are seeking to find ten families to form a church planting team. GBC has sent two different mission teams to support the ministry in Ayacucho.

The growing multicultural footprint in our community means we have international flavor in our community without traveling around the world. The opportunities continue to be laid before us to "Share a Good Word and a Good Deed" in Short Pump and around the world.

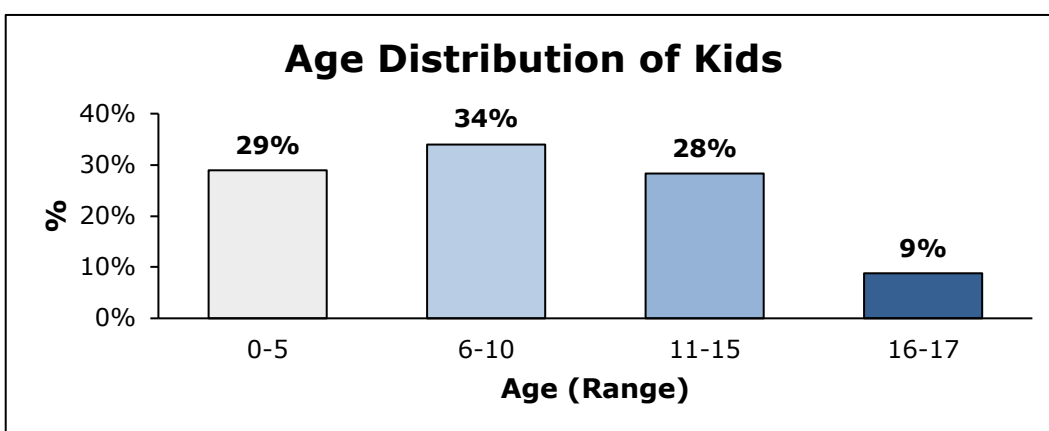
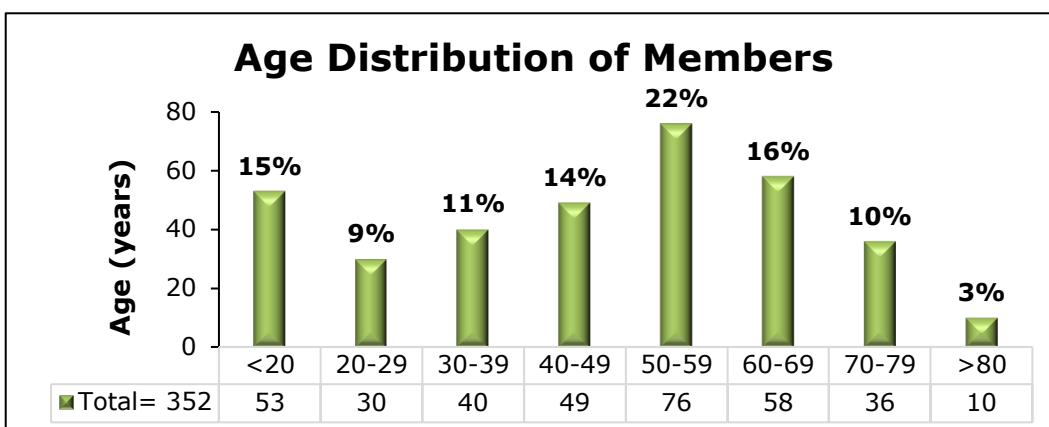




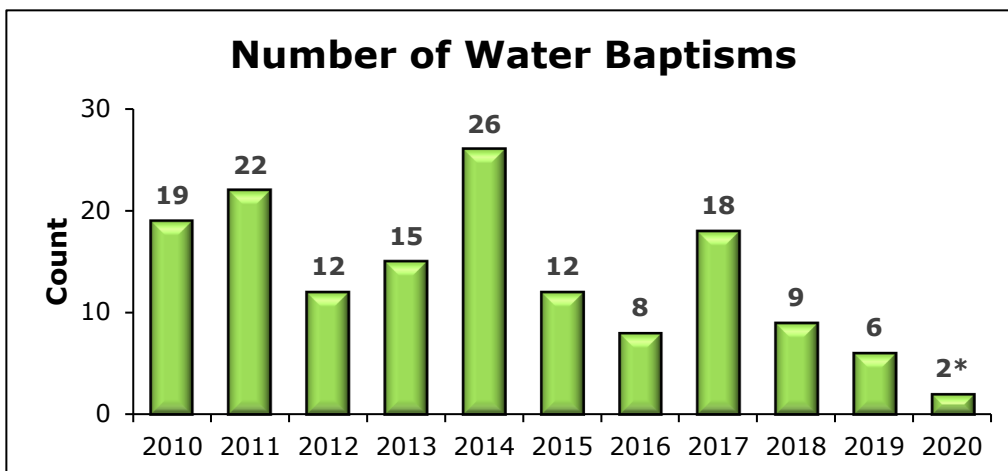
# Church Demographics



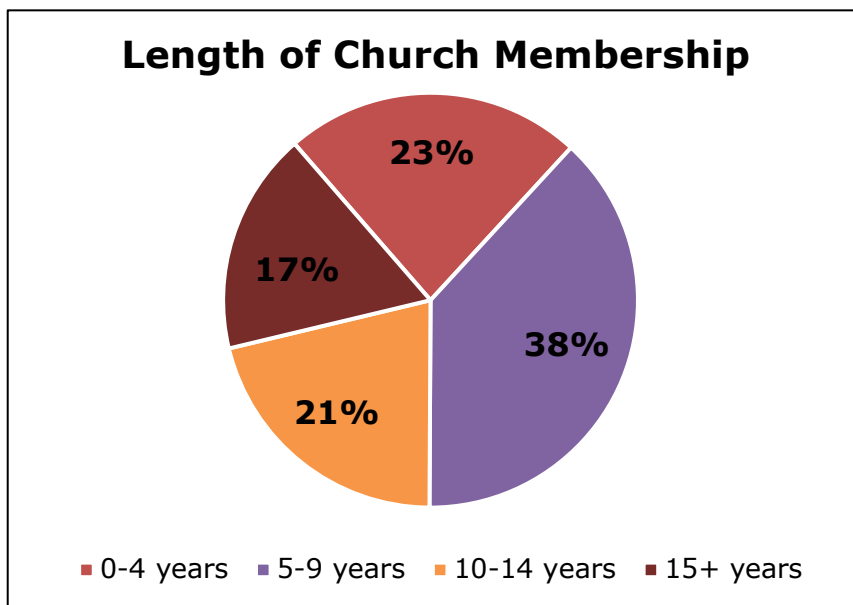
\* Note: Count as of August 31<sup>st</sup>, 2020.



Age	Count	Proportion, %
0-5	46	29%
6-10	54	34%
11-15	45	28%
16-17	14	9%
<b>Total</b>	<b>159</b>	<b>100%</b>



\* Note: Count as of August 31<sup>st</sup>, 2020.



- Almost a quarter (23%) of current members have joined within the last 5 years.
- More than half (61%) of current members have joined within the last 10 years.
- Significant proportion (17%) have been members for more than 15 years.





## Church Finances

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<b>Revenues</b>	<b>2016 Actual</b>	<b>2017 Actual</b>	<b>2018 Actual</b>	<b>2019 Actual</b>	<b>2020 Actual</b>
Offerings	1,123,321	1,204,766	1,224,465	1,119,241	1,167,652
Total Other Revenue	133,135	223,535	262,698	181,133	211,105
<b>Total Revenues</b>	<b>1,256,455</b>	<b>1,428,301</b>	<b>1,487,163</b>	<b>1,300,374</b>	<b>1,378,757</b>

<b>Expenses</b>					
Mission Opportunity	90,469	191,830	233,454	149,470	175,150
Fellowship and Outreach	3,317	2,263	4,570	1,998	3,804
Adult Discipleship	5,239	4,225	5,258	2,545	2,687
Ministry	19,315	14,883	13,875	9,921	10,156
Worship	7,917	7,234	5,635	7,253	6,135
Office	44,392	39,365	43,538	37,773	39,374
Investing in Facility	448,062	519,775	446,735	431,435	549,446
Staffing	622,469	633,031	740,282	613,071	551,425
<b>Total Expenses</b>	<b>1,241,180</b>	<b>1,412,605</b>	<b>1,493,347</b>	<b>1,253,468</b>	<b>1,338,178</b>
<b>Net Total</b>	<b>15,275</b>	<b>15,696</b>	<b>(6,184)</b>	<b>46,906</b>	<b>40,579</b>



## Ministry Staff

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### Jeff Lindquist – Executive and Worship Arts Pastor



I am a native Richmonder, having been born and raised in the West End, who eventually found his way back to his wonderful city in 2017. Along with my wife of 30 years, Kelly, and our 2 children (Parker and Delaney), we have lived in the Tidewater area and Northern area of Virginia as well as Albany, Georgia, where I worked in arts ministry, having spent the first half of my post-college career in the entertainment industry, including professional theatre, television, and music.

I am a graduate of Wake Forest University (“Go Deacs!”) and VCU. In addition to making God known in the community and world through

the arts, I love playing golf, running, writing and recording music, seeing movies, and Netflix-binging with my family. I am excited to be back “home” and to serve God through Gayton in the West End and Richmond community.

**Contact Jeff at [jeff@gayton.church](mailto:jeff@gayton.church)**

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### David Giles – Student Minister



I hail from the bustling metropolis of Dunn, NC, but RVA has been my home for the past 15 years! Middle school, for me, seemed to be the time that I gravitated to negative influences. That's why I'm passionate about this age group as well as high school students. During this critical phase, when students are asking, "Who likes me?", I want them to know that the Church does! I played sports pretty much all of my life and that led me to UofR to play football - Go Spiders! I began teaching after that and that's when I met the love of my life, Erika! We currently raise 4 children, Karina, Ava, Lila and Jace. All beautiful and will make this world a

better a place! I love cooking them meals, dance parties, singing til our throats hurt and long snuggles on lazy Saturday mornings!

**Contact Giles at [giles@gayton.church](mailto:giles@gayton.church)**



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## Hilary Billingsley – Director of Kids Ministry



I am a daughter, sister, wife and mother, trying to love the Lord with all my heart and to love my neighbors as myself. I am passionate about serving and supporting children and families, building relationships, and learning.

I am a native Kentuckian who moved to Virginia in 2001 to attend the University of Virginia. At UVA, I met my husband, Jamie, and we have made our home in Central Virginia since we graduated and got married in 2005.

I believe that kids matter. Prior to joining the Kids Ministry team at Gayton, I served as a special educator and reading specialist in the Hanover County Public Schools for 14 years. I have a bachelor's degree in Religious Studies

and a master's degree in Education. I am excited to combine both to support children and families as a member of the Kids Min team.

I love reading historical fiction, watching movies, running, journaling, cleaning (seriously) and chicken nachos. When I'm not at church, you can find me watching our son play baseball, basketball, or flag football; listening to our daughter play the violin, piano, or ukelele; leading our Girl Scout troop; or walking our border-beagle, Luna.

**Contact Hilary at [hillary@gayton.church](mailto:hillary@gayton.church)**



## Ministry and Administrative Support Staff

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### Diane Belden – Financial Administrator



Hi. I am Diane Belden. I moved to Richmond in May of 2018. Moving seems to be my thing. My dad was in the Army so we moved a lot. I went to high school in metro Atlanta and graduated from Georgia Tech, so I think of Atlanta as home. I met the most amazing man, Richard, at Georgia Tech and we married after we graduated. In our married life we have lived in Texas, New York, California, North Carolina, Connecticut, NoVA and now Richmond. I grew up an Episcopalian and started attending evangelical church in 2005. We have a daughter, Jessica, who is local with her husband and my granddog. Our son, Stephen, is in Dallas with his girlfriend and my

other granddog. Richard and I adopted a puppy, Shelby, 3 days after we moved in our house. We think we are living in the best place of all the places we have lived.

**Contact Diane at [diane@gayton.church](mailto:diane@gayton.church)**

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### Kevin Knitter - Facilities Manager



I graduated from JMU with a degree in chemistry. After teaching high school and working in a lab at VCU for several years, I started a home inspection company in 2015 and work at Gayton part time. I view Gayton as my church family and this job as a ministry. I am here to serve by keeping the building well-maintained and welcoming for all of Gayton' ministries. Lori and I have been married over 20 years and have 2 daughters. We enjoy family adventures. I like tinkering in the yard and woodworking.

**Contact Kevin at [kevin@gayton.church](mailto:kevin@gayton.church)**



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## Janet Richardson - Facility Use Coordinator



I was born and raised in Burlington, N.C. and later, during my high school years, moved with my family to Richmond. I am a graduate of Longwood University and spent my early years in sales. I met my husband, Buz, after college while volunteering with a community service group. After we were married, I spent a number of years in bank operations as an officer and manager of customer service in the installment and commercial loan division. We have two kids, GL and Pate, and they are in the early stages of doing life as adults.

Gayton has played a huge role in helping me develop and deepen my relationship with Christ. Almost twenty years ago a friend invited me to attend a women's Bible study with her. The community of believers at Gayton helped me begin to grow my relationship with Christ through studying His Word, and continues to encourage me to this day. I love working for church! I would welcome a call or an email to help answer any question about using our wonderful facility.

**Contact Janet at [janet@gayton.church](mailto:janet@gayton.church)**

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## Patricia Hutcherson - Office Manager



I grew up in Roanoke, VA and attended the University of Virginia. After graduation, I married Hank, also a UVA alum. I taught middle school math and language arts for a few years before retiring to stay at home with our two kids, Tyler and Danielle, now 26 and 24. My family began attending Gayton in 2008, and I have been on staff since 2013. When not watching or attending UVA sporting events, I enjoy spending time with my adult children, reading, sewing, baking, and traveling.

**Contact Patricia at [patricia@gayton.church](mailto:patricia@gayton.church)**



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### **Michelle Sindelar - Worship Ministry Assistant**



Hello! I'm Michelle Sindelar and I'm from the "Center of the Universe," aka Ashland, VA. My husband and I met at JMU (go Duuuukes!) and have been married for 26 years. We have 4 great daughters, two dogs and a guinea pig. We have loved worshiping God at Gayton for the past 10 years and I have enjoyed working in the Gayton office for the past three years as the Worship Arts Admin.

**Contact Michelle at [michelle@gayton.church](mailto:michelle@gayton.church)**

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### **Stephen Steward - Pianist**



I'm excited to be here serving at Gayton as a pianist! I'm originally from Fredericksburg, VA but have made Richmond my home for most of my adult life. Completing undergraduate studies at VCU was my first taste of RVA and I've been stuck down here since! I really find it a blessing to be able to serve the community alongside the rest of the talented and knowledgeable staff here at Gayton. In my spare time I like to cook (or pretend that I know how), read, watch sports, and, of course, play music.

**Contact Stephen at [stephen@gayton.church](mailto:stephen@gayton.church)**



## AGAPE / The SPACE / QUEST CAMP Staff

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### Annette McMahan - SPACE and Quest Director



Three of my greatest passions in this life: Jesus, family and kids. I am grateful for the opportunity to combine these passions as I serve as the director of the SPACE Afterschool program and Quest Summer camp at a Church that I love.

Richmond born and bred, I travelled southwest for a short time to receive my Elementary Education degree from Longwood College where I met my husband, Greg. While raising our three daughters, I felt God's call to ministry. After completing a Children's Ministry Certification through Virginia Baptists and a very long season of waiting, God placed

me in this role at Gayton where I love serving the children and families of Short Pump.

**Contact Annette at [annette@gayton.church](mailto:annette@gayton.church)**

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### Kristie Taylor - AGAPE Preschool Financial Director



For the last 15 years, I have worn many different hats with AGAPE Preschool, the SPACE, and Quest. Being a classroom teacher is how I got my start and have since moved into an administrative role as the Financial Director of the ASQ programs. I live within a 5-mile radius of the church and have just recently sent my youngest child to college. We welcomed my son's new bride, Scarlett, to the family in October. Christian and Scarlett live in the Richmond area, and my daughters, Madison and Grace, are both away at school. I enjoy decorating my home and spending time with family and friends. I continue to feel blessed

every day to work with these amazing ministries.

**Contact Kristie at [kristie@gayton.church](mailto:kristie@gayton.church)**



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## **Paige Teague - AGAPE Preschool Director**



AGAPE Preschool has been my work home for last fourteen years. I joined the administrative team in 2006 as the Assistant Director and later became the Director. I was born and raised in Richmond, and now live in Manakin Sabot with my husband John and my children, Taylor who is a freshman at Liberty University, and Hailey and Hatcher who are Juniors at Goochland High School. After spending years taking my kids to various activities, I am now discovering what my hobbies may be "after kiddos". I am enjoying reading again and love making time for my friends. God continues to bless me with His love and guidance through my time on staff

here at Gayton.

**Contact Paige at [paige@gayton.church](mailto:paige@gayton.church)**





## Appendix A. Demographics within 10-mi radius of Gayton Baptist Church (November 2020)

2020 Demographics in brief					
Gayton Bapt Ch_Ring Areas				Page 1 of 1	
Gayton Bapt Ch_Ring Areas: 10 mi ring				Site located at 37.65039, 77.63776	
<b>Population</b>	<b>310,761</b>			<b>%</b>	
in households	305,130			98.2	
in families	248,996			80.1	
in non-families	56,134			18.1	
in group quarters	5,631			1.8	
noninstitutional GQ	3,011			1.0	
under age 18	66,602			21.4	
male	149,731			48.2	
female	161,030			51.8	
<b>Age</b>				<b>%</b>	
under 5 years	17,155			5.5	
5 to 9 years	18,487			5.9	
10 to 14 years	19,424			6.3	
15 to 19 years	18,967			6.1	
20 to 24 years	17,133			5.5	
25 to 34 years	42,193			13.6	
35 to 44 years	41,607			13.4	
45 to 54 years	40,478			13.0	
55 to 64 years	41,852			13.5	
65 to 74 years	31,522			10.1	
75 years and over	21,942			7.1	
<b>Median age</b>	44.0	male	42.7	female	45.0
<b>Race</b>				<b>%</b>	
white	221,842			71.4	
black	41,457			13.3	
American Indian	631			0.2	
Asian, Pacific Islander	32,248			10.4	
other, multi-racial	14,582			4.7	
<b>Hispanic</b>	18,551			6.0	
<b>Education</b> (pers. 25+)	219,721			<b>%</b>	
no high school diploma	12,570			5.7	
high school graduate	35,750			16.3	
some college	50,287			22.9	
college degree	71,046			32.3	
graduate/professional	50,068			22.8	
<b>Employment</b> (pers. 16+)	252,052			<b>%</b>	
in civilian labor force	171,471			68.0	
employed	168,032			98.0	
unemployed	3,439			2.0	
in Armed Forces	276			0.1	
not in labor force	80,305			31.9	
<b>Households</b>	<b>127,068</b>			<b>%</b>	
families	81,736			64.3	
non-families	45,332			35.7	
with persons under 18	38,176			30.0	
1 person households	37,080			29.2	
2 person households	43,412			34.2	
3-4 person households	37,162			29.2	
5+ person households	9,415			7.4	
<b>Household size</b>	<b>2.40</b>	<b>Family size</b>	<b>3.05</b>		
<b>Household income</b>				<b>%</b>	<b>cum %</b>
under \$15,000	6,434			5.1	5.1
\$15,000 - 24,999	7,473			5.9	10.9
\$25,000 - 34,999	7,189			5.7	16.6
\$35,000 - 49,999	14,434			11.4	28.0
\$50,000 - 74,999	20,888			16.4	44.4
\$75,000 - 99,999	17,478			13.8	58.2
\$100,000 - 124,999	13,679			10.8	68.9
\$125,000 - 149,999	9,845			7.7	76.7
\$150,000 - 199,999	11,877			9.3	86.0
\$200,000 and over	17,769			14.0	100.0
		<b>Median</b>	<b>Average</b>		
Household income		\$91,901	\$123,110		
Family income		\$116,920	\$155,417		
Non-family income		\$47,155	\$64,858		
<b>Vehicles available</b>				<b>%</b>	
without vehicle				4,888	3.8
1 vehicle available				38,511	30.3
2 vehicles available				53,151	41.8
3+ vehicles available				30,520	24.0
vehicles/household	1.98				
<b>Density</b>					
households per sq.mile					457
household population per sq.mile					1,098
<b>Housing units</b>	<b>129,859</b>			<b>%</b>	
owner occupied	87,173			67.1	
renter occupied	39,895			30.7	
vacant units	2,791			2.1	



## **Appendix B. Pastor Profile – Gayton Baptist Church**

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Gayton Baptist Church (GBC) is seeking an experienced Senior Pastor and has assembled the following list of attributes that form our Pastor Profile. The Senior Pastor must live-out God's calling, and demonstrate passion and leadership skills to bring the Kingdom of God to our church, community, and beyond.

### Preacher from the Pulpit

- Educated in Scripture and ordained to the Gospel ministry
- Believes in and uses the Bible as the truth and source for all teaching
- Preaches and teaches from the pulpit in a relatable manner that unifies members at different stages in their Christian walk
- Brings the Word of God alive by connecting biblical principles with everyday life
- Effectively connects with a multi-generational congregation and inspires seekers to Christ

### Pastoral Care

- Invests relationally in staff, congregation, and the community
- Has a heart for people, embracing diversity in staff, congregation, and community connections
- Continually seeks self-development in areas of effective preaching, spiritual growth, and leadership
- Actively involved in church activities (e.g., picnics, youth activities, visitation)
- Is a good shepherd who cares for the flock equally, regardless of position/socio-economic status

### Effective Leader of Exemplary Character

- Exemplifies unquestionable moral character and exercises integrity in all matters
- Servant leader who motivates and inspires staff and congregation to reach their full potential in spiritual growth, service, and realization of the church's mission
- Effective communicator, both oral and written, and a good listener
- Has a humble and approachable demeanor
- Delegates and empowers staff, while promoting their unique strengths
- Strategic thinker, capable of leading staff and congregation toward a shared vision
- Exemplifies strong interpersonal skills, while demonstrating an appropriate sense of humor
- Makes wise, biblically-based decisions regarding social issues, financial challenges, and staffing

### Missions and Ministry Advocate

- Makes GBC a community asset, leveraging the church congregation and facilities to the glory of God
- Holds self, staff and congregation accountable for lives brought to Christ



- Champions and supports both mission and ministry opportunities locally, regionally, nationally, and internationally
- Commits to help staff and the congregation identify and maximize their diverse gifts and talents to serve
- Actively promotes inclusion of all demographics in ministry, mission/outreach, and other efforts
- Seeks and promotes ministry partnerships with other churches and non-profit organizations

*Mission: Every Life Changed by Jesus*



## Appendix C. Pastor Search Task Group Covenant

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*Trust in the Lord with all your heart and do not rely on your own understanding;  
in all your ways know him, and he will make your paths straight.  
Proverbs 3:5-6*

The members of the Pastoral Search Task Group (PSTG) of Gayton Baptist Church have been selected to this position of highest trust and responsibility in discerning God's will and in the calling of His chosen leader to our church. We recognize our deliberations and recommendations to the church have a potential influence in the spiritual fitness of its fellowship, the teaching of its children, and ministry in Christ's church. We will seek to please God in all we do.

We solemnly enter the following Covenant together before the Lord.

### A COVENANT OF PRAYER

We agree to make study of God's Word and daily prayer priorities in our life. We will uphold one another in prayer and seek, both separately and as a team, clear leadership of the Holy Spirit. We will seek support from the congregation and ask for daily prayers throughout this process as God works in His time to bring forward His chosen leader for our church.

### A COVENANT OF HONEST COMMUNICATION

We will speak openly and honestly with one another without taking offense. We realize that we need the opportunity to 'think aloud' in order to help sort out impressions and responses as we study our church's needs and evaluate potential candidates.

We will be intentional, thoughtful, consistent, and honest in our communication with the congregation, church leadership, the church staff, candidates, and each other. We will not publicly criticize the perspectives or decisions of any other members of our team but rather communicate clearly and enthusiastically such information that the committee has agreed to share.

### A COVENANT OF CONFIDENTIALITY

We will treat with confidentiality all PSTG discussions and evaluations regarding potential candidates. We will uphold the highest levels of respect and confidentiality by not sharing information outside the task group until we agree unanimously to share that information with the congregation. Confidentiality is essential for potential candidates to communicate without fear or repercussion.

### A COVENANT OF ACCOUNTABILITY

We recognize the importance of our full and consistent participation in the workings of this Committee. We commit to making meetings of the PSTG a priority, striving to eliminate any distractions that would prevent our attendance.



We will participate fully in assigned tasks and hold each other accountable for completing necessary tasks on schedule. When individual tasks are assigned, we will accomplish those tasks in a timely and effective way so that the PSTG as a whole can proceed with its important work. We will hold one another accountable to this covenant, speaking in truth and love.

We will proceed with ethical sensitivity and thoroughness in all investigative and evaluative procedures in the consideration of any pastoral candidate. If a potential candidate has been engaged in conversation and is later dropped from consideration, we will notify him tactfully in writing. We recognize our accountability to our church and to God for our decisions.

#### A COVENANT OF DISCERNMENT

We will ensure there is a clear job description for our ideal candidate, striving for high but realistic standards. We will agree to a vetting and interviewing process and maintain it, putting all final candidates through the same process.

We will clearly and honestly present to our final candidate(s): our church's history, mission, vision, current financial situation, decision-making processes, team dynamics, organizational structure, limitations, challenges, and plans for our future.

We will conduct background and reference checks on our final candidate(s) with all due diligence, notifying our candidate(s) if/when we are conducting said checks and upholding our candidate(s) confidentiality.

#### A COVENANT OF UNITY

We will present to the church for its consideration only such recommendations as we can fully support as a team. Where there are honest differences of opinion, we covenant to work these out before making a recommendation to the SLC and to the church. When a senior pastor is called to our church, we pledge our support for a smooth and unified transition.

#### A COVENANT OF SUPPORT

We will strive for peace, cooperation, respect, and unity in our discussions and decisions. We will not stubbornly insist on our own views but will trust God to speak through those with whom we serve. We will defer to the task group as a whole and honor its collective wisdom above our own.

We will support in word and deed the roles and responsibilities of individual members, our leaders, and our team as a whole. We are respectful of the commitment of our leadership and the leadership of our church and will do our part to ease and enable their difficult work.



THEREFORE, we enter into this Covenant with our Lord, being led by the Spirit, in order to faithfully discern his will in the calling and selection of a senior pastor to our church.

Marcia Barber  
Mike Brumagin  
Kandra Brummett  
Aaron Dix  
Eleina Espigh  
Jason Hull  
Mike Jeuick  
Ella Kamencik  
Ryan Kivett  
Mae Ledford  
Paul Lzhnyak  
Diana Rogers