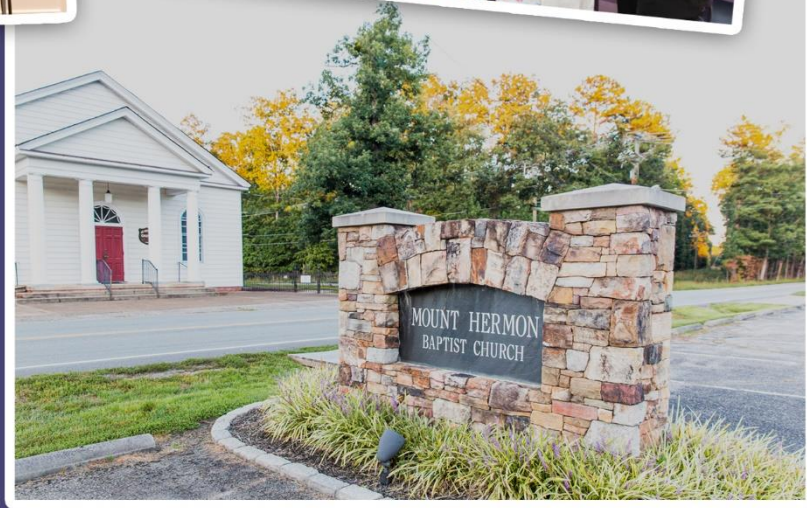




Mount Hermon
Baptist Church
Moseley, Virginia



CONGREGATIONAL PROFILE 2024

HISTORY

In 1835 sixteen members of The Baptist Church of Christ Skinquarter, met to form Mount Hermon Baptist Church. At the cost of \$86 for new construction of the quaint chapel still standing, across the road from our present building. Having only 87 cents in the treasury at the time, the church borrowed the money from one of its faithful charter members. It took exactly 14 years to repay the loan. By 1838 the church membership had grown to 68.



The original structure had 2 front entrances, one for men, and one for women, with a partition down the middle. In 1928 the church decided to remodel, removing the two entrance doors and replacing them with one large central doorway, also removing the interior partition down the middle. In 1960 for the 125th anniversary, the church built an education building for approximately \$50,000. In 2003, the present worship center was built to include a multi-use sanctuary, classrooms, kitchen and offices.

Through the years in cooperation with the local Middle District Baptist General Association of Va., Cooperative Baptist Fellowship, and many other mission and ministry projects, Mount Hermon Baptist Church has continued to be relevant with incorporating women in serving in all areas of the church leadership as well as deacon ministry.

Mount Hermon Baptist has a warm and welcoming spirit, with many members having a long history with the church. There are no power groups or individuals that have any interest in allowing national or denominational politics to potentially polarize the congregation.

The worship style has been historically traditional, that includes more contemporary elements, including the use of visually projected videos and worship enhancements. The mixture of music styles is appealing to the many different generations of the congregation.

IDENTITY



Throughout the course of this transition, our Transition Team has led the church in conducting a self-study consisting of three congregational conversations – one focused on our historical identity, one focused on our current identity and ministry context, and one focused on the priorities and characteristics desired in a future pastor.

While nearly every church will consider itself friendly, Mount Hermon Baptist Church genuinely considers itself to be a warm and relational body of believers.

Within the community, the church has a strong reputation of responding with overwhelming support for those in crisis whether they worship here or not. Several current members of the church first came here because the church supported them through a personal crisis.

As might be expected from its location and history, Mount Hermon generally considers itself to be a rural and somewhat theologically moderate to conservative church. Future changes within the community may challenge those perceptions as significant growth and development continue to occur in the area.

Theologically, MHBC is undoubtedly Baptist, but it sees itself first and foremost a local church. Most of the congregation feel strongly about engaging in ministries focused in the local community and region. As such, the church financially supports the Middle District Baptist Association, the Baptist General Association of Virginia, and the Cooperative Baptist Fellowship of Virginia. Currently, annual giving to the Baptist General Association of Virginia is undesignated and given directly to the general fund. The Cooperative Baptist Fellowship of Virginia receives somewhat less, but remains a strong tie to MHBC due to the retreats, programs, and missions opportunities in which the youth participate.

In an attempt to be transparent and authentic in the process of considering and calling a new pastor, the Transition Team asked certain questions regarding topics which are frequently points of concern to prospective candidates.

On women in ministry:

Obviously, Mount Hermon is supportive of women in pastoral roles, having an ordained female as the associate pastor. When asked if the church would consider calling a female pastor, roughly 75% of the survey respondents were open to the idea, with most of those firmly supporting the consideration of a female candidate.

On alternative lifestyles:

The Transition Team specifically asked two questions regarding alternative lifestyles, specifically the LGBTQ population. When asked how welcome those individuals should be in participating in worship and church activities, the response was overwhelmingly supportive of welcoming any individual. When asked if those individuals should also



serve in leadership roles in the congregation, responses were more mixed, ranging from negative to uncertain. As is commonly expressed today, MHBC could be referred to as “welcoming” but not completely “affirming.” This should not be taken as a doctrinal statement, but merely an accurate representation of where the church currently falls in wrestling with those issues.

The self-study process also brought to light anxieties and opportunities for growth within the congregation. As with any church, the congregation expressed concerns over finances, giving, and active participation as the devoted tithing and leadership population within the church ages. Financial uncertainty also creates concern over the ability to fully staff the ministries of the church in the future. While valid, those concerns are not urgent, as the church currently stands in a strong financial position, but they should be taken seriously when casting a vision for the future.

Finally, the expansion of the Richmond metropolitan area in the direction of MHBC and the expansion of housing communities in the immediate area creates both concern and hope for the congregation. Outreach is a frequent discussion within the church as people ask, “How will we engage all of these new houses being built in the area?” This growth presents a tremendous opportunity for the church, but will also change the culture of the surrounding community. Adapting to that change will be a challenge as MHBC redefines itself in a new ministry context, transitioning from a rural community to a more developed suburban community.

STAFF and CHURCH LEADERSHIP

In the past, Mount Hermon Baptist Church has relied heavily on leadership and decision making from the pastor. Since covid-19 and this pastoral transition, the lay leadership has stepped up to fill the vacuum of leadership within the church and relies heavily on mutual cooperation and collaboration. While the pastoral transition has highlighted some necessary changes to procedures and some requirements within the church bylaws, things have progressed smoothly and the church has experienced some much needed stability and even some modest growth.



The deacons serving the church are primarily responsible for the pastoral care of church families and individuals. They do not function as a decision making body Beyond the duties specifically assigned to them in the bylaws. In practice, most day-to-day decisions are made by the church staff in consultation with the trustees, deacons, or relevant teams as needed.

Besides the part-time interim pastor, the Associate Pastor is the only regular or full-time employee of the church. While the Associate Pastor’s official job description and title emphasizes Youth and Children, her actual work has expanded in this transition to include primary responsibility for all administrative tasks and the coordination of pastoral care information with the deacons.

While the church has taken definitive steps towards clarifying procedures and responsibilities during the interim, there is an opportunity for the new pastor to cast a vision for the church’s leadership, structure, and staffing for the future.

CHURCH DEMOGRAPHICS

Current average worship attendance: 66
Sunday School averages: 25

Active Membership:

Seniors	48%
30-64 year olds	20%
19-29 year olds	16%
18 & below	16%

62% of our active members are married.
28% are widowed
10% are single.

Most of our members currently work in or have retired from professional career positions.



FACILITIES

The church was founded in 1835. The first physical building was erected in 1859. We worshipped there until 2003 when a new sanctuary was built. It is still used on an occasional basis mainly for weddings, funerals and baptism.

In 1960 an Educational building was built across the road from the original building. It contained many classrooms and a small kitchen.

In 2003 a new sanctuary was built along with additional classrooms and a large kitchen. Seating capacity is approximately 225.



There is a large pavilion that can be used for a variety of events. Adjacent to the pavilion is a tennis and basketball court.

There is a large cemetery behind the original church building which has ample room for expansion. Contained within the cemetery is Memorial Garden which can be used to store ashes of loved ones.

We have a large paved parking lot which has been able to accommodate large crowds.

Adjacent to the property is a parsonage in which our pastors lived for many years. Currently it is rented and is not available for pastoral occupancy.

FINANCIAL INFORMATION

Mount Hermon Baptist Church operates on a calendar year budget. Throughout our existence our members have been very generous in their giving, which has enabled us to meet our financial obligations. As part of our yearly budget we contribute to missions and other worthy causes. We do not have any debt as all of our buildings are debt-free. Throughout the years we have received many non-budget gifts which has allowed us to maintain an adequate reserve fund.

	BUDGET	OFFERING	BUDGETED EXPENSES	WORSHIP ATTENDANCE
2016	\$208,709	\$205,561	\$205,442	99
2017	\$210,394	\$213,834	\$207,349	95
2018	\$216,743	\$213,372	\$222,235	96
2019	\$226,928	\$201,292	\$233,013	91
2020	\$203,993	\$204,257	\$181,285	57
2021	\$214,445	\$207,651	\$209,479	61
2022	\$187,370	\$191,306	\$178,307	56

Current Finances through July 31, 2023

\$104,091 Budget
 \$104,331 Offering
 \$97,334 Expenses (\$6,856 below budget)

\$861,948 Undesignated Funds

MISSIONS / MINISTRIES



Mt Hermon Baptist Church (MHBC) members currently contribute to:

Baptist Affiliations:

- BGAV (Baptist General Assembly of Virginia)
- CBFVA (Cooperative Baptist Fellowship of Virginia)
- MDBA (Middle District Baptist Association).

CCHASM Thanksgiving Program
(Chesterfield, Colonial Heights Alliance for Social Ministry).

CCHASM is a non-profit providing access to food, utility bill financial assistance and educational resources to area residents in Chesterfield County, Colonial Heights, Dinwiddie, Hopewell, Petersburg and Prince George, VA.

Thanksgiving 2022, CCHASM assisted 12,3535 adults and children in the aforementioned counties and cities. Our church contributed 27 food bags and 25 gift cards.

Samaritan's Purse, Operation Christmas Child.

MHBC annually provide approximately 45 shoe boxes filled with toys and school supplies for needy children affected by poverty.

Richmond Friends of the Homeless.

This non-profit started in 1986 and now serves Richmond's most impoverished neighborhoods by providing lunch 7 days a week plus much needed services to those living in poverty. These services include providing blankets, clothing, warm winter items, personal hygiene kits and food baskets. School supplies for children, counseling and special health clinics are also offered.

Ministries within our church:

Forever Young Friends

"Forever Young Friends" is an active senior group that meets once a month for lunch out or activities at church. This group ministers to church and community needs through mission projects, weekday Bible studies and other areas where there is a need.



Whisper

"Whisper" is a support group for Widows and Widowers. Our group meets once a month for lunch out. The purpose is to offer a space to share with others who are experiencing a similar loss and to encourage and to lift each other up.

Middle District Baptist Association Christmas Store

Each year, the Middle District Baptist Association creates an opportunity for churches to purchase Christmas gifts for needy children within the area. MHBC has participated for several years, usually adopting 10 to 15 children to sponsor.

Grief and Healing Groups

In 2023, the church offered a small study and support group for individuals experiencing grief and loss. Another offering of the same group is in planning and opportunities for other groups remain open.

Youth and Children

The church provides regular discipleship and Christian Education during worship as well as several holiday related events throughout the year such as Trunk-or-Treat and an Easter celebration. Vacation Bible School has been a traditional annual event.

From September to April, the church youth meet regularly and participate in special events such as the CBFV Fall Retreat, Missions Madness (a CBFV regional hands-on missions experience), and Passport Camps.

OUR COMMUNITY

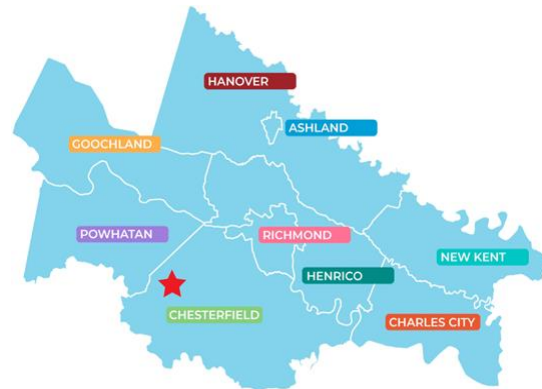
Moseley, Virginia: Significant Growth

Mount Hermon Baptist Church resides in Moseley, a small town in western Chesterfield County, Virginia. Chesterfield is a suburb of Virginia's capital city, Richmond, VA. The metro-Richmond area population is 1.3 million. Richmond sits on the James River, which offers beautiful scenery, great parks, and water sports. The city and its vibrant restaurant scene, numerous museums, and eclectic theaters is about a 30 minute drive from the church.

Moseley, Virginia began as a railroad stop connecting a rural, farming community to Richmond via train. Moseley's rural-nature began shifting to suburban in the 1970s, and further development evolved gradually for many years. Recently, however, area growth increased significantly with numerous new developments underway. A new single-family home neighborhood, Tuckmar Farm, is under construction less than a half of a mile from the church. Tuckmar Farm has already sold 6 lots of the expected 215 total. Another neighborhood, Lattice Hall, has cleared land within 1 mile of the church. Lattice Hall is expected to include 307 home sites. A new soccer complex for a local youth soccer club, FC Richmond, should break ground in



2023 on an 80-acre site within 1 mile of the church. Chesterfield County also plans to extend the Powhite Parkway, a toll-road to downtown Richmond, over the coming years through an intersection within 1 mile of the church.



★ Mount Hermon Baptist Church

Nearby Schools: Chesterfield and Powhatan Counties

While Mount Hermon is located in Chesterfield County, the church is within 3 miles of adjacent Powhatan County. Church members live in both Chesterfield and Powhatan counties. Both counties boast great public schools. The area also includes a few private schools and a community college.

Nearby elementary schools (Distance from Mount Hermon Baptist Church)

- Woolridge Elementary School - 3.5 miles
- Moseley Elementary School - 3.6 miles
- Millwood School (Private, K-12) - 4.2 miles
- Grange Hall Elementary School - 4.6 mile
- Swift Creek Elementary - 4.7 miles
- Winterpock Elementary School - 5.4 miles
- Flat Rock Elementary - 5.4 miles (Powhatan)

Nearby middle schools (Distance from Mount Hermon Baptist Church)

- New middle school under construction - 3.6 miles
- Tomahawk Creek Middle School - 4.2 miles
- Swift Creek Middle School - 5.5 miles
- Powhatan Middle School - 13 miles

Nearby high schools (Distance from Mount Hermon Baptist Church)

- Clover Hill High School - 5.7 miles
- Cosby High School - 4 miles
- Midlothian High School - 5.5 miles
- Powhatan High School - 5.7 miles

Nearby college (Distance from Mount Hermon Baptist Church)

- Brightpoint Community College - 5 miles

Demographics: Numbers and Trends

Considering an area defined by a five-mile radius from Mount Hermon Baptist Church, the population is approximately 48,000, which marks 58% growth in the last 20 years. The projected population growth for the next five years is a further 18%. The number of households more than doubled in the last 12 years to a total of approximately 5,876 households. About 75% of these households are married couples with children; however, there is a trend expected to continue of a slight decrease of households with married couples and children and a slight increase of households of single mothers with children.

The population in this same five-mile radius area is significantly more highly educated than average education levels in Virginia. The workforce is also more white-collar (80%) than blue-collar (20%). The average household income is somewhat greater than the state average, and the poverty rate in the area near the church is very low (2%) compared to other areas in the state. The racial majority (almost 80%) of the area is white, and African American is the largest minority racial group (8.7%).

