

FIRST REFORMED CHURCH  
OF SCOTIA



*STEP BY STEP...*

*INTO GOD'S FUTURE*

## Who We Are as a Congregation, and Where We Want to Go

Since 1818, the First Reformed Church of Scotia has opened its doors for worship to provide a new beginning each week for those who listen for God's word. We worship together on that first day of the week to energize our lives by listening for God's word. We encourage each other in Christian growth through worship and spiritual nourishment, in a time when it seems Christianity is being pushed to the edges of society.

People have a hunger for what God is saying in their lives. Our church seeks to create a community of worship to hear that voice of God. We also strive to build a community of fellowship that welcomes new ideas and new missions to help those in need, both within our congregation and outside our church walls.



Scotia Reformed has a passion for outreach into the community. The presence of a living God within and among us urges us out into the world despite dangers, toils and snares. God calls us to be holy: joyful, peaceful, hopeful, and living manifestations of life. Our hope is that we bring the strength that comes in communion with others, the truth that love is stronger than hate, and the vision that the arc of the moral universe really does bend toward justice.

This is a unique time in the history of Scotia Reformed. We seek new leadership at the same time we approach our 200th anniversary as a Church. Our congregation has spent the past months evaluating who we are as a Church, as a community, and as a people of God. This conversation has proven invaluable as a foundation for determining our future.

We are excited to open our hearts to new leaders. We believe we offer much in response to God's love. We also know we have many challenges ahead. We are ready to create new journeys along God's path.



## FIRST REFORMED CHURCH OF SCOTIA

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### Mission Statement

First Reformed Church of Scotia is a fellowship of people, each called by God and empowered by the Holy Spirit to be disciples of Jesus Christ and instruments of his presence in the world.

We sustain our fellowship through worship and the celebration of the sacraments, through prayer, and through the encouragement of each other's spiritual growth.

Our shared task is to follow Christ in mission and ministry, in our lives, our homes, our community, and our world so loved by God.

### Statement of Welcome and Hospitality

First Reformed Church of Scotia is a community called by God to be instruments of God's presence in the world. We open our doors and our hearts to all, and reach beyond our walls to meet people, so that the family of God will be realized.



First Reformed Church of Scotia  
Regional Synod of Albany  
Schenectady Classis

Interim Pastor:

Rev. Lynn Carman Bodden

Classis Supervisors:

Miranda Rand, Elder  
18 Myrtle Avenue  
Schenectady, NY 12304  
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mirandarand411@gmail.com

Rev. John Compton  
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Members, Pastoral Search Committee:

David Walsh, Chair  
Doug Bartling, Jr.  
Pastor Kent Busman  
Mike DeMasi  
Diane Faubion  
Tina Haldeman  
Linda Lewis  
Patty Marre  
Barbara Robinson

## OUR CONGREGATION

Our congregation has evolved over the past 25 years. Throughout the 1970s and 80s, Church attendance followed the downward trend of most mainline Protestant denominations. However, we have experienced consistent growth in worship during the past two decades. We added an 8AM service. We expanded our pastoral leadership to one full-time pastor and one half-time pastor and added support staff. Congregational participation in missions increased. We created new ways to open our doors to nurture new smaller groups.

Our congregation is not immune from other social and demographic factors. We are an aging group. Approximately 45 percent of our congregation is retired. At the same time, we have a number of new young families with children that have become active participants in our Church life.

### Average Worship Attendance

	Five Years Ago	2016
8AM and 10AM Services Combined	212	237

Source: Church Records

### Average Sunday School Attendance

	Five Years Ago	2016
Sunday School Participants	55	44

Source: Church Records



### Membership

	Five Years Ago	2016
Active Confessing Members	265	247
Inactive Confessing Members	77	167

Source: Annual Consistorial Reports

### Age Demographics

Age	Percentage of Congregation
0-19 years old	21.3%
20-34 years old	5.1%
35-49 years old	14.3%
50-64 years old	26.4%
65 years old +	32.9%

Source: 2016 Congregational Survey (172 respondents)





### Racial/Ethnic Composition of Congregation

Race/Ethnicity	Percentage
Caucasian	98%
African-American, Hispanic, Asian, and Other	2%

Source: 2016 Survey

### Education

In our congregation...	Few have...	Many have...	Most have...
Had up to twelve years of formal education			X
Had some education beyond high school			X
A college degree		X	
A graduate degree		X	

Source: 2016 Survey

### Occupational Profile of Congregation

Occupation	Percentage
Professional, Technical*	72%
Clerical worker	12%
Sales worker	5%
Service worker	4%
Proprietor, Manager, Public official	4%
Farmer/rancher	0.5%
Tradesperson	0.5%
Other	2%

Source: 2016 Survey (172 respondents)

\*Teachers, Health Care Workers, Computer Programmers, Architects, Accountants, Artists, etc.



## WORSHIP, EDUCATION, MISSIONS, AND ACTIVITIES

### Worship

First Reformed Church of Scotia holds two worship services each Sunday, one at 8AM and one at 10AM. Both services follow the traditional Reformed worship of 'Approach - Word - Response.' This has been intentionally and creatively implemented incorporating music and readings/litanies/responses from various Christian traditions. Communion is celebrated 9 to 10 times per year.

The 10AM service includes the choir and a children's message. Children are in worship through the reading of Scripture and children's sermon, then leave for Sunday school. All children are invited to stay for communion. The choir is active and plays an important liturgical role in worship both in helping the congregation sing as well as in weaving together the themes of daily worship.

The 8AM service has music but no choir, and a more meditative feel to it. During the summer months, the 8AM service is held on the courtyard in front of the sanctuary building (weather permitting).

### Education Programs

#### Church Sunday School

Changes in the Sunday School program attendance are primarily due to a drop in middle- and high school-age attendance, as family activities such as youth sports leagues compete for time on Sunday mornings. The Bible ministry continues for third-graders and graduating high school seniors; children/youth offering envelopes have been instituted and the children decide at the end of the year which community organization will receive their offerings.

#### Children's program/organizations

- Little Lambs (6 mos. – 4 years) curricula include storytelling with song, followed by freeplay.
- Children in Worship (4-7 years -2nd Grade) curricula use peaceful storytelling with figures and props. Response is through song, art and wondering.
- School Age (Doves, Grades 3-4; Eagles, Grades 5-6) uses a Lectionary-based Workshop Model which incorporates multiple modalities for greater understanding of faith.



- Junior/Senior High (Grades 7-12) uses topic-based faith study that allows students to participate in deciding the topics and themes. Class includes discussion, exploration, and service.

#### Young people's program/organizations

- FROGS (Families Fully Rely On God) – All age groups plus their families are invited to participate in fellowship with a short learning time and sometimes with service work.
- Youth Group (Grades 7-12) – Meets every Sunday and has four basic themes:
  - Fellowship: Fun things the kids do together.
  - Faith: Conversations and activities focused on faith in the life of teens.
  - Fireside: Character development, games, leadership.
  - Flow: Service experience and mission work within our community.



#### Adult education program

- Table Talk – Occasional after-worship gathering with topics and speakers that relate to either the worship liturgy or to issues/subjects connected to other church actions.
- Women's Epiphany Retreat – Intergenerational weekend Retreat at Camp Fowler in Speculator, New York.
- Men's Retreat – Intergenerational weekend Retreat at Camp Fowler.
- New Member classes
- Confirmation classes





## Church Groups/Organizations/Events

Group/Organization	Meets	Participants
<b>Sanctuary Choir:</b> Part of worship leadership at 10AM service from September through June.	Rehearsal once a week	30-40
<b>Mission Bells:</b> Bell group that provides music to community and occasionally during worship.	Once a week, September – June	10-15; includes community members
<b>Brass quintet:</b> Provides music for occasional services, frequently as backing to choir.	Rehearsal when scheduled to play for service or event	5
<b>Caring &amp; Sharing:</b> Sends cards to those under care.	Monthly	5-10
<b>Krankenbesoekers:</b> Literally means ‘Comforter of the Sick.’ Individuals who call on shut-ins, deliver flowers.	Informal contacts via phone and email	13
<b>Caring Ministers:</b> Former Stephen Ministry group, which needed to re-brand due to current lack of a trained Stephen leader.	Monthly	6-10
<b>Backpack Ministry:</b> Team that completes and distributes backpacks of food for students in need in one elementary school.	Weekly to pack backpacks	34
<b>Prayer Shawl Ministry:</b> Creates prayer shawls for those suffering from illness or loss.	Twice a year	10
<b>Camp Fowler Committee:</b> Camp Fowler is one of the primary missions of Scotia Reformed. We provide volunteers every year during Camp season; every four years FRC provides a full week of volunteers. FRC supplies one of the larger groups of campers at camp each year.	As needed	
<b>Dutch Fair Committee:</b> A major all-day annual event that has grown from a fund-raising event to a way to provide household goods, clothing, books, baked goods, to the community. Has been held for over 50 years.	Third Saturday of September	50-80 staff and congregation members
<b>Wellness Committee:</b> Identifies health and wellness resources and programs, based upon input from the congregation. Provides guided labyrinth ministry.	Every two months	8
<b>Women’s Triad:</b> Small group ministry consisting of 3-4 women; currently have three Triad groups.	Monthly	10
<b>Kid’s Hope:</b> Provides mentorship to in-need students in a local elementary school.	Weekly during the school term	50-60

## Missions and Community Involvement

We believe in partnering with organizations and groups whose goals are to better the world and those who dwell therein. The following is a list of organizations (Christian and other) that we partner with in ministry.

- **Bethesda House** – a drop-in facility for the poor and needy.
- **Glenville Cooperative Nursery School** – housed at First Reformed Church of Scotia.
- **Habitat for Humanity** – providing the needy with safe, decent affordable housing.
- **Joan Nicole Prince Home** – a safe, comfortable and caring residence for people who have the fewest options and least amount of support during their final days.
- **Samaritan Counseling Center** – a private, not-for-profit agency that expresses the healing love of God by promoting psychological and spiritual health. The Center leases our former parsonage as their home office.
- **Schenectady Inner City Ministry** – an ecumenical partnership founded in 1967 that provides social services and works for social justice in the Schenectady area.
- **Regional Synod of Albany** – coordinating services/ministries within the churches of upstate New York.
- **RCA Missionaries** – currently supporting Dick and Carolyn Otterness in Hungary; JJ and Tim Ten Clay, who are working with Middle Eastern refugees in Italy; and Jason and Maggie White, serving as missionaries in Romania.
- **Refugee Resettlement** – working with U.S. Committee for Refugees and Immigrants to resettle refugees from Iraq, Afghanistan, and Syria.
- **Crop Walk** – annual Walk organized by Schenectady Inner City Ministry (SICM) to raise funds for local food pantries.
- **Scotia Glenville Food Pantry** – local pantry that delivers food to those in need in Scotia and Glenville.
- **Schenectady City Mission** – maintains programs and ministries that address the physical, social, and spiritual needs of the poor.



## CHURCH FINANCES AND ASSETS

First Reformed Church of Scotia practices proper stewardship of our finances and property. The Church carries no mortgage or indebtedness. We have a current endowment fund of over \$1.7 million, and also maintain two other trust funds. Each trust fund has specific guidelines on use of dollars generated by the funds.

### Annual Budget

The 2017 Budget reflects an income and expenditure figure of \$476,100.

#### First Reformed Church of Scotia 2017 Budget

Budgeted Expense	2017 Budget
Clergy and Staff	\$303,440
Administration	\$66,160
Buildings and Grounds	\$53,900
Congregational Care	\$5,100
Education	\$5,950
Worship	\$3,100
Missions	\$23,130
General Fund Transfers	\$15,320
<b>TOTAL</b>	<b>\$476,100</b>

### Income

A stewardship campaign is held each fall, generally running from mid-October until a Stewardship Sunday in late November, when pledge cards are submitted. Nearly 78 percent of total income is generated from congregational giving.

#### Congregational Giving Units in 2015

Contribution	Number of those giving	Percent of total
Less than \$500	74	31%
\$501-\$1500	67	28%
\$1501-\$2500	41	17%
\$2501-\$3500	24	10%
Greater than \$3500	32	14%

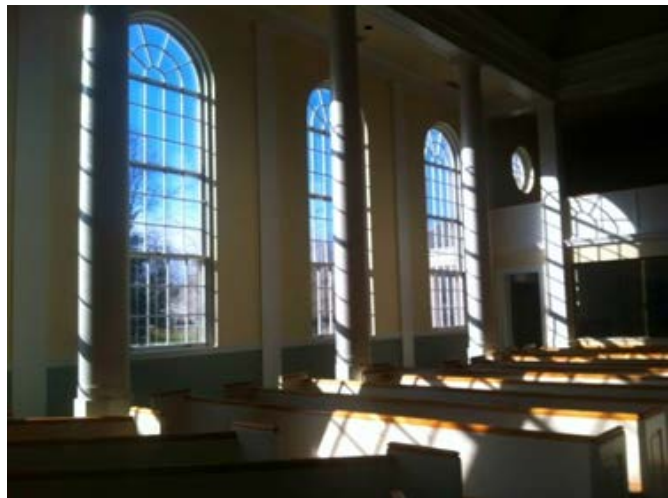
Income is generated from other sources, nearly all of which are designated to serve mission and ministry rather than to pay for general expenditures such as maintenance and utilities (with the exception of rental income). Approximately 60 percent of this income is dedicated directly to specific programs and/or outreach. Income from outside congregational giving includes:

- **The annual Dutch Fair** generates \$12,000 to \$15,000, at least half of which is given to missions as voted upon by Consistory each year.
- **Rents from the Nursery School and Samaritan Counseling Center** – two organizations devoted to specific community and health needs.
- **Fees collected for facility use** – the Church provides space for organizations and functions that fit well with our ministry and service goals.
- **Interest and distributions from trust funds and endowments** – such distributions are generally governed by guidelines that meet ministry and missions of the Church.

### Capital Fund Projects

Since 1995, we have held three successful capital fund drives:

- **Expanding our Vision, 2014-2016;** fund drive to raise \$300,000 to add to \$650,000 in direct bequests. Upgrades to our fellowship hall, meeting rooms, HVCC, sanctuary porticos.
- **Time For Renewal, 2004-2006;** \$580,000. Sanctuary redesign and rebuild; upgrade to office space; heating update; additional endowment money for programs.
- **Open Doors and Open Arms, 1997-1999;** \$350,000. Stabilize slope behind church; repave parking lot; large-scale maintenance of facility.



We do not currently have a major capital expenditure planned.

### Church Buildings and Facilities

Our facility is in the middle of the Village of Scotia in the town of Glenville, with a striking view overlooking Collins Lake and the adjacent Village Park. While it appears to be one long structure, the facility is actually three buildings constructed at different times. The current Sanctuary was dedicated in 1952, and the interior was redesigned and updated in 2005-2006. Our fellowship space, Brink Hall, was built in 1958 and updated in 2014. The Education wing, which connects the Sanctuary building and Brink Hall, was built in 1968.

The Church maintained a parsonage for our pastor until 1994. At that time, we determined that our Pastors should have the opportunity to purchase their own home. The former parsonage,



which sits in front of the Church, was renovated and is now leased to Samaritan Counseling Service.

### Office Space

The Church provides two Pastor's studies in the Education wing. An office is provided for the Director of Music, as well as additional office space for the Coordinator for Christian Living and the Kid's Hope Director. We have a large work area and office that provides workspace for the Administrative Assistant and volunteer financial staff (Treasurer and Financial Manager). We maintain three meeting rooms, one of which serves as the Church Library. Brink Hall, our large fellowship space, can be configured for different meeting spaces and styles; it holds more than 300 people in full open configuration.





## CHURCH LEADERSHIP AND STAFFING

First Reformed Church of Scotia is led by a Consistory of 12 individuals. The Interim Pastor is also a member, but holds no vote. Consistory creates a Nomination Committee each year, consisting of two Consistory members and three at-large congregational members. The Committee assesses skills/gifts needed; a list of potential candidates is selected; and nominees are presented to a congregational meeting for recommendation.

### Consistory 2017

Name / Occupation	Elder	Deacon	Male	Female
Sunny Baldwin, Nurse and Health Care Management	X			X
David Bicknell, Higher Education IT		X	X	
Laurie Cooper, Parish Consultant	X			X
Richard Doyle, Traffic Safety training	X		X	
Diane Faubion, Bank COO	X			X
Russ Garrison, Dairy Farmer (retired)	X		X	
John Hoffman, Construction Sales		X	X	
Emily Kohout, Architect		X		X
Erin Parker, Attorney		X		X
David Schalekamp, Teacher	X		X	
Karen Trbovich, Dietetics		X		X
Steve Warfield, Lab Technician		X	X	

### Paid Staff

We have been living into a new staffing level since the departure of two pastors – one who served full time and one who served at a 50 percent level (although she certainly exceeded that in actual service). The situation was affected even more with the passing of our Director of Music and the departure of our organist in the past year.

Name / Job Title	Full- or Part-time Position
Rev. Lynn Carman Bodden, Interim Pastor	Full-time
Rev. Dr. William Faulkner, Interim Minister of Visitation	Part-time
Lee Poremba, Sexton	Part-time
Kristen Shave, Administrative Assistant	Full-time
Kristin Bodden, Coordinator for Christian Living	Part-time
Barret Germain, Choir Director	Part-time
Organist (open)	Part-time
Tee Munson, Kids Hope USA Director	Part-time
Diana Ackner, Nursery Director	Part-time
Tracy Swearingen, Youth Leader	Part-time
Cadie Pezzolesi, Java Jockey	Part-time



## OUR PLAN FOR NEW PASTORS

First Reformed Church of Scotia has grown in worship, mission, action, and faith during the past 20 years. This growth was fostered by the dedicated and faithful leadership of our pastors, Craig and Jan Hoffman, and by the congregation's commitment to advancing the mission and ministry of Christ.



This growth has also led us to analyze the new leadership needed for our Church. We are not who we were 22 years ago. We have spent considerable time since the departure of the Hoffmans expressing where we want to go as a congregation, and what we would like to see in a new pastor. We held a series of Cottage Meetings in November/December 2015 and

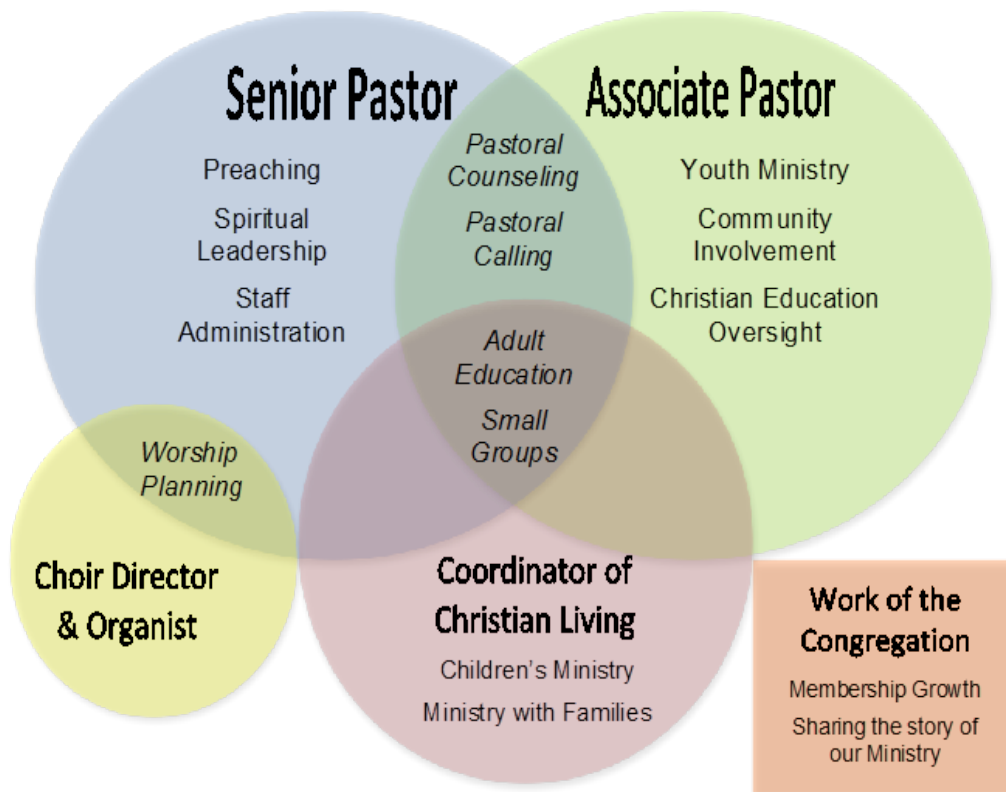
gathered testimony and ideas from over 110 attendees. Nearly 175 individuals answered a well-structured survey. One Sunday was set aside to hold an open conversation after worship, when we reviewed a large physical timeline of our history and discussed future desires for our Church.

Based upon our prayerful conversation, we have determined:

- We are best served by two pastors: a Senior Pastor and one Associate Pastor.
- The Senior Pastor will be primarily responsible for preaching, spiritual leadership, and staff administration.
- The Associate Pastor will oversee youth ministry, community involvement, and Christian education.
- A number of roles will be shared between the two positions, including congregational calling and counseling; adult education; and small group development and participation.

The Venn diagram below delineates roles and responsibilities among leadership positions in the Church, including Coordinator of Christian Living, music staff, and the congregation as a whole.





### Salary and Benefits

The salary ranges for these positions will follow the Schenectady Classis recommended figures. We will also provide a housing allowance for each position as part of the compensation. We have granted our pastors approximately 2 percent increases annually over the past three years.

The salaries listed in the table below are given for illustrative purposes, and are based upon the Classis recommendations. We are not setting any minimum years of experience as a hiring criteria for either Senior or Associate Pastor.

### Last Three Pastors

Pastors	Dates
Craig and Jan Hoffman	March 1994 through June 2015
John Page	Associate, 1967-1977; Pastor, 1977-1993
Harold Schut	1962-1976

## Proposed Salary and Benefit Package

Benefit	Senior Pastor	Associate Pastor
Salary	\$60,500*	\$47,500**
Housing allowance	Included in salary	Included in salary
Continuing Education	One week	One week
Retirement benefit	Yes	Yes
Medical Insurance	Yes	Yes
Life Insurance	Yes	Yes
Dental Insurance	No	No
Disability	Yes	Yes
Annual Vacation	Four weeks	Four weeks
Provision for Sabbatical	Yes***	Yes***

\*Based upon Schenectady Classis schedule Baseline of 10 years of experience

\*\*Based upon Classis schedule Baseline of 5 years of experience

\*\*\*Three-month Sabbatical generally considered after 7 years



## OUR COMMUNITY

Our church is located in Scotia, a small village in the town of Glenville, in Schenectady County, about 20 miles west of Albany. Basic information about our town (all figures are from 2010, unless otherwise noted):

- Population – 29,480
- Population Density – 599 persons/square mile
- Total Housing Units – 12,685
- Median Age of Population – 44.2 years
- Median Household Income – \$65,967
- Median Home Sale Price – \$205,000 (year-to-date through October 2016)

Further information about the localities is available at: [www.TownofGlenville.org](http://www.TownofGlenville.org)  
[www.VillageofScotia.org](http://www.VillageofScotia.org) and [www.GotoScotia.com](http://www.GotoScotia.com)

Scotia-Glenville Central Schools serves approximately 3,000 K-12 students with four elementary schools, one middle and one high school campus. Visit [www.scotiaglenvilleschools.org](http://www.scotiaglenvilleschools.org) for more details.





## REFLECTIONS AND DISCUSSION

### *1. Describe the strengths of your church, the best of what you are as a community, and what you can offer a new pastor.*

First Scotia is one of the most 'intergenerational' communities that most people will ever experience. This came out clearly in the small group interviews and Church-wide surveys conducted over the past year. This understanding of the Church is helpful as we move forward into our vision statement. Another strength is that we are not hampered by financial or structural problems or deferred maintenance.



The congregation has a strong sense of fellowship; in a recent survey, the term 'community' was frequently cited as a strength of our Church. The Church has always had a strong core of families with multiple generations remaining as part of the church community. Music has been an important component of the Church, and a leading element of inspirational worship experience. The Christian education programs, particularly in the pre-school and elementary grade levels, are developed to foster children's understanding and participation in worship. On most Sundays, the children's sermon portion of worship overflows with participants.

Our facility is certainly an asset. We have ample and well-organized worship space. We house a community nursery school. Our Fellowship Hall and other rooms are used often by community groups and organizations. The former parsonage is rented to the Samaritan Counseling Center, which has become a partner with our church as a community resource. This community is poised to be moved to engage even more in the good news of God's love for all creation.

### *2. Explain the strategies or ideas that most excite your church in becoming or remaining missional.*

Two strategies have become evident in the past five years: participation in youth education in the community, and taking Christian action in the larger world internationally.

Locally, the Church participates in the Kid's Hope program. Volunteers adopt a student in a local elementary school and visit that student for an hour each week. We work directly with the teachers and administration of the school to identify students with special needs. Our volunteers



become mentors to the student; each volunteer also has a prayer partner to support his or her work.



The refugee resettlement initiative illustrates how missions and community involvement contribute to the spiritual life of our congregation. While various members of the congregation have been involved in this effort over the past seven years, the entire church came together in 2016 to fully furnish three apartments in Albany and assist in resettling three Afghan men, two large families from Syria, and a Karen family from the Thai-Burma border. Volunteers cleaned apartments, moved furniture, met

families at the airport, helped enroll children in schools, provided food, and collected winter coats and boots for 22 adults and children. Three Palestinian refugee families from Iraq, who were resettled by our church, host coffee hour on the Sunday before Christmas each year as a way of saying thank you. This cross-cultural, ecumenical project has helped the refugees and spiritually enriched the congregation.

In addition, we support two couples in RCA mission in eastern Europe. One of the couples has direct ties to our congregation.

### ***3. What is your strategy for reaching the unchurched in your communities?***

We demonstrate God's love by living as Christians in our daily lives and responding to the needs in our community – spiritual, social, and economic. We reach out to others with a helping hand and prayerful heart, regardless of someone's religious faith or lack thereof. We strive to be good stewards of God's creation and inspire others to do the same. We share the story of Jesus' salvation, and how He is the light of the world. We are welcoming to strangers and invite others to our worship and other times of gathering, and do so in a non-judgmental manner.

### ***4. Name three of your church's most passionate hopes and why they are significant.***

- a) To continue to minister to young families. The community of Scotia has many young families who would benefit from the connection to a faith community. Such a connection builds both the Church and the local community.
- b) To provide intergenerational worship and service opportunities to live into the life and death and resurrection of Jesus Christ. We desire to be fully inclusive of all generations –

children, young families, legacy families, and the elderly – in our Christian actions, Christian education, and Christian living.

- c) To engage with other organizations and groups who are serving the world. Scotia Reformed wants to partner with other faith communities and other organizations that are actively making a change or taking a stand in a world that seems to be growing in fear of outsiders. Our understanding of the Gospel continues to lead us into relationships with many – be it our schools, our refugee resettlement programs, our food pantries, or those looking to care for God's planet.

**5. *How do you hope someone who visits your church would describe what he or she considers to be most important?***

That they would experience a meaningful encounter with God's love, mystery, and wonder. All churches want to be friendly, but we seek more than that. Whether through music, liturgy, preaching, or symbols, Scotia Reformed hopes to be a light in what can be a dark world for many. We wish for people to engage with us before we would expect them to join with us.



**6. *Name challenges facing your new pastors.***

- Expanding our ministry to youth and young families.
- Leading the congregation in examining and growing our faith through other types of gatherings and/or worship experiences.
- Continuing the conversation on LGBTQ issues.
- Expanding congregational participation in mission programs – those listed in this Profile, and additional missions outside our geographic area.
- Helping the congregation move through changes in its music program.

**7. *Describe your vision and hopes for your church and your pastor over the next 5 years.***

We are a church of faithful worshipers. The Church provides strong elements of comfort and a peaceful place of community. We are welcoming, supportive, hospitable, and reverent. Our weekly worship is a place to achieve grace-filled peace.

We are also a church that seeks larger challenges. In living out Christ's words, we express a need to live



beyond our church walls even more. When we asked our congregation for input on the pastoral search, they told us we need:

- More community-based missions
- More adult learning opportunities
- Increased involvement from the congregation
- Small group worship gatherings
- Better connections with our missions and missionaries

We also seek to expand the diversity of our congregation. We seek new methods to reach the unchurched. We challenge ourselves to be even more inclusive, to prayerfully consider our actions and relationship with LGBTQ people, and resolve issues concerning gay marriage.

We seek pastoral leadership that will walk with us down these paths – encouraging us through inspired teaching and preaching; nurturing us in pastoral care and administrative leadership; and guiding us in casting a vision for our work.



