



PASSION FOR
CHRIST
COMPASSION FOR
PEOPLE



BETHANY

CHRISTIAN REFORMED CHURCH

CHURCH PROFILE
& LEAD PASTOR DESCRIPTION



MEET THE TEAM



Greetings!

This packet is designed to give lead pastor candidates an overview of the ministries, members, surrounding communities, and vision of Bethany CRC.

While looking through this packet, please prayerfully consider whether this would be a good fit for yourself or for someone you know. Consider how your own ideas and passions also align with Bethany's passions and vision. We trust that you will hear the Holy Spirit's promptings while reading this.

If you sense this would be a good fit for you or for someone you know, we would love to hear from you and explore this possibility together.

Above all, we are confident that Christ is the Head of the Church and that He will guide this process. Many hours have been spent in prayer and preparation, and we are excited to see how He works in our church and your life as we pursue His direction.

Thank you, and blessings as you consider God's will.

In Him,

Bethany CRC Search Team
Search@BethanyCRC.org

*(Pictured in back row left Dennis Cox, Onnie Bomgaars, Bob Vanden Berg, Jim Tanis, Gerard Martinez
Front Left Teresa Peterson, Sandy Oldenberger, Janice Westra not pictured Bruce Bugbee)*





OUR HISTORY

Bethany Christian Reformed Church was established in 1943 in the dairy farms and orchards of Bellflower, California. With land readily available, the influx of Dutch immigrants that started in the 1930s continued to expand. The scarcity of building materials during World War II led a determined group of 35 families to relocate an abandoned schoolhouse to serve as the original church building. The church grew under vibrant leadership, and by 1952, the current sanctuary was constructed.

Now firmly planted, Bethany members began to serve the community ministering at a local rehab hospital and local chapels. By the end of the 1960s the Bethany family began to support denominational missionaries through World Renew and home missions church planting. This continues today, supporting missionary families and churches from Long Beach, CA to Kabale, Uganda.

As growth continued during the 1960s, the education building, parsonage, and balcony were constructed to accommodate the church's growing membership. The 1970s began the demographic shift that mirrored Bellflower's change from dairy farms to suburbia, inviting an ever diverse population to settle in. Through the years, we've aligned our church ministries to strategically reach our neighbors and community. A recently formed collaboration with Young Life will boldly stretch our traditional youth ministry and congregation into the new and unplowed grounds of our community and schools.

Our vibrant singing and music programs reflect the heart of the church. Bethany is a family-oriented congregation with an average of 210 worshipers that continues to be committed and excited about what God has been doing and the direction in which He is leading us.





BELIEFS, VALUES AND MISSION

Our Mission Statement

The mission of Bethany Church is to participate in God's work of transforming the world one life at a time by equipping people to be unselfish, courageous, and intentional as they share and live out the Gospel.

Our Beliefs

WE BELIEVE in one eternal God, who reveals Himself as Father, Son, and Spirit.

WE BELIEVE we were made for harmonious relationships, but humanity's sin has broken our unity with God, each other, and creation.

WE BELIEVE God the Father lovingly created and mercifully sustains all things.

WE BELIEVE God the Son, Jesus, through His earthly life, death, and resurrection, provides the only way to a restored and life-changing relationship with God and each other.

WE BELIEVE God the Spirit is present, empowering and guiding His people to live like Jesus.

WE BELIEVE the Bible is God's true and reliable message of salvation, nurturing our faith and giving hope.

WE BELIEVE the Church is a connected community, led by Jesus Christ, that encourages and equips one another to love God and live out the Gospel.

WE BELIEVE worship is living out a sincere expression of praise and gratitude, honoring God for who He is and what He has done.

WE BELIEVE prayer is a heartfelt conversation with God, sharing our thoughts about everything and listening to His will.

Our Values

THEREFORE, we will pursue God to personally know and relate to the fullness of His being.

THEREFORE, we will continuously seek forgiveness, reconciliation, and the restoration of all things.

THEREFORE, we will honor Him and join Him in graciously caring for all He created.

THEREFORE, with gratitude and joy, we will live as restored people and share this life-changing message.

THEREFORE, we will surrender our will and rely on the power of the Spirit, so we can follow the ways of Jesus.

THEREFORE, we will learn from the Bible, seeking to live by its authority and guidance.

THEREFORE, we will follow Christ's example, loving one another and building healthy relationships as we reach out to serve the world.

THEREFORE, we will live grateful lives with an attitude of worship in all circumstances.

THEREFORE, with humility and boldness, we will pray continuously, with purpose and expectation, about all things.





OUR MINISTRIES



“Participating in God’s work of transforming the world one life at a time...”

Children’s Ministries

Sunday

- Nursery birth - 2 1/2 year old
- Little Lambs 2 1/2 - 4 year olds
- Children’s Worship Pre-K - 2nd grade
- Sunday School Pre-K - 6th grade

Wednesday Evening

- Kingdom Kids Pre-K through Kindergarten
- GEMS and Cadets:
 - GEMS is for girls in 1st – 6th grades
 - Cadets is for boys in 1st – 6th grades



Youth Ministries

Bethany youth ministries exist to help students grow in their faith, discover their place in ministry, honor God with their lives, and reach non-believing students. We are partnering with Young Life to achieve these goals.

Sunday School

- Weekend Edition Middle School
- AWAKE High School

Wednesday Evening

- On-the-Edge Middle School

Sunday Evening

- Step Out High School Open House - Small Groups (2x per month)
- Large Group at church (2x a month)



Young Adult Ministries

Our College Ministry meets for various social events, Bible Studies and retreats throughout the year.





OUR MINISTRIES

Adult Ministries

Sunday School Classes: We offer short-term elective classes.

Small Groups: We have small groups for men, women, and couples.

Women's Ministry: Women have a variety of events, gatherings and studies

- Various, multi-week DVD studies with small group discussion and homework
- Bible Study Fellowship: A community based study
- Coffee Break: Women's Bible study (Wednesday mornings)
- Wednesday Evening Bible Study: Women's Bible study
- Book Club: Reads and discusses current and past literature
- Circle of Friends: Dinner and activities for our friends with disabilities

Men's Bible Study: Tuesday nights

Bethany Choir: Rehearses Thursdays nights

Bethany Orchestra: Plays on selected Sundays and for special events

Prayer Group: Sunday mornings

Crafters: Gathering to socialize and work on crafts

Community Dinners: Served Wednesdays



Global Missions and Local Ministries

Kingdom Causes: Bellflower's mission is to be a catalyst that inspires, connects, and mobilizes people towards personal and community transformation. Their causes include homelessness, community engagement, neighborhood development, affordable housing, employment, job training, and recovery.

Artesia Christian Home has been providing Christ-like compassionate care for the elderly through tangible acts of love in all areas and levels of care since 1951. They promote family living values and build on residents strengths and interests.

World Renew / Resonate (CRC's missional arms), provides the path for Bethany to support and engage in Global Missions and local and global missionaries. For over 10 years, Bethany has "walked alongside" our beloved brothers and sisters in the PAG Community Church of Kabale, Uganda.

Lifewater serves the rural poor to allow them access to safe water sources to decrease water-borne diseases.

Bethany shares its campus with Indonesian, Thai, and Spanish-speaking churches.



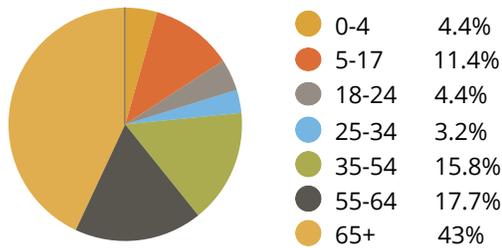


OUR CONGREGATION & OUR COMMUNITY

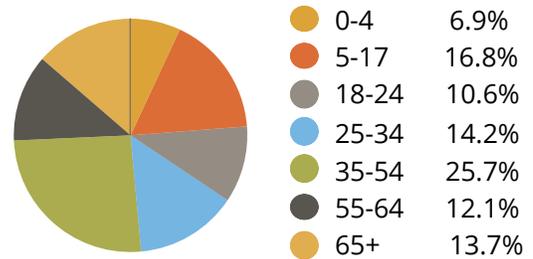
OUR CONGREGATION

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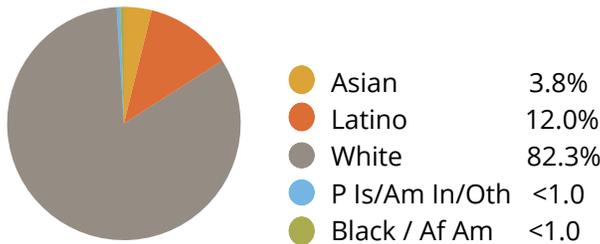
Age Demographics



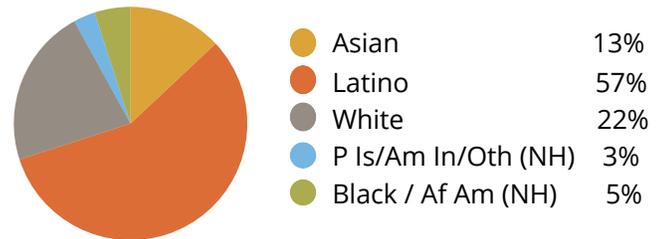
Age Demographics



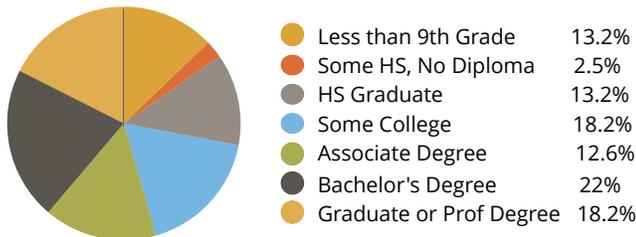
Racial / Ethnic Trends



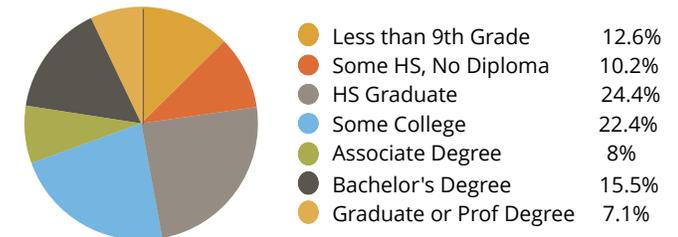
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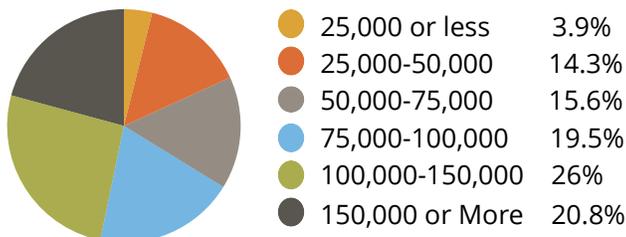
Education Trends



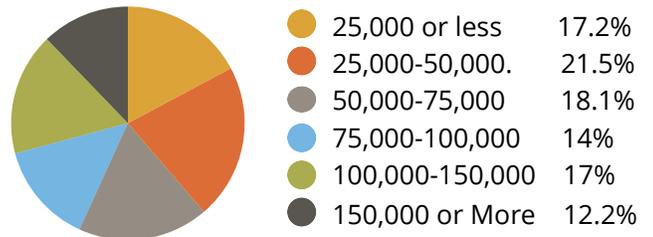
Education Trends



Income Trends



Income Trends





LEAD PASTOR POSITION DESCRIPTION

Leadership Expectations

LEAD the congregation, leaders, and staff to fulfill Bethany's Mission by equipping, engaging, and aligning resources, ministries, and people's gifts to transform lives and communities.

MODEL how to intentionally engage in ministry and mission with a caring heart for the congregation, our community, and the world.

CULTIVATE a discipleship culture that is Bible-based, empowered by the Holy Spirit where the Gospel is preached and life-change happens.

DEVELOP a family-centered, intergenerational, multicultural, and outward-focused congregation that is growing healthy disciples.

Leadership Responsibilities

Teaching / Worship

Oversee the teaching ministries of the church for their Reformed and doctrinal soundness; provide biblically-based teaching with harmonious and inspirational worship experiences, challenge Christ-followers, seekers, and unbelievers toward life transformation and kingdom engagement.

Equipping Leaders / Building Teams

Identify, attract, and coach leaders to develop gift-based, passion-driven teams to do the work of ministry; equip the Council, staff, and congregation to carry out Bethany's Mission.

Mission-Focused / Discipleship-Driven

Carry out a vision for evangelism and discipleship, challenging the congregation to maintain an outward focus to fulfill the Great Commission both locally and globally, reaching the lost and discipling them to maturity in Christ.

Cultural Architect

Lead the congregation to be future-thinking and forward-moving while honoring history and rooted relationships. Build generational and cultural bridges by nurturing honesty, openness and respect for all.

Spiritual Leadership

Demonstrate a consistent faithfulness in their personal and public walk with Christ; model humility with a servant's heart, being prayerful in all things and boldly speaking truth with grace in love.





LEAD PASTOR POSITION DESCRIPTION

Requirements

- Seminary graduate (M-Div.) or the equivalent theological education
- Ordained and a participating member in good standing with their classis or governing ministerial body
- Commits to Reformed theology
- Served as a pastor with staff leadership experience
- Believes, accepts and supports Bethany's mission, values and beliefs
- Able to lead and take responsibility for sermon series and teaching team
- Lead and be present for at least 45 weeks a year, while preaching a minimum of 40 weeks per year
- Works hard and plays well with others

Relationships

- The Lead Pastor will be received by and will participate in the local Christian Reformed Classis
- The Lead Pastor will be a member of and accountable to the Board of Elders
- The Lead Pastor will oversee the staff to develop and lead a God-honoring and high-functioning equipping team

Compensation

- Compensation includes salary, housing allowance, family medical insurance, retirement contributions and ministry-related expenses
- Four weeks of vacation is provided
- One week study leave
- The Lead Pastor's salary is commensurate with experience and the surrounding community. The Council will discuss those details at the appropriate time in the process.





APPLICATION PROCESS

If you believe God is leading you to take the next step and would like to enter the search process, we would like to hear from you.

A candidate will be considered when we have received *all of* the following:

- 1) Letter of Introduction
- 2) Resume
- 3) References (*we will not be contacting references without giving you prior notice*)
- 4) Link(s) or DVDs to view sermons or other teachings
- 5) Questions (please submit your brief responses to the following)
 - A. After reviewing the profile, position description and website, how will your specific gifts, experiences and calling might be a fit for Bethany?
 - B. In what ways and contexts have you led or served in the midst of diversity (culturally, generationally, linguistically, and/or socio-economically)?
 - C. Bethany is a part of the Christian Reformed Church in North America that adheres to a covenantal Reformed theology. Reflecting on your own experiences, how does your theology align with Reformed theology?
 - D. If you were a superhero, what superpower would you have and why?

Please send all application materials electronically as PDFs or links to the Search Team. We will confirm receipt of documents and contact candidates to determine next steps.

~The Bethany Search Team
Search@BethanyCRC.org

