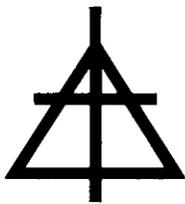


CHURCH PROFILE

Faith Presbyterian
Christian Reformed Church



Front View



Side View

Part I: Church Information

1. Name _____ **Faith Presbyterian Christian Reformed Church** _____

Street Address _____ **150 Fr. Duenas Lane, Chalan Pago Ordot , Guam 96923** _____

Mailing Address _____ **PO Box 5336, Mangilao, Guam 96923-5336** _____

Telephone **(671) 734-7778** _____ Classis _____ **Greater Los Angeles** _____

2. Search Committee Chairperson _____ **Kim Volsteadt** _____

Address _____ **129 N. Pago Ct., Dededo, Guam 96929** _____

Telephone _____ home **(671) 632-5520** _____ cell # **(671) 483-0255** _____

Email address _____ **kvolsteadt@gmail.com** _____

3. Classical Church Counselor _____ **Julius Umawing** _____

4. List all paid staff positions:

_____ **Jeff Nelson – Ministry Assoc.** _____ (raises own support) _____ Full time Part time _____

_____ **Hilaria Joker – Administrative Secretary** _____ Full time Part time _____

_____ Full time _____ Part time _____

_____ Full time _____ Part time _____

Position Available _____ **Senior Pastor** _____ Date of vacancy **May 01, 2020** _____

5. Membership (please state approximate percentages):

a. Number of church members (families):

	<u>Five years ago</u>	<u>Currently</u>
Professing	_38_ (_25_)	_39_ (_23_)
Non-professing	_43_ (_29_)	_54_ (_26_)

b. Profile of church members:

Ages: 0-11 ___04%; 12-18 ___11%; 19-24 ___12%; 25-34 ___13%
 35-49 ___09%; 50-64 ___31%; 65+ ___20%

Church Information - continued

Occupation:

___20% Business/Self-employed ___2.5% Professional/Trades
___2.5% Stay-at-home parent ___5% Agriculture ___20% Retired
___22.5% Full-time Ministry ___7.5% Other ___12.5% Government
___5% Student ___5% Unemployed

c. Educational level of adults:

___05% high school or less ___10% high school ___15% 2 yr. college
___32.5% 4 yr. college ___37.5% graduate school

d. Percentage of members belonging to the congregation:

Less than one year ___02.5% 5 years or less ___10% 6-10 years ___32.5%
10 or more years ___55%

e. Racial/Ethnic composition of congregation:

___30% Asian ___2.5% Hispanic ___0% African American ___40% Caucasian
___18% Micronesian ___10% Mixed

6. Worship

a. Worship Times **Sunday – 10:00 A.M.** (All ages Sunday School Sept.-May 9:00 A.M.)

b. Frequency of communion celebration: **6 times** per year

c. How are members involved in planning and participation in the liturgy/worship?

Members help plan music, scripture readings, and lead corporate prayer.

d. Style of liturgy used in your worship (e.g. traditional, contemporary, variety):

A mix of traditional and contemporary styles.

e. Type of music used in worship (e.g. traditional, contemporary, variety):

Music ranges from use of hymns to contemporary Christian. We have the *Psalter Hymnal* and *The Celebration Hymnal* (gray edition) in chair rows and project on screen the words from *Lift Up Your Hearts*. The praise team has *LUYH* hard copies.

7. Church/Sunday School

a. Average attendance in Church School (under 18 years) 14 - 18

b. Average attendance in Adult Education (Sunday) 24 - 30

8. Community Setting (check as many as apply):

- a.
- | | | |
|----------------------------|---------------------------------|-------------------------|
| <u> </u> Rural | <u> </u> Industrial | <u> </u> Growing |
| <u> X </u> Small Town | <u> X </u> College/University | <u> X </u> Static |
| <u> </u> Metropolitan | <u> </u> Agricultural | <u> </u> Declining |
| <u> </u> Suburban | <u> X </u> Recreational | |
| <u> </u> Inner City | <u> X </u> Military | |

b. Approximate population of community 165,000

c. Racial/Ethnic composition of community:

 35 % Asian 0 % Hispanic 5 % African American

 10 % Caucasian 50 % Other (specify): Micronesian and indigenous Chamorro

9. Program Information (list major boards, committees, and organizations that are part of your church and frequency of meetings - monthly, weekly, etc.)

Name	Purpose of group	# of members	Frequency of meetings	*Leadership role
Cell groups	Bible study, prayer, and fellowship	5 – 15/grp	1x/wk	3
Elders/Consistory	Oversight of church	5	1x/month	1
Church Council	Church ministry & business	9	1x/month	2
Men's breakfast	Bible study, prayer, and fellowship	10 -12	1x/month	3
Search Comm.	Find new pastor	7	1x/month	3
Women's Bible Study	Bible study, prayer, and fellowship	6-8	1x/wk	3
Youth Group	Bible study, prayer, and fellowship	10-12	1x/month	3

*Indicate leadership role expected by number:

1. Pastor takes primary initiative and responsibility.
2. Pastor and laity share responsibility.
3. Laity takes primary initiative and responsibility.

Part II: Building/Financial Information

1. Present annual budget _____ \$174,671.00 _____

Last year's annual budget _____ \$172,989.00 _____

(please attach a copy of current budget)

2. Percentage of financial obligations met (last complete year reported):

Budget _____ 91.7% _____

Ministry Shares _____ 30% _____

3. Amount contributed for (last complete year reported):

Missions _____ \$11,287.00 _____

Other World Renew- \$1443.33; KTWG- \$700; PIU- \$1795.00

Prison Fellowship- \$1003.35; Safe Haven Crisis Preg. Ctr.- \$1000

4. Property owned by church:

a. Describe buildings and property (other than parsonage):

Church building inclusive of sanctuary, office, classrooms, and kitchen areas to include all fixtures.

b. Are your buildings adequate for your present program?

Yes X No _____

If no, please explain:

c. Is a building program projected?

Yes _____ No X

If yes, describe what and when:

d. Does the church own a parsonage?

Yes _____ No X

5. Office/study: X In Church _____ In Parsonage _____ Other _____ Not Provided

Building/Financial Information - continued

6. Compensation:

a. The salary we are prepared to offer our new pastor is:

Beginning at \$ 40,000.00

The average annual increase for this position over the past three years is:

_____2.3% per year_____

b. Housing:

Housing allowance (\$20,000.00)

_____ Parsonage only

_____ Either of the above

c. Benefits and expenses (*Please specify denominational or other)

- | | |
|---|--|
| 1) _____CRC_____ | Pension* |
| 2) _____GMA_____ | Medical insurance* (Guam Ministerial Assoc. group) |
| 3) _____TBD _____ | Life insurance* |
| 4) _____Yes*1/2_____ | Social Security (1/2 FICA to be reimbursed upon proof of payment) |
| 5) _____No _____ | Travel/mileage (amount) |
| 6) _____No_____ | Continuing Education funds (amount) |
| 7) _____No_____ | Continuing Education annual leave |
| 8) _____No _____ | Sabbatical leave (policy regarding) |
| 9) _____No_____ | Book allowance (amount) |
| 10) _____4wks /yr._____ | Annual vacation (# weeks) |
| 11) _____5 th Sunday of month_ | # of worship services for which pastor is provided relief each month |
| 12) _____Yes_____ | Other (please specify) Moving allowance to be determined |

Part III: Church Characteristics

Congregational Characteristics

(Percentages are those that most closely describes the current congregation characteristics)

Our congregation...

1. Supports the pastor (and his wife and family).
92.5% strongly agree; 7.5% agree; 0% disagree; 0% strongly disagree
2. Readily shares their gifts with the rest of the congregation.
60% strongly agree; 40% agree; 0% disagree; 0% strongly disagree
3. Places a high priority on sound biblical preaching.
97.5% strongly agree; 02.5% agree; 0% disagree; 0% strongly disagree
4. Gladly welcomes visitors and new members.
82.5% strongly agree; 17.5% agree; 0% disagree; 0% strongly disagree
5. Is involved in local evangelistic ministries.
35% strongly agree; 50% agree; 12.5% disagree; 2.5% strongly disagree
6. Is often found living their faith in their communities.
60% strongly agree; 37.5% agree; 2.5% disagree 0% strongly disagree
7. Has a spirit of unity.
77.5% strongly agree; 20% agree; 2.5% disagree 0% strongly disagree
8. Cares about each other.
80% strongly agree 20% agree; 0% disagree 0% strongly disagree
9. Looks to its Council for leadership.
80% strongly agree; 20% agree; 0% disagree; 0% strongly disagree
10. Ministers well to members who are hurting.
70% strongly agree; 30% agree; 0% disagree; 0% strongly disagree
11. Uses members' gifts in its worship.
70% strongly agree; 27.5% agree; 2.5% disagree; 0% strongly disagree
12. Contains people willing and able to lead the congregation.
72.5% strongly agree; 27.5% agree; 0% disagree; 0% strongly disagree
13. Is capable of change when and where appropriate.
47.5% strongly agree; 42.5% agree; 10% disagree; 0% strongly disagree
14. Is spiritually alive.
62% strongly agree; 35% agree; 2.5% disagree; 0% strongly disagree
15. Fosters an atmosphere of grace.
72.5% strongly agree; 27.5% agree; 0% disagree; 0% strongly disagree

Church Characteristics - continued

16. In what ways does your church participate in ecumenical activities?

Our survey breaks down the different categories into 10 areas that corresponds with the answers that pertained to this question. The most prevalent categories that stood out were the Guam Ministry Association, Prison Fellowship and the support for Pacific Islands University which are part of the ongoing ministries of the church. These 3 ministries alone connect most other churches as well as ours as they continue with their own on island ministries.

The only ministries that were a one-time event was the Franklin Graham's Guahan - Festival of Hope Evangelistic Ministry, the Continuous Bible Reading/ Bible Reading Marathon, and the Sound for Joy Song Fest, which stood out among the congregation.

17. Describe the strengths of your congregation:

In answering this question, respondents were not limited in the number of strengths that they listed nor were they given a list of adjectives from which to choose their answers. There were 39 adjectives identified in their statements. Three strengths were similar and together made up 84% of these adjectives: compassionate (46%), generous (23%), and serving (15%). The next two most mentioned strengths were prayerful and diverse, each listed in 36% of the answers. Unified might seem like a contradictory term with diverse, but it was mentioned in 10% of the answers. Fellowship/Hospitality and welcoming are very similar and were chosen 28% and 20%, respectively. Bible-centered was listed by 26% of the respondents, and mission-supportive was listed by 18% as a strength. Finally, the following strengths only were mentioned by 2 to 4 respondents as strengths so were not listed in the top nine strengths: accountable, family-oriented, grace-full, humble, willing leaders, strong, unified, and worshipful.

18. List specific problems with which your congregation struggles:

- Growth and development for the younger generation. The need for youth leadership.
- Due to the number of missionaries, military, and older members, there are a number of attendees leaving Guam at any time, whether temporarily or permanently.
- Lack of a larger local community outreach. Not that there is no outreach (there is angel tree, prison fellowship, deacon work, and financial support to local missions).
- Having gifted praise time leaders. We have people that can sing and are able to lead the congregation in singing; but we lack people who are also able to get the congregation in an attitude of worship by introducing the hymns/songs with words that would encourage everyone to meditate on the words of what we are about to sing.
- Including in our worship service, worship songs that appeal to younger people and to people that would like a mixture of hymns and contemporary songs.
- Sometimes it is hard to meet our budget but when a special funding is needed for repairs, members do contribute.

19. List major goals you want this congregation to accomplish in the near future.

- Attendance / Membership - Congregation is looking to enhance and increase membership.
- Mortgage - Since the completion of congregational survey - The Mortgage obligation has been fulfilled.
- New Pastor - This is one of the major goals that was listed by the majority of the congregation.
- Ministry Outreach - The congregation is currently active in some ministries previously listed; however, it was felt there were other ministries that some would like to see more participation in.
- There were responses to further utilize the church property in conjunction with non-profit programs.
- Improvements / Repairs for the church - As the church building ages, things will need to be repaired or replaced. A/C units are also getting older and will need replacement. The congregation is actively involved in the budgeting of funds for these ongoing improvements

20. a. Has your congregation ever taken disciplinary action against a pastor?

_____ Yes X No

b. Has there ever been an Article 16 or 17 termination in the history of your church?

_____ Yes X No

c. Has there ever been an official ecclesiastical complaint against an elder or deacon of your congregation?

_____ Yes X No

21. Have you completed a Congregational Master Plan? No Date__

Have you completed a Mission Statement? Yes Date__2007/08

Have you completed a Vision Statement? Yes Date__2007/08

If yes, please attach copies.

Mission and Vision statements were completed in 2007 – 08 but were not officially adopted as far as I am aware.

Work on updated statement has not yet started.

Part IV: Pastoral Expectations

Below are listed 43 leadership qualities in the ministry of the church. People were asked to choose the 12 items which they felt were the most important aspects of ministry for our church at this time.

The highlighted items reflect the top 12 rated expectations for the new senior pastor.

Our church needs a person who...

1. **is an effective preacher/speaker.** *1
2. continues to develop my theological and biblical skills.
3. **helps people develop their spiritual life.** *2
4. helps people work together in solving problems.
5. is effective in planning and leading worship.
6. has a sense of the direction of her/his ministry.
7. regularly encourages people to participate in denominational activities and programs.
8. helps people understand and act upon issues of social justice.
9. **is a helpful counselor.** *9
10. **ministers effectively to people in crisis situations.** *4
11. makes pastoral calls on people in hospitals and nursing homes and those confined to their homes.
12. makes pastoral calls on members not confined at home or in hospitals.
13. is a good leader.
14. is effective in working with children.
15. **builds a sense of fellowship among the people with whom he/she works.** *7
16. helps people develop their leadership abilities.
17. is an effective administrator.
18. is effective with committees and officers.
19. **is an effective teacher.** *10
20. **has a strong commitment to the educational ministry of the church.** *11
21. is effective in working with adults.
22. inspires a sense of confidence.
23. works regularly at bringing new members into the church.
24. regularly encourages support of the CRC's missions and outreach.
25. reaches out to inactive members.
26. works regularly in the development of stewardship growth.
27. is active in ecumenical relationships and encourages the church to participate.
28. **is a person who cultivates a close, devotional relationship with God.** *6
29. writes clearly and well.
30. works well on a team.
31. is effective in working with youth.
32. organizes people for community action.
33. is skilled in planning and leading programs.
34. plans and leads well-organized meetings.
35. **encourages people to relate their faith to their daily lives.** *8
36. **is accepting of people with divergent backgrounds and traditions.** *3
37. encourages others to assume and carry out leadership.
38. is mature and emotionally secure.
39. has strong commitment and loyalty to the Christian Reformed Church in North America.
40. maintains confidentiality.
41. **is a compassionate and caring person, sensitive to others' needs.** *12
42. deals effectively with conflict.
43. **promotes a community of grace.** *5

 1 3 36 10 43 28 15 35 9 19 20 41

Part V: Church History

A. What has been the most interesting and challenging event in the life of your church in the last five years?

Faith Church, in responding to the question, focused on several areas. The three major areas were "Youth Ministry", "Leadership" and the "Congregation" itself. There was not always a clear distinction between what was interesting and what was challenging as they often were one and the same. In youth ministry, two basic themes were noted again and again. The recent mission trips to Taiwan and the loss of youth leaders and finding ways to minister to our youth. Overwhelmingly, the Taiwan mission trips have been a great blessing to both the youth and the congregation. With the transfer of previous youth leaders to a new duty station, it has meant that others have had to step up especially some of the older youth who have given leadership and direction.

Secondly, several recurring themes showed up around leadership. The first being the death of 2 elders, and the other the loss of our senior pastor due to retirement. We have also had several Council members move off-island which was another way that leadership has been affected. Leadership changes due to members leaving is always difficult but not unexpected as we are a small congregation and always have a few members who are transient in nature due to work and life situations.

The third major theme was the congregation itself. Again, congregation members who leave due to migration, job status or duty transfers and even death were noted by a number of those who completed the survey. Issues surrounding the pandemic and the inability to have in person worship for many weeks have been challenging, but challenges were overcome through a weekly virtual prayer time and the live streaming of Sunday services and Sunday school.

Also highlighted was the church's hosting of a Mokilese song and dance troupe who were here to participate in the Micronesian Island Fair.

Other items noted as interesting or challenging were:

- "Cell groups" that have been meeting regularly for many years.
- Need to unify members to be more active.
- Our ongoing struggle to meet all our financial obligations and the fact that we were able to pay off our mortgage this year.

Part VI: Other Information

1. List the last three persons in this position:

Name	Dates of Service
<u>Rev. Tom Van Engen</u>	<u>2013 to 2020</u>
<u>Rev. Edwin N. Culbertson</u>	<u>1983 to 2010</u>
<u>Rev. John Van Ens</u>	<u>1980 to 1983</u>

2. Please take note of these special preferences and the following factors we believe require consideration:

- Faith Presbyterian CRC is located on a small island territory of the U.S. in the Western Pacific. We are distant from other CRC and Reformed congregations other than a Korean Presbyterian church who is supervised by a presbytery from South Korea. Due to that factor alone, we feel that it is important to have someone who has already developed a good circle of mentors that they can rely on and turn to. A newly ordained candidate may not be able to develop this type of support system. We feel someone with current ministry experience would better be able to make the necessary adjustments to Guam.
 - Secondly, FPCRC Council at this time would not be comfortable with a female pastor.
-