

Church Profile Form

Church Information

Name: Palo Alto Christian Reformed Church
Location: Palo Alto, California
Classical Church Counselor: Reverend Mark Hofman

Search Committee Contact

Name: Don Sterk
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Community Setting

<u>Location</u>	<u>Function</u>	<u>Growth</u>
Rural	<input checked="" type="checkbox"/> Industrial	<input checked="" type="checkbox"/> Growing
Small Town	<input checked="" type="checkbox"/> College/University	Static
<input checked="" type="checkbox"/> Metropolitan	Agricultural	Declining
<input checked="" type="checkbox"/> Suburban	Recreational	
Inner City	Military	
Small City	Bedroom Community	

Approximate population of community:

Palo Alto: 68,000
Silicon Valley at large: 2,000,000

Church Profile

We are open to: Male and Female Pastors

List all staff positions: Part-time Administrator
Part-time organist (currently same person as administrator)
Full-time pastor
Maintenance, cleaning, landscaping are hired services

Position Available: Pastor

Date of Vacancy: 10 Oct 2020

General Position Description:

PACRC seeks a pastor to lead, develop, and implement a vision for growth that involves meaningful worship and effective ministry outreach. He or she will cultivate a deep personal relationship with God as well as with the congregation and our community.

This includes:

- Encourage and guide the congregation to build relationships with neighbors
- Prepare and deliver Biblical messages and worship liturgies
- Provide mature spiritual guidance in education and discipleship
- Provide pastoral counseling as appropriate

This is a full time position

This is not a bivocational position

Number of years preferred of ministry experience of potential candidate:

Prefer 3 or more years of ministry experience

Required Languages:

English

Church Demographics

Average Sunday Attendance: 45 (Before COVID-19)

Current in-person attendance is around 35, with more listening to the service at home.

Active Adult Professing Members: 40

Profile of Church Members (51)

Age:	Occupation:	Membership Duration:
0-11: 2%	Student: 8%	< 5 years: 23%
12-18: 4%	Professional: 50%	5-10: 10%
19-24: 6%	Retired: 38%	> 10: 66%
25-34: 22%		
35-49: 2%		
50-64: 16%		
65+: 48%		

Profile of Church Attendees (40):

Age:	Occupation:	Attendance Duration:
0-11: 6%	Student: 17%	< 5 years: 16%
12-18: 4%	Professional: 53%	5-10: 13%
19-24: 6%	Retired: 30%	> 10: 71%
25-34: 15%		
35-49: 4%		
50-64: 38%		
65+: 25%		

Racial Composition of Palo Alto:

55% Caucasian
32% Asian
5% Hispanic

Racial Composition of Congregation:

94% Caucasian
6% Asian

List the last three persons in this position:

1. Matthew Burns 2014-2020
2. Daniel Hutt 2002-2013
3. Henk De Young 1989-2001

Worship

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

Currently the pastor and administrator plan the service. A member of the congregation reads the scripture and offers the prayer of illumination. The congregation enjoys singing from "Lift Up Your Hearts" or sometimes other songs printed with music in the bulletin.

Describe the worship services in your church:

The pastor and administrative assistant select/write liturgies that are carefully designed according to reformed worship principles, liturgical seasons, and/or sermon themes. The congregation participates in responsive readings on multiple occasions within a worship service. A member of the congregation reads the Bible passage used in the sermon. Worshippers share praises and concerns prior to the congregational prayer. Children learning how to play the piano or other instrument will sometimes offer their talents in praise to God during preludes or offertories. The congregational singing is warm and enthusiastic.

Describe the discipleship practices in your church for all ages of members and attenders:

Sunday School is provided for children and adults. For 2020-2021, Sunday school was held over zoom while worship services were podcasts. Mid-week Bible studies are currently held on zoom. An additional small group meets on zoom. New members classes are held as needed (most recently on zoom). GEMS has been on hiatus for 2 years but has restarted this Fall.

Building/Financial

Present annual budget: \$200,772

Last years annual budget: \$244,459

Percentage of financial obligations met (last complete year):

Budget	100%
Denominational Ministry Shares	100%
Classical Ministry Shares	100%

Amount contributed above budget and ministry shares: \$74,000

Specify (optional):

\$40,000 from endowment to local charities helping those impacted by COVID.

Facilities: The church building includes a low profile worship center with attached classroom wing and playground area. There is ample parking, and a community garden administered by the city.

Are your buildings adequate for your ministries? Yes

Is a building program projected? No

Does the church own a parsonage? Yes

Location of office or study: At church

Compensation:

The salary range we are prepared to offer our new pastor is based on the CRC Minister Compensation Survey for our area: Yes

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

A total compensation increase of 4% to 5% per year

Housing: Parsonage only

Benefits and expenses:

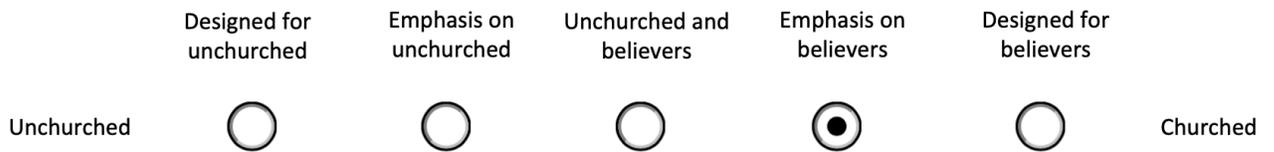
- Pension**
- Medical Insurance**
- Life Insurance**
- Travel/mileage**
- Social Security
- Continuing Education time allotted**
- Sabbatical policy in place
- Annual vacation (# weeks) 3+ weeks, depending on years in ministry**

Church Characteristics:

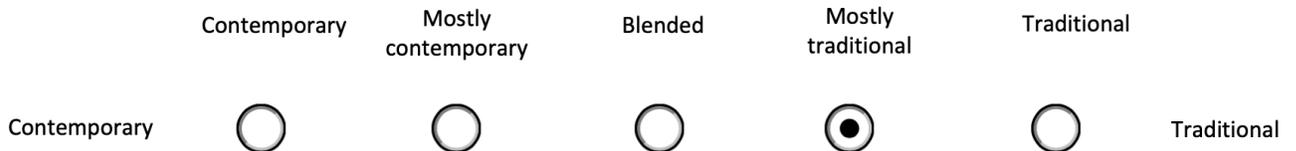
Presently, the FOCUS OF OUR CHURCH'S MINISTRY is



In our church, the WORSHIP SERVICE IS DESIGNED FOR



In our church, the STYLE OF MUSIC used in the worship service is



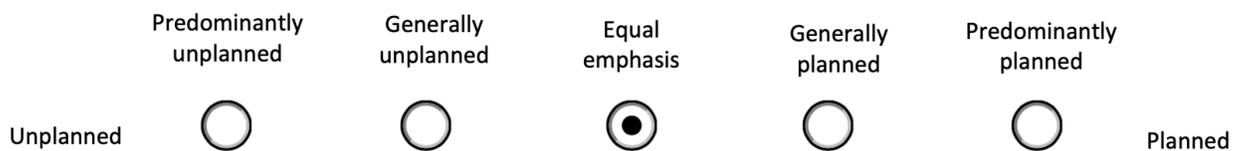
In our church, LEADERSHIP is generally provided by the



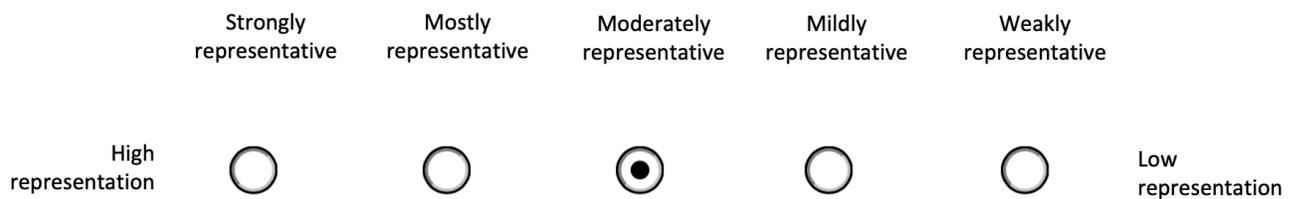
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through



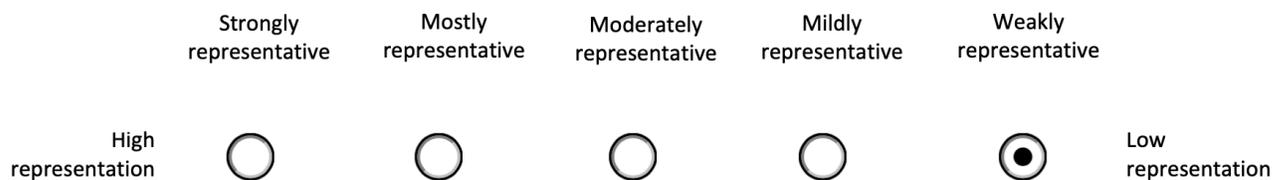
In our church, EVANGELISM STRATEGIES AND METHODS are



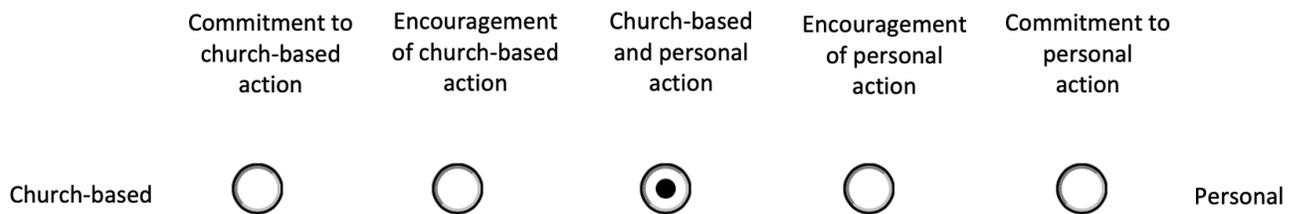
Our church is representative of the ECONOMIC DIVERSITY of our community



Our church is representative of the ETHNIC DIVERSITY of our community



Our church's RESPONSE TO COMPASSION, MERCY, AND JUSTICE NEEDS is



Our church's MISSIONAL FOCUS is



Narrative:

In what ways does your church participate in ecumenical activities?

Our church also hosts a Hispanic congregation in our facilities. Our church contributes financially to several local interdenominational causes, such as Ecumenical Hunger Program and Street Life ministries. In the past our church hosted Hotel de Zink, a local homeless shelter rotating monthly among local churches.

Reflect on your strengths/gifts as a church:

Palo Alto Christian Reformed Church embodies many strengths and gifts which reflect the God we worship, life in Christ, and the presence of the Spirit. A first striking strength is that of UNITY. We bear with one another in love. Our history reflects a lack of serious divisions or conflict.

Along these lines, a second strength is LOVE. Our worship reflects clear and consistent love for God. Our fellowship is marked by love for others, both the friend and the stranger. The PACRC leadership and laity care for the spiritual, emotional, and physical well-being of our congregation which encourages a healthy love for self as we work out our salvation. Our elders and deacons are actively involved in praying for and supporting those with needs. Although we have work to do in ministering to the neighborhood in which God has placed us, our desire to share the love of Christ outside

of our congregation is apparent. We are aware that the kind of love, community and support which we have is something for which those around us hunger.

Finally, our history and practice reveal a COMMITMENT TO GOD'S WORD. Through sermons and education for all ages, PACRC seeks biblical truth as we wrestle with theological discussions of our time.

Reflect on your passions as a church:

We have always had a passion for thoughtful worship and music, caring for each other, insightful teaching, and mentoring young people, but our strong desire for the future is to expand our witness and service by growing the church.

List specific problems with which your congregation struggles:

The geographical distances between members' homes and between our home neighborhoods and the church, in an area with high traffic volume during rush hour, make midweek gatherings a challenge. This has also affected our ability to develop relationships with church neighbors.

The high cost of housing makes it difficult for adult children of the church to stay in the area.

We are concerned about our small size and are looking for a path to grow.

We struggle to overcome our natural hesitancy toward sharing the gospel openly with friends and neighbors.

Do you have a recently articulated mission/vision for ministry? No

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

COVID-19 required us to adapt to remote worship, before and after our pastor accepted a call. We decided to use a podcast for the worship service, with an online bulletin. Two different families recorded themselves singing with piano or organ accompaniment. After the pastor left, the elders contacted Calvin seminary and we had 5 different seminary students provide a series of advent sermons. Elders led the congregational prayers. We called an interim pastor who arrived in February, and has helped guide us through the Crossroads Discernment Process to understand ourselves and what we seek in a pastor. We formed several "Vibrancy Task Forces" to identify and implement

changes, such as how to incorporate children in our worship services, update our church web page, and return to in-person worship.

List major goals that this congregation has set for itself or opportunities the congregation anticipates:

We are actively seeking ways to build relationships with people outside of the church, either in our home neighborhoods or in the vicinity of the church.

We are looking to partner with other local churches and organizations in ways that bless our community.

We strive to be a place where guests feel welcomed, loved, and accepted. As such, we seek to reduce any barriers that prevent people from coming or returning to church.

We have recently restarted our GEMS girls' club program, after a 2-year hiatus, and have the opportunity to enfold a few more families into the life of our congregation.

Describe what being Christians of Reformed accent means to you:

We celebrate the sovereignty of the Trinity in all areas of life, personal and global, and embrace challenges to grow and change as believers according to the revelation of scripture.

Describe your understanding of the relationship between the local church and the Christian Reformed denomination:

Our church participates in local classis meetings and contributes financially to several denominational causes, notably World Renew and Resonate, in addition to our denominational and classical quotas. Our previous pastor served as a synodical delegate and had several roles in the classis. We have had members serve on the Calvin Board of Trustees and Alumni Society. Our pastors have enjoyed participating with a group of Bay Area Christian Reformed Pastors. Many of our members have graduated from Christian Reformed colleges (now universities), which strengthens the denominational bond. We are thankful for the structure provided by church order, and with the relationships we have with other churches in the denomination. We are grateful for the role our classical clerk has in keeping the churches updated on denominational issues, and for our counselor appointed by classis.

Identify some of the cultural challenges facing Christians and Christian churches today:

We live in a culture that values self sufficiency and self fulfillment. This discourages commitment to people and organizations that may require more from us than we want to give, especially to a church that believes our only comfort in life and death is that we are not our own but belong to Jesus Christ. Due, in part, to the Church's very public struggle with current political and social issues, Christianity is no longer seen as a positive influence and it is difficult to share the gospel in this environment.

What have been the three most important events in the history of your church?

1. Building expansion in the mid 1970s
2. Late 1990s decision not to go forward with additional building plans allows for refocus on community outreach efforts of the 2000s: Alpha Course, Common Ground garden, continued commitment to local support of the homeless and issues of social justice
3. Doing ministry during the COVID pandemic

Leadership:

How many council members does your church have?

6, plus pastor

What is the length of term for council members?

3 years

How often does the full council meet?

Monthly

What subgroups of council exist, how do they function and how often do they meet?

Elders:

- 3 members
- Meets monthly

Deacons:

- 3 members
- Meets monthly

Administration Committee:

- Membership: Up to 5 (includes Pastor and one Council member)
- Purpose: Assist Council with administrative activities
- Meets monthly

Care and Fellowship Committee:

- Membership: Unspecified (includes one Council member)
- Purpose: Assist Council in guiding the various care and fellowship activities of the church.
- Meets as needed

Education and Discipleship Committee:

- Membership: 3-6 (includes Pastor and one Council member)
- Purpose: To serve as an advisory committee to the Council, to recommend concepts, plans and programs of education to the Council; and to implement them when so directed by Council.
- Meets as needed

Finance Committee:

- Membership: 4 (includes one Council member)
- Purpose: To manage the financial assets of the church
- Meets yearly

Facilities Committee:

- Membership: 3-5 (includes one Council member)
- Purpose: To maintain the church and parsonage building and grounds.
- Meets as needed

Worship and Prayer Committee:

- Membership: up to 5 (includes Pastor and one Council member)
- Purpose: To assist the Council in planning and regulating worship services.
- Meets monthly