

Section A. Background Information

Today's Date: 05 / 23 / 2021

Position to be filled: Pastor

1. **Name of church:** Stanton Reformed Church
2. **Web address:** www.stantonrc.org
3. **Address:**
PO Box 144 (1 Stanton Mountain Road)
Street
Stanton, NJ 08885
City / State / Zip Code
Telephone: (908) 236 - 2381 **E-Mail address:** stantonchurch@gmail.com
4. **Classis:** Classis of Delaware-Raritan
5. **Classis Supervisor:** David Ruisard
Address:
Rockaway Reformed Church - 115 Main Street (Po Box 98)
Street
Whitehouse Station, NJ 08889
City / State / Zip Code
Telephone: (908) 534 - 4351 **E-Mail address:** dave.ruisard@gmail.com
6. **Chair of search committee:** Donna M. Herb
Address:
44 Pleasant Run Road
Street
Flemington, NJ 08822
City / State / Zip Code
Telephone: (609) 203 - 9938 **E-Mail address:** dmherb@gmail.com
7. **Membership:**

Time of worship	Five years ago	Today
Active Confessing Members	147 (2015)	137 (2020)
Inactive Confessing Members	36 (2015)	39 (2020)

Comment on significant changes:

No significant changes

Age of all active members (baptized and confessing)

15	%	0-20 years old
16	%	20-34 years old
14	%	35-49 years old
14	%	50-64 years old
35	%	65 years and older

8. Racial/Ethnic composition of congregation:

1	%	African American
0	%	Asian
98	%	Caucasian
1	%	Hispanic
0	%	Other: (please specify)

9. Worship schedule:

Average Attendance (includes adults and children)

Time of worship	Average attendance Five years ago	Average attendance Today
10:00 am <input checked="" type="checkbox"/> pm <input type="checkbox"/>	88 (2015)	132 (2020)
am <input type="checkbox"/> pm <input type="checkbox"/>		

Comment on significant changes:

In the last 5 years, average attendance was hovering between 79 and 88.

The anomaly of significantly higher attendance in 2020 was most likely a result of the pandemic offering of online worship through YouTube.

The online offering also enabled prior members to join remotely which they were not able to do in person.

10. Describe a typical worship service (order of worship, music, etc.) What is your congregation's preferred style or styles of worship? Attach a bulletin, if available.

Our current order of worship is truncated to accomodate State guidelines with regard to covid.

Welcome and Announcements

Prelude

Opening Hymn

Call to Prayer

Prayer of Confession

Assurance of Pardon

The Law

Passing the Peace

Gloria Patri

Children's Sermon

Scripture Lesson

Sermon

Special Music

Prayers of the People, ending with the Lord's Prayer and the dedication of our gifts and selves

Doxology

Closing Hymn

Benediction

Postlude

In non-Covid years, there was significantly more music: a choral introit, benediction response, three congregational hymns. Like many things, the length and content of the service will need to be reconsidered as we continue to emerge from covid guildelines.

Our congregation is very traditional with respect to order of service and music. We value performed music and even sit for the postlude performed by our accompanist. Our Music Director enjoys music by Heather Sorenson. In fact, we commissioned a piece by her for the Music Director's 20th anniversary.

Although we rely on the familiarity of traditional worship, our previous pastor(s) have introduced new things (visual art, drama, communion by intinction) and the congregation has warmly embraced those changes.

11. Financial Information: Attach a copy most recent Consistorial Report and Annual Budget if available.

	Five Years Ago	Today
Total RCA related contributions	\$ 11170	\$9948
Total other contributions	\$10000	\$12151

Percentage of total budget contributed by living donors:

100-90 %	<input type="radio"/>
75-89 %	<input checked="" type="radio"/>
60-74 %	<input type="radio"/>
45-59 %	<input type="radio"/>
44 % or less	<input type="radio"/>

(Please include a copy of your annual budget)

**12. Congregational Giving:
Number of those whose annual contribution is:**

Less than \$500	1(2020)
\$501- \$1,500	21
\$1,501- \$2,500	13
\$2,501-\$3,500	4
Greater than \$3,500	13

13. Financial assistance: Do you receive financial assistance beyond the congregation? (rents, etc.) Yes No

If yes, amount received last year: \$56,260

List other fundraising programs that support the church:

We receive financial assistance (rent/donation) from the Stanton Tenant House, the Stanton Learning Center and a Pastry Chef who rents our kitchen.

In the past, we have held two fundraisers for the general budget: an art auction and a raffle. Neither of those have happened in a few years.

We have however held fundraisers for other causes and/or missions:

Cancer Care Concerts (support those paying for cancer treatment)

Souper Bowl Sunday (local foodbank)

Stanton Holly Trail (building maintenance and community centered activities)

**14. Church/Sunday School:
Average Attendance**

Average attendance Five years ago	Average attendance Today
Church: 88	40-60 (in person) 130 (with online)
Sunday school: 30	3-6 (in person) 15-20 (with online)

Comment on significant changes:

It is difficult to determine the number of children involved during the pandemic through Youtube. In person however, we have 3-5 consistent families and two high school students who help with A/V.

Our Christian Education and Worship committees (along with the Interim pastor) have worked faithfully to provide family based worship activities at home. (See below)

15. Describe briefly all educational programs (including children, young adult, adult).

Our faith formation for children happens in worship and in Sunday school. On any given Sunday, there were up to 30 children in attendance (pre-pandemic). They hear a children's sermon during worship and then head to Sunday school for the second half of the service. Current snapshot of ages and curriculum:

Age	Curriculum	# of children
* Little Mustard Seeds: our nursery age children	No curriculum	5
* Little Lambs 3-4 years old	Spark - lectionary based	8
* K-2nd grade	Children in Worship (Godly Play)	10
* 3-5th grade	Spark - lectionary based	3
* 6-8 grade	The thoughtful Christian	9
*(8-9 grade Confirmation)	Making Disciples by Will Willimon	3 last year; 3 ready to begin
* High school	The Thoughtful Christian	7

During the pandemic year, the worship committee found creative ways (using Seasons of the Spirit and Spill the Beans) to include children in worship that augmented what the Christian Education committee could offer. Each week, this past year, we have sent home activities for families to do together.

Adults: In addition to children's faith formation, we have a faithful, weekly, daytime bible study that has a tradition of reading through the Bible in different translations. After completing the NRSV, the Message, and the children's storybook Bible, Read, Wonder and Listen, they have just begun "The Story." Additionally, there is a women's small group that meets in someone's home; they have been working through the book What the Bible Is All About by Rob Bell.

16. Church groups/organizations: Briefly describe ministry purpose of each group. (use separate sheet if necessary)

Name of group	Frequency of Meeting (i.e. weekly, bi-monthly, etc)	Attendance
Yoga Stretch	Weekly	3 to 7
Prayer Shawl	Weekly	5 to 7
Bible Study	Weekly	6 to 10
Women's Book Group	Monthly	4-6

17. Comment on one event or experience over the last year that has significantly contributed to the spiritual life of the congregation.

We are blessed to have a large beautiful front lawn. During the pandemic, it became a gathering place for committees, bible study, prayer shawl group and eventually Sunday worship from the end of summer until Advent. With the nicer weather, we are continuing to plan outdoor worship services as part of our regular future. And of course groups and committees have embraced the lawn as part of our church home.

When we were unable to meet in person, we kept our community together with story time on Facebook, Zoom committee meetings and online interactive jigsaw puzzles. We adjusted programs for our children and youth with things like "Vacation Bucket School." The constant need to adjust was challenging but it also has given us perspective on the value we place on community and the importance of reaching out to one another.

18. Buildings: Please describe church-owned or rented buildings and purpose.

Main Church Building: Top floor includes the sanctuary, fellowship hall, Stanton Learning Center, and Kitchen. Lower Level includes classrooms, a conference room, choir room, youth room and church offices.

Stanton Tenant House (rental house) and the barn behind it. (The barn is shared between the tenant and the church for storage)

Parsonage: 4 bedroom 1 1/2 bath, two large front rooms, kitchen, large walk in pantry, plenty of closet space, basement, attic and two car garage with attick storage (shared between the Pastor and the church for storage).

Large playground with storage shed.

Two additional storage sheds: Boy Scouts and Stanton Holly Trail

19. Do you plan any capital expenditure during the next five years? Yes No
 If yes, please explain briefly:

The current growing edge project is accessibility for the congregation (walkways, access ramp and doors, for example) and continuing to make the building compliant for the needs of the Learning Center. Like most churches, the care and maintenance of our campus takes about half of our annual budget. We do however have a source of capital income, the Rebekah Pratt Legacy Fund (RPL Fund).

In the next 2-3 years, we believe we will need to engage in a capital campaign to shore up our savings. The decrease in our savings was due to large regular maintenance expenses. We do not have an endowment per se, although we do have regular income from the Stanton House (Tenant House) and the Stanton Learning Center.

20. Is there a mortgage indebtedness? Yes No

Amount: \$

Of how long standing?

Annual rate of repayment

21. Pastor's study:
 In church in parsonage Other Not Provided

22. List all paid staff in addition to the pastor:

Position	Full time <input type="checkbox"/>	Part time <input type="checkbox"/>
	Full time <input type="checkbox"/>	Part time <input type="checkbox"/>
Megan Petrushun (Music Director)	Full time <input type="checkbox"/>	Part time <input checked="" type="checkbox"/>
Philip Stevenson (Accompanist)	Full time <input type="checkbox"/>	Part time <input checked="" type="checkbox"/>
Heather Kiley (Custodian)	Full time <input type="checkbox"/>	Part time <input checked="" type="checkbox"/>
Andrea Schmidt (Director Stanton Learning Center - SLC)	Full time <input checked="" type="checkbox"/>	Part time <input type="checkbox"/>
1 Full time Teacher (SLC)	Full time <input checked="" type="checkbox"/>	Part time <input type="checkbox"/>
11 part time teachers (SLC)	Full time <input type="checkbox"/>	Part time <input checked="" type="checkbox"/>
Carole Farlar (office manager)	Full time <input type="checkbox"/>	Part time <input checked="" type="checkbox"/>
	Full time <input type="checkbox"/>	Part time <input type="checkbox"/>
	Full time <input type="checkbox"/>	Part time <input type="checkbox"/>
	Full time <input type="checkbox"/>	Part time <input type="checkbox"/>
	Full time <input type="checkbox"/>	Part time <input type="checkbox"/>
	Full time <input type="checkbox"/>	Part time <input type="checkbox"/>

23. Consistory Membership: What method is used in selecting members?

Consistory membership is by nomination, acceptance and approval by the consistory and congregation.

The Nominating / Personnel committee helps to select members of the church family to add their unique voice and ideas to the Consistory and to the greater congregation. The committee determines which offices of Consistory need to be filled and pursues candidate recommendations from the committee, from the Consistory, and from the full congregation.

When there is a need to replace outgoing members, the committee requests nominations from the congregation, which inform the slate it presents to the Consistory. The committee presents a slate of candidates to the Consistory for approval, which is then presented to the congregation for their vote annually in the spring.

Please list present Consistory members (Put a check in the box where appropriate)

Elder	Deacon	Male	Female	Occupation
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bud Tunison: Contract Manager, retired
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Donna M. Herb: IT Manager, retired
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Michele D ' Amico: Social Worker
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Sara Haviland: Sociologist
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Diane E. Clapp: Social Worker, retired
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Melody Landon: Librarian
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Michele White: Substitute Teacher
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Tanya Tuccillo: Online Retail Business Owner
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Kate Morris: Business Development Representative
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Melissa Berner-Clarke: High School/ Sp Ed/ Math
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Erik Petrushun: High School Humanities Teacher

24. What leadership roles do women currently fill in your church?

Women play an active leadership role in the church; 9-11 Consistory members are women. A majority of the church committees are comprised of women. They serve as chair for most of the standing Consistory committees as well as serving in many other capacities.

25. In our congregation...(please check appropriate box)

	Few have...	Many have...	Most have...
Had up to twelve years of formal education	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Had some education beyond high school	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
A college degree	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A graduate degree	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

26. In our congregation...(please check a box)

	Few are...	Many are...	Most are...
Scientists & Engineers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Farmers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business People	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Students & Teachers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Industrial Workers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Office Workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other: Pharma/ Healthcare	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

27. Special training/experience desired: (describe briefly).

We need a Pastor who is comfortable being direct and diplomatic. Our congregation is evenly distributed along the political spectrum. Our next Pastor needs to offer education and guidance as we live into our broad Welcome Statement.

We need a Pastor who has experience overseeing staff (or perhaps experience being on a multiple person staff) as this role oversees not only the church staff but the SLC director (as she leads her staff).

We need a Pastor who will help us find the "right" amount of pastoral participation, encouraging lay leadership where possible and growing leadership where necessary.

Finally, we certainly realize that our next Pastor will be entering a post pandemic church experience. If we have learned anything this last year, we know that adjusting is the new normal. We look forward to partnering with our new pastor as we emerge on the other side of a massive disruption.

28. Languages:

Should your pastor be fluent in any language other than English?

Yes No If yes, please explain.

29. The salary we are prepared to offer out new pastor is \$ 53-60K
 The average annual increase to our pastor over the past three years was \$ N/A

30. Is a parsonage provided? Yes No
 If so, is it on site with the church? Yes No
 If the parsonage is not on site with the church, how far from the church is it located?

31. Is a Minister's housing allowance in lieu of a parsonage a negotiable option?
 Yes No

32. The benefits/business expenses we will provide our pastor are:
 (Please check those provided or give amount as requested.)

Base Salary	\$53K
Housing Allowance	\$
Parsonage provided? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Travel Reimbursement	\$1500
Social Security (Amount)	\$
Book Allowance (Amount)	\$1000
Continuing Education Allowance (Amount)	\$2500
Provision for Sabbatical	\$
Other (Specify Below) Medical reimbursement	\$2000
TOTAL	\$60K

- Yes No Retirement
- Yes No Major Medical Insurance
- Yes No Health/Hospital Insurance
- Yes No Life Insurance
- Yes No Dental Insurance
- Yes No Unemployment Insurance
- Yes No Disability Insurance

Annual Vacation (Number of Weeks) 4 vacation, 1 continuing education

Necessary Comments regarding above:

33. Community served: (please check one)

Rural: Under 2,500	<input type="checkbox"/>
Town: 2,500-9,999	<input checked="" type="checkbox"/>
Small City: 10,000-49,000	<input type="checkbox"/>
Metropolitan-Suburban: 50,000+	<input type="checkbox"/>
Metropolitan-Urban: 50,000+	<input type="checkbox"/>
Metropolitan-Inner City: 50,000+	<input type="checkbox"/>
Other:	<input type="checkbox"/>

34. Cooperative ministry: In what ways have you cooperated with other churches in your community during the past year?

We have always participated in contributing food and raising funds for the Starfish food bank organized by Our Lady of Lourdes.

Over a dozen folks from our congregation make, deliver and serve lunch once/month (sometimes twice when there are 5 weeks in a month) at the Somerville United Reformed Church in Somerville, run by Samaritan Homeless Interim Program (SHIP).

We have a faithful ecumenical clergy organization; in the pre-pandemic world, we shared Soup and Scripture Dinners during Lent.

During this past Interim period, we worked closely with three sister churches to collaborate with worship series. Often the pastors helped each other with video content when we were online only.

We participated in the first "Holy Trail" an outdoor church tour of the Christmas Story.

35. Community involvement: In what community programs or projects have you participated during the past year? (As an organization, not as individuals.)

In this past pandemic year, our mission outreach was able to donate more than 10% of our income to five key mission relationships we have: Meals on Wheels, Habitat for Humanity, Pine Ridge Reservation, Starfish, Prayers Shawls.

SRC relishes in any opportunity to care and support others. Several of our members prepare, deliver and serve a meal 1-2 times/ each month for Samaritan Homeless Interim Program (SHIP). In this past year, there were two additional opportunities to give: a toy drive for the women at the Clinton Correctional Facility and a food drive/ fund drive associated with the first Holy Trail (in cooperation with several other area churches.) The food was donated to the Flemington Food Bank and the funds were donated to Family Promise of Hunterdon County. (Pre-pandemic, the church supported the Interfaith Hospitality Network with volunteer participation - providing meals and overnight supervision.)

There is also an ecumenical CROP walk in which we regularly participate.

In addition to the mission outreach above, the Stanton Learning Center is our non-profit early learning school which provides a safe and friendly environment to encourage learning and development for children of our area families.

36. What denominations or religions are present within three miles (in rural areas, consider the county) where your church is located?

Reformed (3)
Roman Catholic (2)
Lutheran (1)
Methodist (2) 4-6 miles away
Bible (1)
Christian (1)
Latter Day Saints (1) - 5 miles away
Reformed Jewish Synagogue (1)

37. Outreach: What is your strategy to reach un-churched people in your community?

Our broad Welcome Statement is calling us to widen our embrace and deepen our understanding of our neighbors. We are looking for our next Pastor to educate and guide us as we "affirm, accept and embrace all who enter our doors."

We are currently in the process of developing a new outreach program for newcomers to the neighborhood. Although in the development stage, we imagine mailers and individual visits.

38. The income level of the people in our congregation tends to be: (please check one)

<input type="checkbox"/>	About average for our community
<input type="checkbox"/>	Somewhat below the rest of the community
<input type="checkbox"/>	Somewhat higher than the rest of the community

39. Describe the community and school system: (Provide website links were appropriate.)

We are set in a rural community with abundant natural resources and rich public institutions, many of which, such as Hunterdon Healthcare, were shaped in large part by the valuable contributions of SRC members. We are blessed by excellent public schools, and employers that are active corporate citizens. The county enjoys an influx of residents from outside of the area while maintaining families with multiple generations in the area.

For more information about the Hunterdon County School system please visit:
<https://www.co.hunterdon.nj.us/schools/links.htm>

The Community of Stanton:

Stanton is an unincorporated community located within Readington Township in Hunterdon County, New Jersey. The community dates back to the 17th century and was settled by Dutch immigrants. It was originally called Housel's after Johannes Housel, who had a farmstead along Dreahook Road in the mid-18th century. After the death of William Housel (who started a school in the community), the last owner of the Housel farmstead, it then carried the name of Waggoner's Hill after landowner William Waggoner. The community took the descriptive name of Mount Pleasant in the early 20th century and would finally become known as Stanton to distinguish it from another Mount Pleasant. The name "Stanton" was taken from James Logan's Pennsylvania estate: Stenton, which in turn is named for the Scottish village where his father was born. In the 1830s, a Reformed Church and a general store were built, both of which are present today. (...Wikipedia)

Created by Royal Charter of King George II "Readings" Township was formed July 15, 1730. It was the first new township created after Hunterdon became a county. Containing almost forty-eight square miles, it remains the largest township in the County. Bounded on the north by the Lamington River and Rockaway Creek; east Somerset County; south, the South Branch of the Raritan River; and west by the old West Jersey Society's line which crosses the Cushetunk Mountains. Early settlement was mainly of Dutch origin.

For more historical information check out "Readington Township History" by Stephanie Stevens, Township Historian.

40. Record of last three pastors:

Name	Dates
Faith Link	2005 to 2008
Phillip and Rebekah Pratt	2009 to 2019
Beth Scibienski (Interim)	2019 to present

41. Please complete your profile with the following contacts:

Name	
Sara Haviland and Diane Clapp (co-VPs)	Vice President, Consistory
David Ruisard	Classis Supervisor

Section B. Reflections

Please answer the following questions, adding your own experiences where appropriate.

1) What is the stated mission, vision or purpose of your congregation?

Mission Statement: We see God's light in every person. Through faith, worship, fellowship, and hospitality, Christ calls us to affirm, accept, and embrace all who enter our doors.

Welcome Statement: Stanton Reformed Church accepts into our family God's children of all ages, races, colors, ethnicities, nationalities, sexual identities, gender expressions, and mental or physical abilities; without regard to income, family structures, immigration status, or education. We see God's light in every person. That posture guides our journey every day as we seek to learn from one another and to know God. Inspired by the actions and attitudes of Jesus Christ, we commit to embrace, affirm, accept, and support all who enter our doors. We honor this commitment to hospitality in our invitation to worship, reception of members, participation in sacraments, ordination of leaders, hiring of staff, and solemnization of marriages. We are a people of faith and of doubts, of truths and of questions, of joy and of sadness, of grace and of love; we invite you to share in the journey with us.

Core Values: We are a community of grace. We value relationships with one another and with God. We live in fellowship, committed to accepting and supporting one another. We value discipleship along life's journey. We study scripture, worship, and pray to foster our growth in Christ. We value mission in our community and throughout the world. We follow Christ's call to

2) What goals have been developed from your mission and vision over the next 5 years? (Example new programs or outreach ministries.) Include long range or strategic plan.

The All Are Welcome Working Group was created for the purpose of systematically reflecting on us as a community of faith and pushing us toward a wider welcome and deeper embrace of our neighbor.

The Rebekah Pratt Legacy Fund was created to help fund some of these welcoming initiatives.

In the next 2-3 years, we will need a capital campaign to shore up our savings.

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

1. Hospitality is our Heart. In 2019 we adopted an ambitious Welcome Statement in an effort to create an expression of our mission of hospitality that we could live and grow into. We put that Statement prominently on the front page of our website and created an All Are Welcome working group to push us and challenge us as we grow our understanding and gifts of hospitality.
2. We also have an excellent music program with an active chancel choir, bell choir and instrumental soloists and ensembles.
3. We have a solid group of families with young children who are wanting to raise their children in faith.
4. We are set in a beautiful and idyllic location.

4) Explain the strategies or ideas that most excite your church in becoming or remaining missional.

For this question, we will define missional as "the manner in which our membership sees their own relationships with God as a motivating factor in how they live their lives."

Our congregation has always taken very seriously the call to love our neighbor. We are by and large a resourceful group and delight in chances to offer help (Christmas offerings, food bank collections, local soup kitchen volunteers.)

When we are introduced to new mission opportunities and if we are able to develop relationships with those mission organizations, we become even more committed to loving our neighbor. For example, Rev. Phil Pratt introduced us to the Lakota Indians and the Pine Ridge Indian Preserve in South Dakota (the Rez.) For many summers, an intergenerational group of us have traveled to the Rez to provide mission work and financial assistance. This last year, when we were unable to take the trip, two of our high school students created a fundraiser for the Rez by cleaning and detailing cars. Both of them enjoy cars and enjoy spending time together. They found a missional opportunity.

Another example would be the Cancer Care Concerts which evolved from many of our members with musical gifts offering to host a concert that could raise needed funds. Again, we found a missional opportunity.

Finally, there are several people in our congregation who serve as volunteers and on the board of the local Meals on Wheels chapter. They have found a way to get more involved in missional opportunities when it strikes their heart and/or fits with their schedules.

5) Name three of your church's most passionate hopes and why they are significant.

Through our recent congregational survey we found three themes that ran dominant throughout our thoughts.

1. the enthusiastic embrace of our obligation of hospitality - this is our primary growing edge.
2. a committed desire to infuse our church with youth and energy - we really care about our children, youth and families. We also know the world was changing before the pandemic and now we will need to reflect on how to best serve our families in faith formation.
3. the importance of music in worship - this past year our music program has been anything but normal. Many of our membership misses what "used to be." We know we love music and we know we will need to adjust as needed to continue to enjoy this important component of our worship experience. Music so often helps set a welcoming atmosphere.

6) How do you hope someone who visits your church would describe what s/he considers to be most important?

We want visitors to feel welcomed.

We want visitors to be uplifted spiritually.

We want visitors to have a desire to return again and become part of our church community.

7) Name at least one challenge facing your new pastor.

We like most churches long to be back to normal. And most of us accept that a new normal will not be the old normal.

We rally around people and community but post-pandemic, what will our community look like? How will we gather those in our community, particularly families with young children (who are still not vaccinated), back together?

Like we have said, we are a "purple" congregation, politically speaking. Our next pastor will need to help us learn and grow into our future together.

8) Describe your vision and hopes for your church and your pastor over the next 5 years.

We found three themes in our mission study:

1. Expand Our Welcome - We need a pastor who is sensitive and compassionate that can help us welcome our neighbors in our context.
2. Care for Youth and Vitality - We have several young families all wanting to raise their families in faith. Our next pastor needs to understand how to develop family based spirituality and practices, including finding the right kind of support for our families as they raise their families in faith.
3. Continue our love of music - We need a pastor who can guide us into the next season of our worship life together and a pastor who values our traditions while exploring creative ways of worship that will grow us in our spiritual lives.

9) Explain whatever else you would like your potential pastor to know about your church.

Here are some thoughts from our committees and/or staff:

Congregational Nurture: We are caring, adaptable, approachable and can be counted on to provide our services.

All Are Welcome: Keep communication open with the pastor. Would hope and expect that the pastor would educate the congregation about the goals outlined in the AAW statement that includes LGBTQ, race and family structures.

Buildings and Grounds: There is a good level of communication now; we would like to keep that communication flowing. If you think there is something that should be done, bring it to the committee.

Worship Committee: The congregation is comfortable with tradition but will accept new ideas, collaboration and changes if introduced gradually.

Office Manager: Would like someone to work as a partnership and feel comfortable with; friendly; no micro management. We need someone who can pitch in when needed.

Music Staff: Collaboration and communication with the pastor are the most important needs

Stanton Learning Center: We would like our future to include joint efforts between the church and the SLC (fundraisers, dinners, a parade like Memorial Day, pastors participate in chapel and build relationships with parents, etc.)

Christian Education: We would like our future pastor to help us create a strategy for children, youth and family that provides spiritual formation for this time and in our context.