

CHURCH PROFILE FORM

Reformed Church in America

Today's Date: 05/01/2010

Position to be filled: full-time Pastor

CHURCH INFORMATION

1. Name of church: Lynnwood Reformed Church

2. Mailing address:

3714 Carman Rd
Schenectady , NY 12303

Telephone: (518) 356-4327

E-Mail address: lynnwood@nycap.rr.com

3. Classis: Schenectady

4. Classis Supervisors: Rev. Dr. Johan Bosman and Harriet Kalejs

Address:

1010 Route 146
Clifton Park, NY 12065

Telephone: (518) 371-7654

E-Mail address: johanb@ccrc-cpny.org

5. Chair of search committee: Neil Satterly

Address:

3161 Lone Pine Rd.
Schenectady, NY 12084

Telephone: (518) 356-4405

E-Mail address: nmsatterly@earthlink.net

6. Membership:

Time of worship	Five years ago	Today
Active Confessing Members	310	200
Inactive Confessing Members	92	124

Comment on significant changes:

Age of all active members (baptized and confessing)

9 %	0-20 years old
3 %	20-34 years old
22 %	35-49 years old
39 %	50-64 years old
27 %	65 years and older

7. Racial/Ethnic composition of congregation:

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

WORSHIP/EDUCATION INFORMATION

8. Worship schedule:

Average Attendance (includes adults and children)

Time of worship	Average attendance Five years ago	Average attendance Today
9:45 am <input checked="" type="checkbox"/> pm <input type="checkbox"/>	110	120
am <input type="checkbox"/> pm <input type="checkbox"/>		
am <input type="checkbox"/> pm <input type="checkbox"/>		
am <input type="checkbox"/> pm <input type="checkbox"/>		
am <input type="checkbox"/> pm <input type="checkbox"/>		

Comment on significant changes

9. Please indicate the title and publisher of the hymnal(s) used in worship:

"Hymns, Psalms and Spiritual Songs," John Knox Press

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

Music includes hymns and modern music. We have frequent participation from lay people. Style of worship is traditional with some modern elements added once a month.

FINANCIAL INFORMATION

11. Financial Information:

	Five Years Ago	Today
Total spent for congregational purposes	\$212,000	\$193,000
Total contributed to benevolences	\$32,000	\$31,000

Percentage of total budget contributed by living donors:

90-100 %	<input checked="" type="checkbox"/>
75-89 %	<input type="checkbox"/>
60-74 %	<input type="checkbox"/>

45-59 %	<input type="checkbox"/>
44 % or less	<input type="checkbox"/>

12. Congregational Giving:

Number of those whose annual contribution is:

\$100 or less	32
\$101-\$500	36
\$501-\$1,000	24
\$1,001-\$1,500	17
\$1,501-\$2,000	12
\$2,001-2,500	7
\$2,501-\$3,000	10
\$3,001 and over	17

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

If yes, amount received last year: \$5,000

List other fundraising programs that support the church:

Please see our 2009 Annual Report posted on our website.

MINISTRY INFORMATION

13. What is the stated mission, vision or purpose of your congregation?

The mission of Lynnwood Reformed Church is to glorify God by bringing people to Jesus Christ in an atmosphere of love through involvement in our community of worship, education, fellowship and mission.

14. What specific ministry goals have been developed from your mission and vision statement for the next five years?

Please read our 2009 Mission Statement and the Emerging Identity posted on our website.

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

Christian Education Director, Elders, Deacons, and Pastoral Search Committee members. Pulpit supply provided by a member who is a Commissioned Preaching Elder.

16. What new program or outreach ministry expansion do you hope to provide in the next five years? Include long range or strategic plan.

Continuation of existing efforts and engage in exploring new outreach options with the next installed pastor. A task force completed work on committee/teams restructuring. A strategic plan is being developed.

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

Average attendance Five years ago	Average attendance Today
36	25-30

Comment on significant changes:

There is a slight increase in young families and youth in worship.

18. Children’s program/organizations: (Describe briefly educational curricula being used, including ages)

Pre-K – Grade 5 10-15 students
Cokesbury’s Rotation Model Curriculum PowerXpress

Grades 6–8 6-8 students
Faith Alive’s Curriculum: Walk with Me

Grades 9-10 5-8 students
Biblical principles applied to current events

Grades 11-12 6-8 students
Seasons of the Spirit and Nooma videos

19. Young people’s program/organizations: (Describe briefly, including ages)

A combined Junior/Senior Youth group meets during the school year for fun, fellowship, service, fundraisers and leads occasional worship service. Camp Fowler retreat weekend.

Praise Band – performs once per month at Sunday morning worship service.

20. Adult education program: (Describe briefly)

The Wired Word: An adult class; confronting current news topics with faith.
Women’s Bible Study offered once a month
Co-ed Bible Study offered once a month

Lenten Adult series
 On-going development of small group ministry

21. Adult 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
2nd Thursday - retirees - fellowship	monthly	10-15
Lynnwood Women - service and fellowship	monthly	10-12
Men's Brotherhood - service and fellowship	monthly	8-10
Prayer Shawl Ministry	weekly	5-8
Craft Group	bi-weekly	2-4
Care Ministry Group	as needed	15
Women's Bible Study Groups	monthly	10-15
Scrapbook Ministry	Monthly	50
Choir	Weekly	10-12

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

Under the guidance of Interim Minister, Thomas Duncan, the leadership has undergone development of mission & vision statements, a revitalized emerging identity, and growth in passionate spirituality. The Vision Team of consistory is developing a strategic plan covering the next 5-100 years.

BUILDING INFORMATION

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

One church building includes sanctuary w/cathedral ceilings and choir/organ loft, large fellowship center w/large modern well equipped kitchen, beautiful gardens w/gazebo and large patio area, 4 offices, sacristy, large conference room, choir room, large nursery, 7 classrooms on 2 floors (used for Sunday School, church & community meetings and events), 5 bedroom parsonage

24. Are your buildings adequate for your present program? Yes No
If no, please explain:

25. Do you plan any capital expenditure during the next five years? Yes No

Church Vision is planning investments in technology for worship and administrative work, grounds and building improvements to improve look and functionality.

26. Is there mortgage indebtedness? Yes No

Amount: \$158,000

Of how long standing?

Annual rate of repayment: 7.25%

27. Pastor's study:

In church in parsonage Other Not Provided

STAFF INFORMATION

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

Position	Full time <input type="checkbox"/>	Part time <input checked="" type="checkbox"/>
Christian Education Coordinator	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Church Secretary	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Organist/Choir Director	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Custodian	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Contract for bookkeeping services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

CONSISTORY INFORMATION

30. Membership: What method is used in selecting members?

Nominating Committee

Please list present Consistory members:

Position	Name	Gender	Age	Occupation
Elder	Sandy Lundstedt	Male <input type="checkbox"/> Female <input checked="" type="checkbox"/>		Retired Teacher
Elder	Jane Davis	Male <input type="checkbox"/> Female <input checked="" type="checkbox"/>		Teacher
Elder	Peggy Kniskern	Male <input type="checkbox"/> Female <input checked="" type="checkbox"/>		Retired Teacher
Elder	Lauri Miller	Male <input type="checkbox"/> Female <input checked="" type="checkbox"/>		Retired Teacher
Elder	Lou Smith	Male <input type="checkbox"/> Female <input checked="" type="checkbox"/>		Physician
Elder	Mark Watson	Male <input checked="" type="checkbox"/> Female <input type="checkbox"/>		Environmental Research
Deacon	Pam Rost	Male <input type="checkbox"/> Female <input checked="" type="checkbox"/>		Realtor
Deacon	Chuck Dougherty	Male <input checked="" type="checkbox"/> Female <input type="checkbox"/>		Retired Managed Care
Deacon	Janice Shaffer	Male <input type="checkbox"/> Female <input checked="" type="checkbox"/>		Retired
Deacon	Cherie Payne	Male <input type="checkbox"/> Female <input checked="" type="checkbox"/>		Health Program Manager
Deacon	William Ports	Male <input checked="" type="checkbox"/> Female <input type="checkbox"/>		Engineer

Deacon	Howard Anderson	Male <input checked="" type="checkbox"/> Female <input type="checkbox"/>	Retired Facilities Planner
--------	-----------------	--	----------------------------

CONGREGATION INFORMATION

31. 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"/>

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

	Few are...	Many are...	Most are...
Scientists & Engineers	<input type="checkbox"/>	<input checked="" 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: retirees	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

EXPECTATIONS AND REQUIREMENTS OF MINISTER

33. Choose up to six of the following activities of the Christian ministry that you consider to be most important as you look to the immediate future of your congregation. (number them in order of preference)

	Choose six in order of importance
Church Administration	1
Small Groups	
Pastoral Calling	3
Ministry to Families	
Children's Work	6
Staff Administration	
Youth Ministry	5
Spiritual Leadership	
Adult Education	
One-on-One Evangelism	
Preaching	1
Membership Growth	4
Community Involvement	

Conducting Worship	2
Pastoral Counseling	

34. What are the specific ministry gifts that you need in your next pastor in relating to these activities?

Please read LRC's Pastoral Job Description posted on our website.

35. Special training/experience desired: (Describe briefly)

A pastor who is prepared to guide the church through transformation ministry.

36. Languages:

Should your pastor be fluent in any language other than English? Yes No

If yes, please give language(s) and check appropriate box.

Language	Helpful	Essential	Primary Language
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

COMPENSATION, BENEFITS, AND MINISTRY EXPENSES

**37. The salary we are prepared to offer our new pastor is \$40,000(+)
The average annual increase to our pastor over the past three years was \$**

38. 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?

less than 1/2 mile

39. Parsonage: Describe Style

Split Level	<input checked="" type="checkbox"/>	
Two-Story	<input type="checkbox"/>	
Ranch	<input type="checkbox"/>	
Other	<input type="checkbox"/>	
Number of Bedrooms		5
Number of Bathrooms		2

40. What plans, if any, are in place for the renovation and/or redecorating of the parsonage?

The parsonage has been updated. Sale of parsonage is an option in the future.

41. The benefits/business expenses we will provide our pastor are:

Base Salary	\$40,000
Housing Allowance	\$
Parsonage provided? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Travel Reimbursement	\$
Social Security (Amount)	7.45%
Book Allowance (Amount)	\$
Continuing Education Allowance (Amount)	\$
Provision for Sabbatical	\$
Other (Specify Below) Travel & unreimbursed expenses	\$3,500.
TOTAL	\$

- Yes No **Pension**
- 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):

per Classis guidelines

Necessary Comments regarding above:

- Base salary is \$40,000(=) commensurate with experience
- At the present time, it is our preference to have the pastor live in the parsonage but, alternative options can be discussed
- Travel Reimbursement is at the standard IRS mileage rate
- Social Security = 1/2 FICA
- Book Allowance is negotiable
- Continuing Education = 1/52 of base salary
- Sabbatical - \$500 yearly placed in escrow for sabbatical in 7th year
- Health Insurance – RCA or comparable for Pastor and family
- Long-term care insurance

Is a Minister's Housing Allowance in lieu of a parsonage a negotiable option?
 Yes No

COMMUNITY INFORMATION

42. Community served: (please check one)

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

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

Guiderland Interfaith Council (ecumenical Advent worship service), Senior Youth Group dinner and devotions at SUNYA Protestant Campus Ministry.

44. Identify what makes your church uniquely attractive to people in your community.

See "Emerging Identity of Lynnwood Reformed Church"

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

Adopt-a-Highway, Project Angel Tree, CROP Walk, Guiderland Food Pantry, Bethesda House dinners, Rummage sale, Christmas Gift Giving Sunday, Easter baskets, summer lunch program, gifts for AIDS victims, Schenectady City Mission food drive, Vacation Bible School.

46. Describe changes currently occurring in the community in which your congregation ministers and identify ways God is acting among you to meet these new challenges.

See "Emerging Identity of Lynnwood Reformed Church"

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

Catholic, Episcopal, Methodist, Presbyterian, and Christian and Missionary Alliance

48. Outreach: What percentage of the persons who live within a mile of your church are un-churched, and what is your strategy to reach un-churched people in your community?

Percentage unknown

49. 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 checked="" type="checkbox"/>	Somewhat higher than the rest of the community

50. Describe the community and school system:

See "Emerging Identity of Lynnwood Reformed Church"

School System - 5 elementary schools, 1 middle school, 1 high school - approx 1,800 students, 94% graduate with a Regent's diploma

OTHER INFORMATION

51. Record of last three pastors:

Name	Dates
Rev. Stanley Craig	12/02 to 12/06
Rev. William deForest	1968 to 1999
Rev. Gerard VanHeest	1956 to 1968

52. Are there any particular minister's profiles you wish to have sent? (Up to five profiles will be sent at a time. You may request replacements.)

Name

53. Please indicate if there are any special preferences based on gender, age, race, or national origin in consideration of persons' profiles that may be sent:

- No basis for preference**
- Please consider the following factors that we believe require consideration:**

Please submit profiles in ELECTRONIC form only. MS Word doc is preferred pdf acceptable. Name	
Neil Satterly 518-356-4327	Search Committee Chair