

Trinity Reformed Church

Pastor Opportunity Profile



This Pastor's Search Packet is designed to give potential candidates an overview and profile of Trinity Reformed Church as it relates to our mission and ministerial position. Our vision is to become a multi-cultural community of faith. Our search seeks a bi-vocational, bilingual pastor who possesses multi-cultural passion and outreach skills that connect the life of the church to the life and needs of the community.

Trinity Reformed Church
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El Monte, California 91732

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Our Church History

In 1932, Dutch dairymen and their families met to study and worship in a home in El Monte, California. Eventually the property, one block down from a major street nestled within a residential neighborhood, was purchased and officially opened in October 1939 as Trinity Reformed Church. Over the years, the congregation grew to include people from the neighborhood, some who eventually became members of the church. There are still three active members who began attending Trinity in the 1950's.



Like most churches of that time, the focus was serving the people who came to the church and over the years, many programs were established to serve the congregants. Such programs included Women's groups, Sunday school, Children's Church, Choir, Youth Groups and various Bible studies.

Through the years, Trinity often embraced new ideas that led to various activities held on our church campus or sponsored by Trinity to meet and serve our neighbors from within the community. Though many who attended these activities seldom or never attended services, they affirmed that Trinity was their church. Our activities to reach out and support community connection included such activities as:

- ✚ Carnivals, festivals, a petting zoo, pony rides, Brownies and Boy Scouts.
- ✚ Parks and recreation classes were held at Trinity, including classes for both children and adults.
- ✚ Trinity's Vacation Bible School Program enrolled many neighborhood children.
- ✚ An annual pancake breakfast was held for many years that raised money for El Monte/South El Monte Emergency Resource Association.
- ✚ Support of Laurel Pines, a Christian youth camp, with scholarships and support money.

In 1967, because we were blessed with two pastors serving Trinity, our community outreach was expanded to include a drive-in ministry held in San Gabriel, California. For a short time, this endeavor was one of the seven such RCA missions in California.

Because our community continued to undergo racial diversity, Trinity attempted to adapt its ministries to connect with such racial changes. This led Trinity hosting a non-RCA affiliated Hispanic ministry (1989). Two different Hispanic ministries have shared our campus facilities since that time. (Currently, Iglesias De Cristo continues to hold their worship services on our campus). From the late 1990's until 2017 a Chinese congregation and theological school met at Trinity. Trinity members taught English as a second language classes.

Our Church and Community Today

Today the congregation has the same zeal as recorded in our history for honoring and worshiping God. Serving people within and outside the church continues to be the purpose and goal at Trinity. Though our congregation reflects older and senior people, yet we do have some younger families and children. The existing congregation is smaller than in the earlier decades, when the average number attending worship service was over 100. Over the years, there has been a slow decline in attendance, but we believe that there is more to Trinity's life span and are taking steps to reverse this challenge.

For example, we have just completed the CVP (Congregational Vitality Pathway) process, which has provided insights into the decline and learned that what has happened at Trinity is not unique.

Nevertheless, we are positively dedicated to the fact that our location in the midst of a changing neighborhood allows us to fill a special niche and have a great impact on our community as we seek to present the gospel of Christ in a manner befitting this new context. Thus there is the need to find someone with unique gifts and calling to lead Trinity into its next steps of being "a light on the corner".



Regarding our community ethnic makeup, statistics from the Executive Insite Report dated 2017 and other city data show our neighborhood composed of 54% Hispanic, 33% Asian and 12% White. However,

Trinity members conducted a neighborhood language survey and spoke with local school officials regarding the language and ethnicity of school families and discovered a growing Asian population (predominately Vietnamese and Chinese families along with some Thai, Burmese, and Filipino). Speaking with community leaders confirms the Asian population finds our community to be a perfect locale to establish homes and businesses being surrounded by three accessible freeways. Of the Hispanic and Asian families that we surveyed, only 10 percent were non-English speakers. Trinity's current congregation is a mixture of Caucasians, Hispanics and Asians; 30% being Asian and Hispanic.



Having taken a good look at ourselves through the recently completed CVP process and the data we have collected, Trinity is more aware of the rich mission field in our very own neighborhood. Trinity has rededicated itself to being mission-minded and outreach oriented and is currently living into its vision of reaching out and serving the community. For example:

- ✚ We open our doors to be a community-meeting place for various businesses and social groups, allowing us to meet many new neighbors.
- ✚ We have formed a connection with the local elementary school, which has shared data with us, handed out flyers for Trinity events, and met in our parking lot for their annual walk to school day. Trinity reps serve breakfast treats, meet, and mingle with local families who gather for this event.
- ✚ Trinity hosts welcome trick-or-treaters at a treat and bathroom pit stop.
- ✚ Red Cross classes are offered, and we are working toward being named as a disaster center.
- ✚ Martial Arts classes are held in our social hall enabling us to meet more families from the neighborhood.
- ✚ We continue to develop relationships with local groups such as Rotary and partner with them for fundraiser activities.



Reaching out to the community and providing worship and care for the congregation remains Trinity's top priorities under the guidance of our interim pastor. Though we are small we continue to be a giving and generous congregation (as evidenced in an RCA TODAY article). On any Sunday you will find our congregation in worship service to include adults and children. We are friendly and loving people who genuinely care for one another and value both worshiping with one another and serving together.

Our Vision for Tomorrow

As Trinity moves forward to seek and find a new pastor, we envision building on our history as a Christ-centered, biblical-based church, celebrating our God through worship, service and outreach. Having prayerfully considered our future, and leaning on God's guidance, we envision Trinity's future may reveal one or both the following options:

- ✚ Becoming a multi-cultural congregation with a strong emphasis of outreach under the leadership of a new pastor who leads with such gifts, calling, and passions
- ✚ Becoming a congregation working with or alongside an ethnic church plant

We feel that either of the above options will greatly extend the ministry of Trinity Reformed Church and leaves the door open for what God will provide.



Our Next Pastor

Trinity's passion is to serve God through worship, witness, discipleship and service. We envision being a multicultural community of faith as we grow and serve within our congregation while also reaching out and both serving and witnessing to the community around us. We are now seeking our next pastor whom God has prepared to lead Trinity in its next season of ministry. He or she should have the conviction that God has placed a calling in their life to be the pastor at Trinity and whose ministry passions align with Trinity's requirements and expectations.



Requirements

- ✓ Bi-vocational part-time (20 hours per week with flexibility in schedule allowed to meet this requirement)
- ✓ Bilingual and multi-culturally sensitive (language open to the candidates skills)
- ✓ Ordained or Commissioned or Contract pastoral candidates will be considered. A candidate who feels they have alternative qualifying experience and training will be considered under the supervision of our Classis.
- ✓ Reflect biblical qualifications as outlined in 1 Timothy 3:1-7, Titus 1:6-9 and 1 Peter 5:1-5
- ✓ Reside within or nearby the community (approximately a 20-30 minute drive)
- ✓ Provide series and sermons that are biblical, practical and relevant
- ✓ Lead Sunday worship service (46 Sundays per year)
- ✓ Possess capabilities to train, equip, prepare and focus the congregation outward for local missional engagement
- ✓ Oversee pastoral care for current congregant members (Trinity's strength of caring for one another allows our pastor for more time in the community)
- ✓ Pastoral or life experience in a multi-cultural setting and/or experience as elder, small group or ministry leader preferred, but not mandatory

Expectations

We desire the candidate to fulfill the following expectations:

- Spiritual, relational and organizational leadership qualities
- Provide visionary, strategic, innovative pastoral leadership for equipping the congregation to fulfill Trinity's mission and vision through growing, sharing, serving and possible church planting
- Review and redesign Trinity's processes and systems to reach first time visitors, new members, and others that are not currently engaged and involved in the life of our church
- Become a member of and be accountable to the governing board of Trinity
- Be a participating member in the Classis of California
- Agree with the Theology of the Reformed Church in America and abide by its Book of Church Order

Compensation

- Terms of compensation distribution to be discussed and determined at the appropriate time
- Life insurance
- Retirement annuity
- Four weeks: vacation/professional development
- Trinity will bank one week's compensation per year for 7 years to then provide a 7-week renewal time for pastor's spiritual health and vitality.



This job description is a general outline of the requirements and expectations of the responsibilities and duties of the pastor of Trinity Reformed Church. These are subject to change at the discretion of the governing body of Trinity Reformed Church. This job description is not meant to be an all-inclusive document.

How to Apply

If you believe God might be leading you to take the next step, we would like to hear from you. A candidate will be considered when we receive the following:



1. A letter of introduction that includes the reasons you are applying and answers to the following questions:

**How do you believe your specific gifts, experiences, and calling might be a fit for Trinity Reformed Church in El Monte?*

**What experiences have you had where you ministered to or led a group that was diverse culturally or linguistically?*

2. A resume that includes your educational background, ministry experience, and contact information. (References will be asked for at a later date should they be needed)

Please email information or questions to:

TrinityReformedSearchTeam@gmail.com

(Please send in PDF format)

(OR)

send it to our church address:

Pastoral Search Team
Trinity Reformed Church
11804 Hemlock Street
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We will be in contact with you when the information is received and, after looking over your resume as a team; we will contact you again to let you know of the next step.