

Faith Presbyterian Church  
104 Main Street  
Lancaster, NH 03584

<http://www.faithpcnh.org>

Dear Brother in Christ:

Welcome to an overview of Faith Presbyterian Church. Enclosed you will find information about our church, the community, and a description of our expectations and qualifications for a Pastor. We know that God has chosen a specific man for our congregation and that He will lead us to the right fit for our church family.

We hope the information provided answers many of your questions, but please feel free to contact the Chairman of our Pastoral Search Committee, Elder Greg Gordon, with any additional questions.

If, after reviewing the enclosed information, and prayerful consideration, you feel a call to apply for the position at Faith Presbyterian Church, please complete a PCA Ministerial Data Form (MDF) and email it with any other supporting information to Elder Greg Gordon, at: [pulpitsearch4fpc@gmail.com](mailto:pulpitsearch4fpc@gmail.com)

If at all possible, we request that you include at least one or two church elders in your reference list.

The MDF will be available through our church website: <http://www.faithpcnh.org>

While we are searching for a full-time pastor to lead and shepherd us, we are open to hearing other reasonable proposals, if they fall within the expectations of Faith Presbyterian Church for its pastor.

We look forward to hearing from you, and God Bless.

Sincerely,

Pastoral Search Committee,

Elder Greg Gordon, Chairman  
Terri Covey, Secretary  
Michael Trudeau  
Wayne Sweeney  
Kent Gordon

ADDENDUM:

During our candidating process it became evident to us that we needed to make the following clarifications, which may or may not affect your desire to apply for our vacancy:

*Though these are not constitutional distinctives, most of us here at FPC accept the Calendar-Day view of creation. We are also committed to the principle that women should not teach men in a formal church setting, but they may teach other women and children. Obviously, we would want our pastor and other elders to embrace these views which may distinguish us from some other PCA congregations.*

4/2/2017 / tdc

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## *JOB PROFILE*

### **JOB DESCRIPTION**

We are looking for a Pastor who will provide spiritual and pastoral leadership to our congregation in the worship of God, who will exhort and encourage us to draw closer to Christ, and who will lead us in reaching our community (and the world) for Christ.

To accomplish this, we have three main roles which we believe are essential:

1. Preacher and Teacher
  - a. An Expositor – one who will provide the meaning and the message of a Biblical text, methodically working through the Scriptures.
  - b. Impart wisdom and insight concerning original texts, authors, and contemporaneous activities.
  - c. Provide practical applications of Scriptural principles.
  - d. Lead and direct our services of worship to enhance (and focus upon) the presentation of Scripture.
  - e. Teach Sunday School, various Bible Studies, and other groups as needed.
  - f. A disciple-maker who will lead us into greater commitment.
2. Shepherd
  - a. Love us enough to challenge us!
  - b. Pray for us; pray with us; pray without ceasing.
  - c. Create and maintain strong ministries and programs for all ages.
  - d. Spend time with members of the congregation, one-on-one and in a variety of groups and settings.
  - e. Encourage us to grow as Christians, and to identify and develop our spiritual gifts.
  - f. Exhort us when we step away from God's path.
  - g. Mediate for us when we hurt one another; proactively identify potential issues; offer Biblical assistance and solutions for resolution of conflicts.
  - h. Celebrate with us in times of joy. Grieve with us in times of sorrow. Walk beside us in "ordinary" times.
3. Evangelist (local and worldwide)
  - a. Actively pursue people with the Gospel by creatively networking within the congregation and the local community.
  - b. Equip the congregation to proclaim the Gospel in effective ways by developing strategic outreach ministries and initiatives.
  - c. Personally be a witness for Christ in a visible way.

There are many specific things that a Pastor can do, and many attributes which will enhance his ministry. There are also a variety of skills that a Pastor may bring to us. Each candidate might fulfill our needs (listed above) in different ways, and we are open to that.

We do not expect the Pastor (or his family) to be "perfect," but we do want someone who is striving, through Christ, to be the best he can be, and who will help us to do the same.

We understand that the Pastor is not solely responsible for any of these duties; he shares these responsibilities in a strong partnership with the Session, the Deacons and all other leadership of Faith Presbyterian Church PCA.

### **SALARY PACKAGE**

As a small congregation, we offer a total pay and benefits package of \$50,000 per year.

We are flexible about how this amount is divided into the various categories, and are sensitive to the tax ramifications of various options.

(For a perspective on median family income levels in the Lancaster area go to: <http://www.nhes.nh.gov/elmi/products/cp/profiles-htm/lancaster.htm> )

## **BIBLICAL QUALITIES FOR A PASTOR**

The Bible specifically speaks about the qualifications for those who will lead a congregation of people. These qualifications have been the same for almost 2,000 years. Jesus is the perfect fulfillment of these qualifications as the “senior pastor” of the Church.

*[Note: Although not verbatim; our list of qualities is based on those found in the following website: [www.acts29.com](http://www.acts29.com).]*

### **Above Reproach** (Titus 1:6, 7; 1 Tim 3:2)

This is the overarching, summarizing characteristic. There are similar (but not identical) lists in First Timothy and Titus. Living a life above reproach is the first requirement in both lists and Titus repeats it a second time. The following items on the list explain what “above reproach” means. If we peruse the two lists, as well as First Peter, we find 17 qualifications of an elder who is above reproach:

1. A pastor must be devoted to his wife. (Titus 1:6; 1 Tim 3:2). The pastor’s marriage illustrates Christ’s love for His church, His bride (Eph. 5:22).
2. A pastor’s children must be in submission, though not perfect. (Titus 1:6; 1 Tim 3:4-5). If a man does not know how to manage his own family, he will not know how to take care of God’s church. The first flock for a pastor is his own family. A Pastor’s qualification for the church starts in his home management as he leads them in the discipline and admonition of the Lord (Eph. 6:4).
3. A pastor is a faithful steward. (Titus 1:7). This is not a separate office. The pastor is a teaching elder who also functions as an overseer or steward. He is a manager of God’s resources and Jesus’ flock; he takes responsibility, but not ownership.
4. A pastor must be humble, not arrogant. (Titus 1:7). A pastor must constantly demonstrate the gospel by admitting when he is wrong, assuming responsibility, and restoring relationships.
5. A pastor must be gentle, not quick-tempered. (Titus 1:7; 1 Tim 3:3).
6. A pastor must be sober, not a drunkard. (Titus 1:7; 1 Tim 3:3). This is not just overindulgence in alcohol but is idiomatic for any behavior that fuels addictive responses.
7. A pastor must be peaceful, not stirring up trouble. (Titus 1:7; 1 Tim 3:3). He is to be a peacemaker.
8. A pastor must have financial integrity, not be greedy for gain. (Titus 1:7; 1 Tim 3:3; 1 Peter 5:3). A pastor is to be upright in his financial dealings and not accused of pursuing money over the kingdom of God.
9. A pastor must be hospitable. (Titus 1:8; 1 Tim 3:2). A pastor will be friendly and welcoming to strangers and guests, and will be gracious in his relationships.
10. A pastor genuinely loves what is good. (Titus 1:8).
11. A pastor must be self-controlled in every area of his life. (Titus 1:8; 1 Tim 3:2).
12. A pastor must be upright. (Titus 1:8). He has integrity in his relationships and in how he treats others.
13. A pastor must be holy (Titus 1:8). His life should be devoted wholeheartedly to Jesus, externally and internally.
14. A pastor must be able to teach. (Titus 1:9; 1 Tim 3:2). He must to be able to teach sound doctrine, not just be able to communicate in an excellent manner.
15. A pastor must be spiritually mature. (1 Tim 3:6).
16. A pastor must be respectable. (1 Tim 3:7). People inside and outside the church will be aware of his good reputation. There should be no evidence of ongoing sinful behavior.
17. A pastor must be an example to the flock. (1 Peter 5:3). The life of an elder should provide an admirable illustration of the Bible’s teachings in all areas (marriage, worship, parenting, relationships, time management, purity, and all other ways). He should be someone your sons could pattern their life after and the kind of man your daughter should marry.
18. A pastor must “fight the good fight, holding on to faith and a good conscience.” (1 Tim 1: 18,19).
19. A pastor’s wife (if he is married) must be a woman “worthy of respect, not (a) malicious talker but temperate and trustworthy in everything.” (1 Tim 3: 11).
20. A pastor must “set an example for the believers in speech, in life, in love, in faith and in purity (and) devote (himself) to the public reading of Scripture, to preaching and to teaching.” (1 Tim 4: 12, 13).

## CHURCH PROFILE

### **THE HISTORY OF FAITH PRESBYTERIAN CHURCH PCA Lancaster NH**

Faith Presbyterian Church of Lancaster was originally organized in 1983 as Shiloh Chapel by PCA Teaching Elder, Bruce Gordon. Bruce and his family had moved to Lancaster in 1980 after he had retired from a pastorate at the First Congregational Church of Merrimack, NH.

The church held its initial services in the fall of 1983 in the lodge of the Shiloh Retreat Center in Jefferson, NH. Among the first to be impacted by Bruce and Brenda Gordon's ministry here were Don and Mary Kenison. Brenda led Mary to the Lord when they worked together as nurse's aides at Weeks Hospital in Lancaster. Don later came to Christ as well. Don and Mary are both now with the Lord, but their son, Toby, along with wife Mary Beth, is a communicant member of FPC.

In October 1985 with attendance then averaging twelve people, the church relocated to a building on Route 2 close to its intersection with Route 116. Despite the fact that the church's name and Sunday school and worship times were posted on an old restaurant marquis close to the road, attendance did not increase significantly with the move. People came and went, some seeking jobs elsewhere, some unhappy with reformed preaching. Greg Gordon taught adult Sunday school and Brenda taught children's Sunday school.

Given the small congregation, meeting at the rented facility was expensive (\$250 a month plus electricity and plowing) and cumbersome. The heat had to be turned on several hours ahead of time each Sunday and chairs and pulpit set up and moved back and forth to Shiloh each week. So on the first Sunday in December 1992 the church began to meet once again at Shiloh. At this time its name was changed to Jefferson Presbyterian Church. Brenda taught Sunday school in her home and Greg taught the adults in the lodge or wherever the church had to temporarily meet for worship if another group was using the lodge. Those places included a room at the "Rocket" on the Shiloh property, Jefferson Elementary School, the Spalding Inn, and Kent and Sandy Gordon's home.

Bruce's declining health meant that beginning in 1998 his brother Greg and visiting preachers provided by the New England Presbytery often filled the pulpit. This continued through his retirement in September 2000. After that, Bruce still preached occasionally.

Following Bruce's retirement, Greg continued to fill in on some Sundays and men from the Northern and Southern New England Presbyteries and Canada (Guy Brouillette) preached on other Sundays. George King came in mid-July of 2002 for a short term internship through the end of September. Then, a commission was appointed by NNEP to oversee the church. Teaching Elder Bob Bjerkaas was the chairman (later Teaching Elder Steve Magee replaced him); Teaching Elder Herb Shipman, and Ruling Elders, Doug Camp and Ken Simpson were the other members. The Presbytery regarded the church as a mission church from that time until it was particularized as elders Greg Gordon and Ken Todd were ordained and installed at an organizational service on March 7, 2004. Herb Shipman was invited to serve as pulpit supply in August of 2004 and preached his first message as such on September 5th of that year

Mike Kooy candidated here on the 24th of July, 2005, preached again on Oct 16th and was installed on December 4<sup>th</sup> in a service held at the Jefferson Town Hall.

Contemplating a move to Lancaster in 2006, the church changed its name again to Faith Presbyterian Church. From September 2006 onwards, it has rented space at a prime location in what was Sullivan's Drug Store on Main Street. Because this location affords no room for expansion, a Facilities Committee is in place to investigate other possible other worship sites.

Over the years men's, women's, and children's Bible studies, and VBS have been held periodically. During Pastor Kooy's tenure the congregation also reached out to the community at the annual Lancaster Street Fair and Christmas celebrations and for seven years ran a free Day Camp for area children at the Shiloh Retreat Center.

After ten years of faithful Gospel service at FPC, Mike and Susan Kooy accepted a call to Providence Presbyterian Church (OPC) in Manistee, MI and moved there in February 2016.

## **VISION STATEMENT**

Faith Presbyterian Church strives to follow Christ's call to advance His Kingdom in northern New Hampshire through prayer, study, and fellowship, with a desire to introduce local people to Him, one heart at a time, by building relationships with those we work with, call our neighbors, and pray for.

## **CORE VALUES**

- God-centered worship
- Bible-centered preaching
- Doctrinal truths from the tradition of the Reformation
- Emphasis on individual and corporate prayer
- Spiritual growth
- Christian fellowship characterized by love, joy, and support
- Evangelistic in outreach
- Missions-oriented in New England and beyond

## **MISSION STATEMENT**

Faith Presbyterian Church seeks, as its mission:

- 1) to build up the local body in the faith, love, hope, joy, peace, and endurance, through worship, prayer, fellowship, service, obedience, admonition, and submission to the Lord Jesus Christ.
- 2) to promote the fellowship of believers, carry out the Great Commission, and faithfully administer the Lord's sacraments, that through its testimony, life, and witness, God may be glorified.
- 3) to be committed to faithfully preaching and teaching the Scriptures.
- 4) to be a praying church which is dependent upon the Father, Son and Holy Spirit to produce a spiritually healthy and vibrant family of God's people.
- 5) to be a people well-equipped to make significant changes in their own lives, as well as to demonstrate the love of Christ in the community, according to God's will.
- 6) to minister to all whom God brings to His church.

Faith Presbyterian Church depends on the work of Jesus Christ to build His church (Matthew 16:17; 1 Corinthians 3:7) and acknowledges that God is sovereign over the salvation of sinners (John 6:44).

Specific steps toward this outcome include continued dedication to

- worshipping God in the Sunday morning worship service.
- adult ministries throughout the week.

- a children's ministry, as God brings children into the church.

Faith Presbyterian Church shall be governed by the tenets of the Holy Scriptures, Westminster Standards, and by the form of government of the Presbyterian Church in America as set forth in the "Book of Church Order." In the event of any discovered conflict between the Westminster Standards and the Holy Scriptures, the Holy Scriptures take precedence. In the event of any discovered conflict between the "Book of Church Order" and the Holy Scriptures, the Holy Scriptures take precedence.

The Holy Scriptures are the Old and New Testaments, commonly referred to as the Christian Bible. The Westminster Standards are the Westminster Confessions of Faith, The Larger and Shorter Catechisms as adopted by the Presbyterian Church in America, 1973.

### **MEMBERSHIP / ATTENDANCE**

Statistics as of January 2016:

Total Number of Church Families (members and consistent visitors): 15

Total Number of Church Members (communicant and non-communicant): 26

Average Church Attendance (members and visitors): 25 - 35

Members come from various distances and surrounding towns:

In-town Lancaster - 0.5 miles

Jefferson NH - 7 miles

Dalton NH - 10 miles

Groveton NH - 11 miles

Concord VT - 18 miles

Berlin NH - 29 miles

Danville VT - 38 miles

Ossipee NH - 84 miles

### **MINISTRY ACTIVITIES**

**Sunday School**      Classes begin at 9:00 a.m.

**Sunday Morning Worship**      Service begins at 10:00 a.m.

**Prayer Meeting**      1st and 3rd Sunday of the month, following worship service

**Fellowship Meal**      2nd Sunday of the month, following worship service

**Bible Study**      Thursdays at 7:00 p.m.

### **FACILITY**

We currently rent the former Sullivan's Drug Store located at 104 Main Street Lancaster NH. This location has a 900 square foot room where we meet for Sunday school, worship and Bible study during the week. There is also a room available for a pastor's study and office. Children's Sunday school classes also meet in this area. High speed internet is currently provided in the pastor's study.

It is our hope to eventually own a permanent facility for Faith Presbyterian Church, as God allows. We have a building fund started toward that end, which totalled \$19,212, as of March 2016.

## **CHURCH LEADERSHIP**

### **Pastoral**

- Vacant

### **Ruling Elders**

- Greg Gordon

### **Deacons**

- Vacant

## **COMMUNITY PROFILE**

### **OVERVIEW OF TOWNS IN OUR AREA**

Faith Presbyterian Church is located in Lancaster , NH. Lancaster is a small town located in northern NH and has a population of 3,300 and nestled in the White Mountains. It is located approximately 90 miles north of Concord , New Hampshire's Capital and approximately 60 miles south of the Canadian border.

General Lancaster information: <http://www.lancaster.nh.org>  
[https://en.wikipedia.org/wiki/Lancaster,\\_New\\_Hampshire](https://en.wikipedia.org/wiki/Lancaster,_New_Hampshire)

Lancaster and the surrounding communities are rich in outdoor opportunities, such as unlimited hiking, kayaking, biking, and fishing. Northern New Hampshire boasts over 1000 miles of ATV trails. Winter provides skiing, snowshoeing, and snowmobiling. One might see deer, moose, bear, bobcat, and other wildlife in the area. We are in close proximity to Mount Washington and the White Mountains which provide for the ultimate in beauty and outdoor experiences.

Other local opportunities include the annual Lancaster Fair, the Weathervane Theater in Whitefield, and Tillotson Cultural Center in Colebrook.

lancasterfair .com  
wvtheatreplayersnh.org  
tillotsoncenter.org

We get lots of snow here in New Hampshire – on average, it's about 70 inches per year (usually from December through March, although snow in October, November, and April is not completely unheard of). January is our coldest month, averaging 1 degrees; July is the warmest at 78 degrees (average). In reality, summers can be hot and humid (with several spells of temperatures in the 90s each year), and winters give us temperatures below 0 degrees for at least a few days.

## **LOCAL SCHOOL INFORMATION**

Local school information can be found at these sites:

White Mountain Regional School District, which includes schools in Whitefield, Jefferson, and Lancaster:

<http://www.sau36.org/>

Kids Connection, a Christian K-6 in Jefferson; one of FPC congregant members is the director/teacher:  
bhicks@me.rr.com

## **CHRISTIAN COMMUNITY IMPACT AND POTENTIAL**

As far as Christian impact on the community, please see:

[https://en.wikipedia.org/wiki/New\\_Hampshire](https://en.wikipedia.org/wiki/New_Hampshire)

<http://www.homefacts.com/religions/New-Hampshire/Coos-County/Lancaster.html>

<http://www.pewforum.org/religious-landscape-study/state/new-hampshire/>

Within the Wikipedia link above there is a description of New Hampshire in general:

*"A Pew survey showed that the religious affiliations of the people of New Hampshire was as follows: Protestant 34%, Catholic 29%, LDS (Mormon) 1%, Jewish 1%, Jehovah's Witness 0.5%, Muslim 0.5%, Buddhist 1%, Hindu 0.5% and non-religious at 26%.*

*"A survey suggests that people in New Hampshire and Vermont are less likely than other Americans to attend weekly services and only 54% say that they are "absolutely certain there is a God" compared to 71% in the rest of the nation. New Hampshire and Vermont are also at the lowest levels among states in religious commitment. In 2012, 23% of New Hampshire residents in a Gallup poll considered themselves "very religious", while 52% considered themselves "non-religious". According to the Association of Religion Data Archives (ARDA) the largest denominations are the Roman Catholic Church with 311,028 members; The United Church of Christ with 26,321 members; and the United Methodist Church with 18,029 members."*

From this information, one can readily see that evangelical Christians are definitely in the minority in this area. We can see the effects of this in our society and in our legislation. While it can seem difficult, we also believe that it is a huge opportunity for us make inroads for Christ, if we can effectively present His message in this area.