



## Bryce Avenue Presbyterian Church Pastoral Search

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### Who We Are Today

Bryce Avenue Presbyterian Church (BAPC), a member of the Presbyterian Church in America (PCA), is a multi-generational congregation of believers committed to the faithful preaching and teaching of reformed biblical truth. BAPC has served the communities of White Rock and Los Alamos in Northern New Mexico for over 45 years and endeavors, by faith, to glorify God and enjoy Him forever.

### Location



Bryce Avenue Presbyterian Church is located in the small community of White Rock, NM and is part of the greater Los Alamos area. Situated on the border of the Jemez Mountains in Northern New Mexico at an altitude of 7,320 feet, Los Alamos is a quiet, family friendly community with a rich history and beautiful mountain setting. The main employer is the Los Alamos National Laboratory, which employs about 15,000 people from across northern New Mexico. The town, and the church are comprised of scientific and technical professionals with a large percentage having advanced degrees.

### Officers

BAPC is also governed by a board of elders and a board of deacons. Our ruling elders are:

- Charles Bell
- David Finnegan
- David Forslund

They can be contacted at [session@bapca.org](mailto:session@bapca.org).

Our deacons are:

- Mike Inbody
- Randy Rowan

They can be contacted at [deacons@bapca.org](mailto:deacons@bapca.org).

### Our Purpose

We exist to glorify the Triune God and enjoy Him forever and to proclaim the Gospel from the reformed, God-centered worldview, leading the unsaved to Christ, and nurturing believers in the Faith as members of the Presbyterian Church in America in northern New Mexico.

### Our Beliefs

- We believe in the saving grace of Jesus Christ through faith.
- We believe the Bible is the inerrant, infallible, written Word of God.
- We believe in the total depravity of man.
- We believe in covenant, both Old and New.
- We adhere to the Westminster Confessional Standards.
- We believe in the five Solas.
- We believe in the Regulative Principle of Worship.

### Community

We provide Christ-centered biblical teaching to the communities of Los Alamos, Pojoaque, Santa Fe, and parts of general northern NM. Additionally, we have ministries that provide personal help both spiritual and physical to the congregation and community as well as others. To that end, we do not conform our beliefs or worship service to those of the world community. We strive to understand God's Word and apply it to our lives without intrusion, or contamination from current cultural trends.

# Church History

Bryce Avenue Presbyterian Church was founded as Sangre de Cristo Covenant Church in August of 1975 as a particular church of the Presbyterian Church in America based on the principle that the Bible is the infallible, inerrant Word of God. The church adheres to the Westminster Standards as the clearest systematization of Scripture. The founding pastor was the Rev. Wayne A. Buchtel who had left the United Presbyterian Church over doctrinal issues. Sangre de Cristo Covenant Church formed from former members of the White Rock United Presbyterian Church and other evangelical Christians from the community who desired to reject the liberalism of the main line churches. The biggest issue was the failure to recognize Scripture as being inerrant and infallible which resulted in the United Presbyterian Church requiring the ordination of women, the increased acceptance of homosexuality and the increased emphasis on liberal social action.



Covenant Christ School April 1987.

Sangre de Cristo Covenant church purchased 3½ acres of land on Bryce Avenue in White Rock in January 1976 and immediately started on a building program. Much of the construction work was done by members of the congregation. The church moved into its current facility in January of 1977.

Because of the growing perceived need of Christian emphasis in education and the continued change in public education away from Christian principles, Covenant Christian School (K-12) was founded by the church in 1980 and run by the church in its facility from 1980-1997. As homeschooling became a more viable option, more families chose to go that route.

In 1985, the church changed its name to Bryce Avenue Presbyterian Church to remove any confusion of its original name with Roman Catholicism. In the fall of 1986, the Rev. LaVerne



Cross designed by church members being installed.

Donaldson became the interim pastor, followed in the spring of 1987 by the Rev. Henry Fernandez who has served as its pastor for the last 34 years. The church facility was rebuilt in 1992 following a major fire. Throughout the last 40 years and more with much challenge and change, God's faithfulness has stood as a testimony to His grace and love. The church has remained steadfast to the reformed faith as expressed in the Westminster Standards and to the inerrancy and infallibility of Scripture.



Bryce Avenue Fire Damage in 1992 showing fellowship hall destroyed.

# Church Demographics and Outreach

## Statistics

Our average attendance in 2019 was 61, with less in 2020 due to the COVID-19 pandemic. Approximate 2020/2021 attendance has been 40 in-person with 10 families watching via livestream. Church membership is 78 from roughly 35 family units. The congregation consists of about 20 adults over 65 years, 30 adults under 65, and 17 youth and children.

## Finances

The following figures are approximations. The total income of the church in 2020 was \$275,000 with \$98,000 in benevolent giving. Church operating expenses were about \$150,000 with the minister's compensation package totaling about \$115,000 including a health savings account of \$30,000 per year. Total cash assets are about \$180,000. Our monthly budget for 2021 is \$21,000 per month with \$6,800 going toward our 20 regularly supported missionaries.

## Facilities



The church is in the heart of White Rock, New Mexico on 3½ acres and is debt free. The church building is about 8,000 square feet including a 3,000 square foot sanctuary and a large fellowship hall and large kitchen. The church also owns a 3-bedroom manse debt free which was purchased in 1994 in White Rock.

## Evangelistic Outreach

The church seeks to humbly and unwaveringly proclaim the glorious Gospel of Christ to the ends of the earth. It bears witness to the purpose of the Triune God in salvation as it clearly exhibits lifestyles that are new creations in Him. We exhibit reliance on Him in all things as we hope in a glorious eternity that transcends the trials and burdens of our earthly sojourn.

## Missions, Outreach



*“Behold I say to you, lift up your eyes and look on the fields, that they are white for harvest.” John 4:35b*

Missions support through prayer and finances is an essential ministry at BAPC. Roughly 30% of our annual budget is allocated towards regular, budgeted financial support for individual missionary families and numerous ministries/organizations in several continents (Africa, Australia, Europe, North America and South America). Some have been supported since BAPC began over 40 years ago.

Individual mission families are located in Peru, North Africa, Australia, Slovakia, Ukraine, France, Colorado and Northern Mexico. Two mission families serve with the Reformed University Fellowship program on college campuses at New Mexico State University and University of Texas at El Paso.

Christian ministries/organizations focus on crisis pregnancy, bible-based recovery for Native Americans, mercy and evangelism in Eastern Europe, building pastoral training facilities in Africa, establishing congregations near major US military bases, evangelistic ministry to the Jewish people, child evangelism, caring for the homeless, catechetical publishing of Christian educational materials, and theological training. We also work cooperatively with local ministries to provide assistance to families and individuals with urgent needs.

Each November we dedicate our monthly Koinonia Dinner to a Mission Emphasis Dinner, “Reports of the Harvesters’ Lives & Labors”. Highlights of our individual missions’ past year are presented followed by prayer. Each month a missionary prayer list is prepared from recent correspondence.

# Pastoral Search

## A Man After God's Own Heart (1 Sam 13:14)

Our current Pastor, Henry Fernandez, is transitioning to a new role in ministry after providing faithful loving service to Bryce Avenue Presbyterian Church (BAPC) for 34 years. The new Pastor will bring his own unique God-given strengths while continuing to lead BAPC in personal godliness, confessional integrity and biblical fidelity building on what the Lord has done, is doing and will do.

The next pastor of BAPC must be a man devoted to personal spiritual growth through private devotions, prayer, and Bible study. This kind of personal and vibrant spiritual life and connection to Christ is an essential starting point for all ministry, from corporate worship to the spiritual growth of church members.

### Qualifications

- *At least 5 years of ministry experience preferred*
- *Ordained or able to be ordained in the PCA*
- *Masters of Divinity or comparable degree*
- *Full subscription to the Westminster Standards*
- *(Prefer) Pastor is married to provide insight in applying biblical principles to marital issues*
- *(Prefer) Pastor with biblical counseling training*

### Major Responsibilities

The major responsibilities of the Pastor are in the areas of leading worship, proclamation of the Word, evangelism, and teaching as described below:

- **Worship Leader:** The future Pastor and Session will work to develop a rich worship life, educating the congregation for meaningful participation.
- **Proclamation of the Word:** The Word of God is preached with urgency and conviction, bringing it to bear on the changing needs of individuals, the community, and the world while exulting the Triune God. A high priority of the pastor's time will be placed on sermon preparation.
- **Evangelism:** The Pastor and congregation share faith in Christ as personal Savior in their total lifestyle seeking to lead others within and outside the Church to accept Jesus Christ as Lord and Savior. The congregation is informed, trained, and helped to establish effective evangelism programs for the church.
- **Teaching Responsibility:** The new Pastor will accept an active teaching role, interpreting and teaching the Scriptures and theological concepts, history of the Church and current events. He will provide instruction for Church Officers, educational leaders, and members.

### Additional Responsibilities

- **Spiritual Development of Members:** Pastor shares members' struggles regarding the Christian faith,

with opportunities provided for individuals and groups to reflect on beliefs, concerns, doubts, regarding Christian understanding of spiritual dimensions of life.

- **Congregational Visitation:** Church officers and Pastor develop and carry out a systematic plan for visitation of the entire congregation with special attention to prospective members and those with special needs.
- **Congregational Fellowship:** Emphasis placed in developing fellowship and helping members to know one another. Groups are encouraged which give members the opportunity to love and support one another.
- **Discipleship Training:** Discipleship is important in developing and building up the Church body
- **Congregational and Denominational Responsibility:** Value placed on balance between local church and connectional responsibilities. Congregation and Session know and are involved in the work of the denomination. This includes attending General Assembly and representing the church at Presbytery.

### Fostering Role

The Pastor should have a fostering role in the following areas. He should encourage these functions and communicate, coordinate and delegate with the Session and Membership to facilitate Christian service in:

- *Encouraging the Ministry of the Laity.*
- *Hospital or Emergency Visitation (Session assists with this).*
- *Counseling Service (basic biblical training desired w/facilitative personality).*
- *Mission Beyond the local community.*
- *Development and Support of Education and Training Program.*
- *Involvement in local Community Problems and Activities (to focus help ministries).*
- *Congregational Communication.*
- *Administrative Leadership (delegates with church support).*
- *Stewardship and Commitment Programs.*
- *Evaluation of Program, Staff, and Diaconal Ministries.*

# Pastoral Search (cont.)

## Desired Pastoral Ministry Experience

Demonstrated experience in preaching, teaching, evangelism, discipleship, and worship leadership are top priorities for this position as detailed below.

A skilled teacher and preacher who clearly and effectively communicates God's Word in a way that is instructive and applicable and leads the congregation to a sincere pursuit of spiritual maturity and service.

Obedience to God's commission of evangelism by actively taking opportunities to share the Good News of the Gospel through preaching the Word, personal sharing with others, and in local and missionary outreach activities.

A devoted disciple-maker who actively supports and encourages members as they grow in their faith, so they also learn to disciple others.

A caring shepherd who ministers to his flock through friendship, nurturing, and counseling, and who is able to help and comfort in crisis.

A strong humble leader who provides worship leadership and ensures with the Session the affairs of the church are conducted in an organized, effective, and godly manner. He serves as a model for other leaders in the congregation.

## Next Steps

If you have the desire to apply for our pastoral position or to ask for more information please visit our [website](#) or contact the search committee at our email [pastorsearch@bapca.org](mailto:pastorsearch@bapca.org) or phone 505-660-2446/505-672-2732.

## Candidate Questionnaire

The following are a subset of potential questions we will ask candidates that are current issues in the PCA and are of concern for our congregation. We have provided answers based upon our church beliefs.

**Question:** Should culture be considered when interpreting the Bible? If yes, how is this done?

**Answer:** Using culture to interpret the Bible necessarily means that the Bible is not currently applicable in our current time and is subservient to the fallen human condition. We conform to the belief that God's Word is timeless and unchanged since it was first spoken (Psa 90:2, Joh 1:1). Our sinful nature tempts man to create excuses for why we should rethink, reinterpret, reimagine, and remake Scripture to fit a cultural worldview (De 9:16).

**Question:** Do you believe homosexuality activity and attraction is sinful?

**Answer:** We believe that engaging in homosexuality, whether through activity or desire, and encouraging homosexuality as a normal sexual expression are all sinful (Le 18:22, Ro 1:26-28, 1 Tim 5:22). We as a congregation seek to minister to those suffering under the temptation of homosexuality and desire to see a repentant heart.

**Question:** What are your thoughts on social justice? Is it evangelism, or something else?

**Answer:** We believe that social justice is a cultural trend that is antithetical to biblical teaching. A core premise of social justice is that there is an inherent, unconscious bias of society against minorities which is attributable to the white patriarchy. First, all people fell from God's grace (Gen 3:7), not one societal subset was exempt. Second, social justice implies that man can create their own redemption to God through regulated equalization of people as opposed to faith in Jesus Christ (Rom 7:24-25). Finally, social justice by its definition means God's justice is insufficient.

