



FIRST REFORMED CHURCH
O A K H A R B O R



Church Profile and Lead Pastor Position Description 2022

Who We Are

This profile of **First Reformed Church** Oak Harbor is designed to give potential Lead Pastor applicants an overview of our church, and our community. If you sense the Holy Spirit guiding you towards this ministry, we will welcome your application and the opportunity to know more about you. Thank you for taking the time to read this information about FRC. We pray that God will lead you in your pursuit of His will for your life.

FRC values a church body that is **cross-generational** and acknowledges that every age has meaningful ways they can contribute to God's kingdom.

Represented in the congregation are families from multiple generations dating back to the settlers of our town and those who have just arrived due to **military** service. Our connection with the military has always been important to us, bringing much richness and diversity to our congregation. We aim to be a church family that makes all people feel invested in, valued, and cared for.

The results of a recent Search Team survey indicated that two factors significantly influence long-term membership at FRC: Reformed theology and fellowship. The survey also reported that regardless of generational ties, FRC feels like **family**.

Like many churches around the world, Covid-19 has greatly impacted our congregation. Our Lead Pastor of seven years departed during that time as well as some military families. Many of the ministries of our church have been put on hold since spring of 2020. We are prayerfully looking at where, and how, **God is leading us to grow and rebuild**.



Where We Are

Oak Harbor, WA is located in the rain shadow of the Olympic Mountains on Whidbey Island. The island is surrounded by breathtaking scenery and experiences half the annual rainfall of Seattle. With the presence of five state parks, nearby islands to explore, and national parks within driving distance; there is a host of recreational activities for an active outdoor lifestyle. The island community of Oak Harbor is an outstanding place to live, work, and play.

North Whidbey Island (population approx. 40,000+) is a two-hour drive from Seattle and is accessible by both bridge and ferry. Oak Harbor is Whidbey Island's largest community. It combines the charm of a small town with the convenience of a city.



Located a few miles from town is the largest employer in the community, Naval Air Station Whidbey Island. Oak Harbor is very proud of its military contributions and you'll often see, and "hear", a variety of military aircraft overhead along with a diverse culture of men and women in uniform.

Our community boasts several options for education. Oak Harbor Public Schools www.ohsd.net offers many innovative programs and is a leader in the area. Oak Harbor Christian School www.oakharborchristian.org has been a fixture in the community since 1938. We also have a local college, Skagit Valley College www.skaqit.edu.

More information can be found at [Oak Harbor Chamber of Commerce](http://www.oakharborchamber.com)



What We Are About

Sunday Worship

Our services are designed to come before our Living God to help propel us into living out our vision and mission throughout the week. We believe that worship is an act of the people unto the Holy Triune God. Sunday morning services follow a liturgical design. Communion is celebrated the first Sunday of the month. Currently the worship team is composed of volunteers with an interim Worship Coordinator. Our praise team is made up of several vocalists, piano/keyboard, percussion, guitar, viola, trumpet, and bass.

Bible Studies

Our church has various men's, women's, and outreach-oriented Bible study options. These studies take place on and off campus and are designed to provide fellowship, meaningful time in God's word, and opportunity for us to grow in faith.



Home Groups

Our Home Groups exist to be a practical application of the mission of FRC. It is also an expression of our desire to lead Christ-centered lives focused on scripture. We seek to invite members, friends, visitors, and community for the purpose of walking through life together sharing each other's burdens and celebrations.

Children's Ministry

Each week we have a children's moment during our Sunday morning worship service. We provide Bible activity pages and coloring sheets for children to use during the sermon time. Since Covid, our other children's programs are still on hold. We are planning to restart our programs in the near future. Nursery services are provided each week during the Sunday worship service. Our nursery is open to infants and children from birth through age 3.



FRC Youth Ministries

Our youth ministries have strived to build bridges above and below typical age groups. Christ in community has been a guiding principle. Oak Harbor has a very diverse educational experience for students and families: public school, private school, home school, co-op education, and several hybrid options. Ministering to military families and deeply rooted families creates a very diverse atmosphere of mutual respect. FRC has a strong commitment to Christ-centered, Bible-based discipleship and training and a desire to reach students where they are. Every year the student population changes, and we strive to change with it while keeping solid biblical doctrine and teaching at our core.



To expand our vision and mission in and to the community we initiated a partnership with Young Life in 2020 that is mutually supportive and leverages our combined resources. The summer will see our students attending three to four different summer camp options and multiple fundraising events. The FRC/Young Life partnership will have continued leader contact work with students, special events, and planning and training for the upcoming school year.

FRC Kidz Preschool

For the past thirteen years, FRC has provided quality early childhood education in a loving, Christ-centered environment here on our campus. FRC Kidz Preschool provides thematic units, pre-readiness skills, arts & crafts, science, math, chapel, music class, indoor/outdoor play for children 30 months to 5 years old. Our preschool is well respected in the community and is a means of outreach for our church.



Sonshine Visitors

Sonshine ministry provides Christian companionship to current and former congregants who are unable to attend worship services on a regular basis. Their absence may be the result of age, an impairment resulting in immobility or a condition which renders them incapable of extended periods away from their home. Visits may also be extended to the loved ones of current members who may or may not have attended FRC.

Special Events/ Ministries

- Nourishing our Neighbors
- Trunk or Treat
- Christmas Bazaar
- Grassroots Christmas Program
- Neighborhood Block Party
- Local Concerts
- VBS
- Blood Drives

Global and Community Missions

First Reformed Church partners with global and local community outreach programs to support the mission of the church to be the very presence of Christ in the world.

We prayerfully, financially, and actively support the following local ministries:

- North Whidbey Help House



<https://www.facebook.com/North-Whidbey-Help-House-267618856581791/>

- The Haven: <https://whidbeyhomeless.org/>
- Pregnancy Care Clinic: <https://islandspcc.org/>
- Broadview Elementary School: <https://www.ohsd.net/bves>



Additionally, we prayerfully and financially support the following global ministries:

- Children of the Promise: <https://childrenofthepromise.org/>
- RCA Global Missions: <https://www.rca.org/global-mission/>
- International Student Inc: <https://internationalstudents.org/>
- Navigators: <https://www.navigators.org/>
- Samaritan's Purse: <https://www.samaritanspurse.org/>



See our website at <https://frcoh.org/> for testimonials from our partners.



Lead Pastor Position Description

Expectations

MODEL a personal and growing relationship with Jesus Christ, worthy of imitation, demonstrating biblical qualities of integrity, humility, accountability, teachability and compassion as a gracious and loving pastor.

LEAD to equip and unify the congregation, leaders, and staff to be forward-moving in our mission to engage the community around us and in so doing to fulfill FRC's mission: ***Seeking to be the very presence of Christ in the World.***

CULTIVATE through the power of the Holy Spirit a culture where the Gospel is proclaimed, lives are changed, and leaders and teams are identified to do the work of ministry.

DEVELOP an engaged congregation, building generational and cultural connections by nurturing honesty, openness, and respect for all.

Responsibilities

Spiritual Leadership

Serve as the spiritual leader of the church, demonstrating overall vision for the direction of the ministry and providing leadership to the Board of Elders, serving as President of Consistory in accordance with the Book of Church Order.

Teaching / Worship

Lead worship in a way that inspires the congregation, reinforces our biblical and Reformed theology, and encourages participation. Preach 40 Sundays a year and lead special services. Collaborate with a worship team to design services.

Equipping Leaders / Building Teams

Identify, attract, lead, and develop gift-based, passion-driven, effective leaders and teams to do the work of ministry, and the ability to delegate authority to the congregation to fulfill our mission: ***Seeking to be the very presence of Christ in the World.***

Missionally Focused / Discipleship-Driven

Demonstrate skill in, evangelism and discipleship, challenging the congregation to maintain an outward focus to fulfill the Great Commission both locally and globally. Work with staff and church members to cultivate outreach events for the community. Network with partners in the community to educate, equip, and engage the congregation.

Qualifications

- Seminary Graduate (M. Div.), the equivalent theological education, or Commissioned Pastor.
- An ordained pastor in good standing with their Classis or governing ministerial body.
- Demonstrate pastoral/ministry experience.
- Be committed to Reformed theology.
- Be received by and participate in the Classis of Cascades.
- Actively participate in church activities, providing encouragement and support whenever possible.
- Participate with the deacons and ministry directors in the development of an annual budget.
- Self-motivated, dedicated to the church, and able to set professional and personal boundaries.
- Be committed to the historic RCA position on human sexuality.

Organization

- Preside at all Congregational meetings and at all Consistory meetings in accordance with First Reformed Church By-Laws.
- In conjunction with the Consistory, oversee all staff and ministries of the church including but not limited to daily supervision, goal setting, training and professional development, job reviews including evaluations, hiring, discipline, and removal from positions.
- Provide oversight, with the board of Elders, of congregational member conduct and administer discipline (teaching and correction) as needed.
- Oversee the visitation of the congregational members in collaboration with the Elders.
- Perform pastoral services as requested by the congregation and community.
- Provide counseling/meetings for both members and non-members. However, the Lead Pastor is not obligated to solely provide counseling but may also encourage referrals to professionals when possible.

- Develop agreed upon goals with the Elders for ministry objectives, timelines, and evaluation procedures.
- Shall live among the congregation with a servant's heart, demonstrating a consistent faithfulness in one's personal and public walk with Christ, modeling humility, being prayerful in all things and boldly speaking truth with grace in love.

Compensation

- Benefits include health insurance, life insurance, annuity, and job-related expense reimbursement. The Consistory will discuss those details at the appropriate time in the process.
- A parsonage with utilities will be provided for housing.
- Four weeks of vacation.
- Study leave – one week annually, mutually agreed upon with the Elders.

<https://www.classiscascades.org/images/Documents/Policies/CISalaryGuide2021.pdf>

Application Process

If you feel led to contribute to the next chapter in FRC's journey and would like to enter the search process, we would like to hear from you.

An applicant will be considered when we have received the following:

- Letter of Introduction
- 3 to 5 References
- Resume
- Links to view a minimum of 3 sermons (other teachings can be included if desired)

EMAIL ALL MATERIALS TO: office@frcoh.org

We will confirm receipt and contact applicants to determine next steps.
Applications will be accepted until a qualified candidate has been selected.

First Reformed Church Oak Harbor

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<https://frcoh.org/>