

INDELIBLE GRACE CHURCH

Senior Pastor Candidate Packet

Greetings,

Each second of our lives is woven into the great tapestry of God's magnificent plan. It is our belief that every step that brought you to this moment was ordained by our Lord. We have prayed a long time for you, and while we do not yet know you, we trust in our God who has known you for an eternity.

We are but a few members of a flock of humble sheep, a little uncertain of our next steps after many long months of the pandemic. However, we know that God will place into our midst a shepherd who will emulate John 10:27, and that we will soon be led to greener pastures.

Dear brother, in these next pages you will find the story, people, and places that make up Indelible Grace Church. As you read, we hope that you can see the beating heart of our church, laid bare to await its next pastor and leader.

In Christ,

The Pastoral Search Committee

Nate Ong (Chair)
Anna Yang (Co-Chair)
Julie Gullman
Sini Robinson

John Ward
Tommy Wong
Elaine Wu
Tae Yook

Table of Contents

Who We Are

Our Ministries

Our City

Senior Pastor Candidate Profile

Our Committee

Application Process



Who We Are

My name from the palms of his hands,
Eternity will not erase.
Impressed on his heart it remains,
in marks of indelible grace.

- Augustus Toplady, “A Debtor to Mercy Alone”



We would like to introduce you to our community at Indelible Grace Church (IGC). Our church name is unusual, but it suits us because our Church's story bears the marks of God's indelible grace: a grace that cannot be erased. In the face of many challenges and trials, our church has committed to a simple yet profound mission: to follow Jesus and help others follow him. We see the hand of God working in our midst, we sense the unending grace He extends to us, and we strive to be a church that honors Him.

We are a small church, but our relationships run deep. We are a multi-ethnic community, bound together by genuine love, seeking to live life together in the Bay Area. Our very existence is a triumph of God's grace! We have a strong desire to know the Word and to live in light of the gospel, and to that end we are developing a culture of discipleship. Discipleship is a key priority and value in our church, and we believe that our effectiveness in reaching the people of the Bay Area is correlated with the disciple making happening in our church.



Founding and History

From the beginning, IGC's mission has been to preach the gospel and make disciples in the Bay Area. Our church was planted in early 2010 by our founding pastor and a group of approximately 20 core members, most of whom are still with us today. Our founding pastor is a gifted church builder whose strong preaching skills developed a gospel centered foundation for our church. From humble beginnings, we grew to 100 adult members with up to 150 attendees every Sunday. Community groups multiplied and flourished throughout our region. Our church life was, and continues to be, largely organic rather than programmatic.

In 2018, IGC became a particularized church with the induction of 3 ruling elders who are still with us today. The leadership launched a new vision for our church: to follow Jesus and help others to follow Jesus. This sparked a shift in our church's culture as members throughout the congregation began forming deeper spiritual relationships that placed an emphasis on Christ-like discipleship.

COVID has profoundly reshaped our church. We did not escape many of the challenges that churches experienced during the pandemic. In the midst of that, by the grace of God we persevered. Volunteers stepped up to help the church adapt to the new reality and broadcast our services online. With much help from volunteers, we eventually transitioned to outdoor services at a local park that were simultaneously live-streamed to community members who chose to attend virtually. Live-streaming from a park was an incredible technological feat, and one that displays the resolve of our church in the face of adversity. We were determined to fulfill the command in Hebrews 10:25 to meet together, while also including those who could not be physically present. After a year and a half in the park, we moved indoors to a new facility at Creekside Middle School in Castro Valley. Although we did not emerge unscathed from the COVID era, God's indelible grace has held us together as a community.



On the heels of the most intense part of the pandemic, our founding pastor resigned and departed from IGC. This transition has been very disruptive and resulted in some dear members deciding to leave the church. Our local presbytery has been involved and supported us through the transition. We feel deep sorrow about this brokenness, but we are committed to living out the gospel and rebuilding what has been broken. Our associate pastor has been serving our church community since the early years of the church plant. His humble style of preaching and skillful management of operations have been a major blessing to our church throughout the years.



Nevertheless, both the pandemic and our leadership transition have been draining: many of our ministries need to be rebuilt and our vision as a church strengthened. During this season of change, we are clinging to the hope of the gospel. We strive to put aside superficial distinctions and are eager to maintain the unity of the Spirit as outlined in Ephesians 4:1-3. We seek to build a culture where our people matter more than programs, and that we have deep, Christ-centered relationships rather than casual friendships. We believe the Holy Spirit is at work among us, and desire to be a people that are daily transformed from one degree of glory to another. As we think about our church's story, we rejoice that God's grace is indelible, and we are thankful He has allowed our community to persevere.



Sunday at IGC



If you visit on a Sunday morning, you will find a warm and welcoming congregation that is eager to know Jesus more. We love gospel-centered preaching that brings an understanding of God's word into the context of our modern culture.

Our congregants are mostly in their 20s to 40s, including many young families. We have between 65-75 adult attendees at Sunday services and a growing children's ministry serving approximately 20 children a week. Although we are a smaller church, we have been blessed to support multiple pastors for the majority of our history.

Our church meets at a local middle school for Sunday worship. We rely on a committed group of volunteers who help with setup and teardown. Our service is simple - we strive to create an atmosphere where people can worship in stillness before God. One thing that makes our service special is that many people are involved in our liturgy, contributing to an overall feeling of unity and intimacy. We love to worship with weekly prayer meetings and singing a mix of traditional hymns and contemporary praise songs.

Our Ministries

Children's Ministry

We desire for our children to understand the Christian faith in an age-appropriate way. Our children's ministry is led by a group of dedicated volunteers. We have a preschool class, a K-2nd class, and a 3rd-5th grade class. Pre-pandemic we had a nursery for the many infants and toddlers under age 2½ in our church, and we hope to restart this ministry. Currently, parents often sit outside with young children where the service is broadcast over loudspeakers.

Youth Ministry

Currently, we do not have a formal youth program. We have a youth girls discipleship group that is led by two members of the church. We hope to have a more robust youth ministry as the children in our church grow.

Community Groups

Many of our members and regular attendees join our regional Community Groups (CGs) to connect and apply the truths of the gospel in the messiness of life. These groups function with a level of autonomy that allows them to serve their unique needs, and form the heart of church community life.

Women's Ministry

The women's ministry is active in the life of the church, providing women with opportunities to get to know each other and grow closer to God. We enjoy social events such as hiking, having meals together, topical discussion forums, and paint nights. We host praise and prayer nights biannually.

Mercy Ministry

The Mercy Ministry is an important ministry in our church and one our congregation would like to grow. Through this ministry we provide financial and practical assistance to both church members and people outside the church in need. We connect church members with local service opportunities, such as providing meals to the homeless through established faith-based providers. We also support a regional foster care organization. We participate in annual events such as Operation Christmas Child. As a church, we support congregants by providing meals for new parents or others with similar needs.

Missionary Support

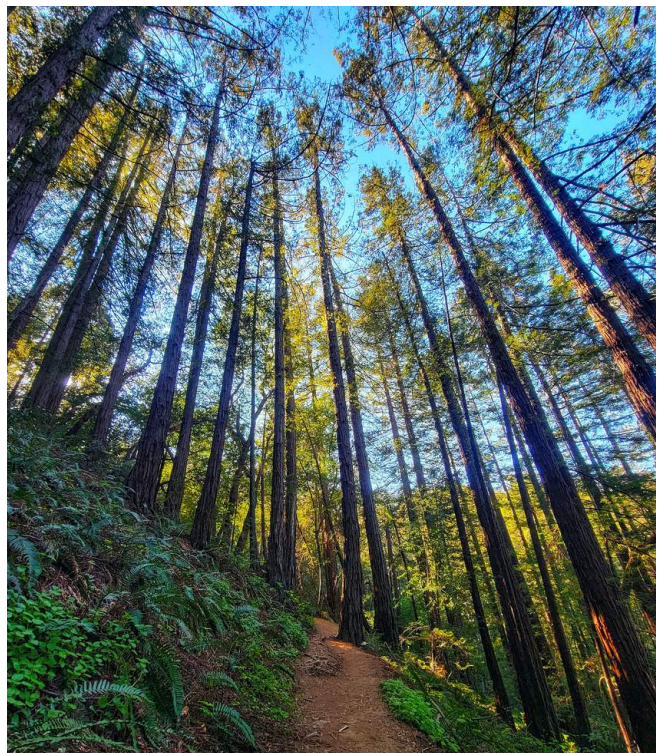
We are committed to supporting the work of the Gospel around the world. We have a close relationship with a missionary family that is serving in Taiwan. We've chosen to focus on one family so that we can provide meaningful support and care for their needs. We also have relationships with local campus ministries, including Reformed University Fellowship (RUF), at a number of Bay Area college campuses.

Our City

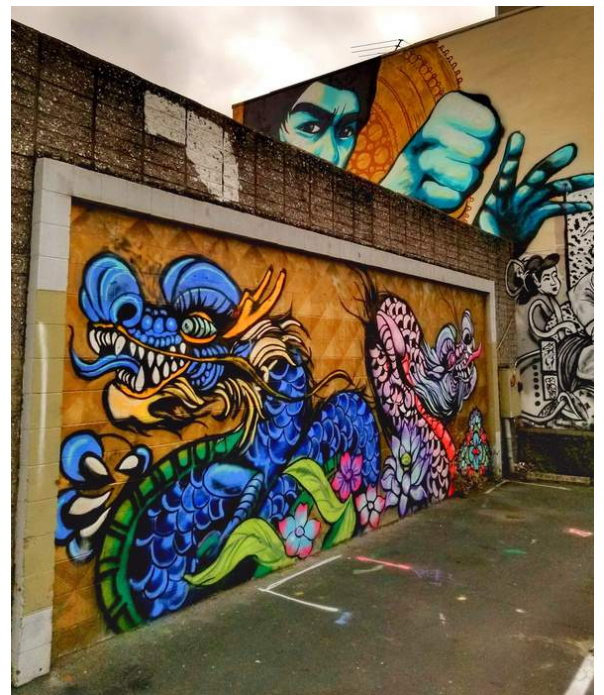
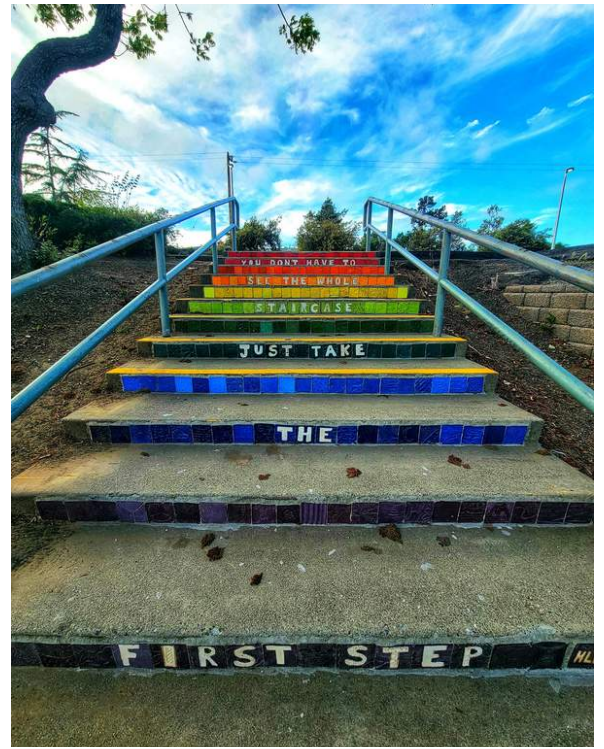
Indelible Grace Church is located in the East Bay of the San Francisco Bay Area. We meet in Castro Valley (an unincorporated area of Alameda County), which has a quiet, neighborly, small-town feel, but is also within commuting distance of Oakland/Berkeley, San Francisco, and Silicon Valley. Castro Valley attracts young families due to the good schools and relatively more affordable home prices. Our congregants are spread throughout the region – many in East Bay suburbs, but others in more urban settings in Oakland or beyond.



In the East Bay, we enjoy stunning views of the Bay and bridges, and we are surrounded by Redwood trees and rolling hills. Our weather is famously mild – between 58 and 76 degrees on average! Our good weather allows us to enjoy our favorite activities year-round: hiking, biking, climbing, surfing, skiing, kayaking, everything! We take day trips to many different spots along the Pacific Ocean and Napa Valley, and weekend trips to Yosemite and Lake Tahoe. Our tap water flows from the Sierra Nevadas (it's fantastic!). The East Bay is an amazing place to raise children who love nature.



The Bay Area is a thriving and influential place. We are known for tech and scientific innovation. This has brought a lot of wealth to our region, and many young people from all over the country flock here for the mild weather and job opportunities. The Bay Area is a place that also sets culture through our arts and top universities. We are at the forefront of larger social movements that influence the rest of the country. The Bay Area is a cultured and sophisticated place with countless museums, art institutions, cultural events, and amazing restaurants (from the Michelin-starred to homey restaurants offering authentic ethnic cuisines).



There is a place for everyone in the Bay Area, and we are proud of our diversity. Alameda County is approximately 30% Asian, 30% White, 20% Hispanic, and 10% Black, with nearly a third of residents being foreign-born. These demographics hide an even richer diversity of ethnic subgroups - for instance, you can find significant Tibetan, Afghan, indigenous Guatemalan, and Eritrean/Ethiopian communities. Our children learn to appreciate different cultures.

However, while this is a beautiful and amazing spot to call home and we feel lucky to live here, this is also a very broken place.

It is hard to be a Christian here. The Bay Area is largely post-Christian, known for its progressive politics and secular ideologies. While many of our church members like being in a place that challenges our faith, it can be intimidating to share the gospel or meaningfully engage with our friends, coworkers and neighbors. We navigate a culture that has little interest in or knowledge of the Christian faith. The Church is perhaps viewed as one of the most irrelevant ways to find meaning in our society. We struggle to teach our children how to stand for God's truth in a way that is loving and respectful to neighbors who disagree.

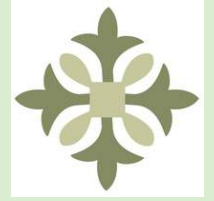


In addition, while there is great wealth here, extreme inequality is also hugely apparent. There is a large population of homeless people and encampments, even in the suburbs. Even well-paid professionals can struggle financially with average home prices close to the million dollar mark throughout the region. Working class and immigrant neighborhoods are gentrifying and many people are being pushed out or forced to live in precarious circumstances.

Carving out community presents another challenge: being work-obsessed is seen as normal, and there is a pervasive culture of self-sufficiency. People work hard and play hard; as a result they can be very tired and have little bandwidth for community. The extreme amount of diversity means that our larger social fabric is not always very strong.

The wealth and success that our area enjoys has created a culture and belief that technological advancement, material prosperity, and the right political philosophies are the answers. Our world does not know Jesus, but our church believes He is the unexpected answer to our longings for justice, meaning, flourishing, and belonging. All the wonderful innovation, diversity, philosophical thought, and beauty that surround us should be signposts to our ultimate hope in the lordship of Christ. As a church, we desire to be a faithful presence in our community, displaying the radical love of Jesus in an area that is largely post-Christian. This is not easy – we must be firmly grounded in the truth of God's Word and reliant on the power of his Holy Spirit in a way we might not be if we were in a culturally or nominally Christian place. We have opportunities to proclaim Jesus where he is not known – without ever having to leave our neighborhood. The ethnic, political, and economic diversity of our home gives us hope in the power of the gospel to create a people in one Spirit, untethered by worldly division. We love the East Bay and seek to embrace the ways God may work in and through us here.

Our Pastor



We desire a pastor who is like Christ in the way he teaches, shepherds, and serves his congregation. His teaching should be driven by a love and passion for Scripture and demonstrate a skill in effectively interpreting and communicating its truths with sound exegesis, in the Reformed tradition. It is important that our pastor takes the time to pursue meaningful relationships within the church through which he discipless and cares for individual members. We want a pastor who humbly serves his congregation, prioritizing hospitality and discipleship-making, breaking bread, celebrating, and meeting with individuals with a servant heart.

We understand that, unlike Christ, our pastor will have sins, shortcomings and flaws. We want a Pastor who can be truthful and vulnerable, open about his weaknesses, and be devoted to prayer as Jesus was in his life on Earth. Knowing that the Christian life cannot be walked alone, we also expect our pastor to trust the counsel and authority of his Session, developing a close relationship and trust with the elders. We hope that our pastor will be at the forefront in leading our congregation to fulfill our church's mission: to follow Jesus and help others follow him, all to the glory of God!

Job Description/Qualifications

- Fulfills the qualifications of an overseer as stated in Scripture.
(1 Timothy 3 & Titus 1)
- Expository preaching and teaching with applications that are well communicated to a diverse audience, including non-believers.
(2 Timothy 4:1-5)
- Christ-like disciple-maker who cultivates a discipleship relationship through truth in love, particularly with the Session.
(Matthew 28:16-20 & Ephesians 4:11-16)
- Ability to work well with the Session, church administration, and lay leaders, serving with humility and a heart for one another, in maintaining the unity in the church.
(Ephesians 4:1-4)
- We are prayerfully looking for a pastor who will encourage and empower our lay leaders and members to serve alongside him. We want him to prioritize equipping and training all members to commit to the church's mission to disciple one another.
- We desire a pastor who has experience in developing staff and volunteers for various ministries.
- Possesses the administrative skills to manage the day-to-day operation and activities of the church. To exercise good organization skills and prioritize tasks for staff and lay leaders.
- PCA ordained or ordainable into the PCA; a seasoned pastor with ordained experience in ministry and proven track record of leading ministries.

The Lead Pastor will Embody these Attributes:

- A high commitment to maintaining personal spiritual life through prayer and personal devotions.
- Willing to submit himself to a mature Christian leader (Pastor or mentor) for the purpose of accountability, prayer, mutual encouragement and growth.
- Promotes a culture of outreach, discipleship, and evangelism, actively modeling this in his own life, and equipping members to be missionaries to their respective communities
- Embodies the servant-like character of Christ through leading and managing his household well with a sacrificial heart
- Creates an atmosphere of peace, forgiveness, and repentance within the session and leading them towards unity in the Gospel, as well as having an attitude of submission to the session, lay leaders and church administration
- A warm and approachable shepherd who opens his arms to his flock, nourishing weary souls through breaking bread together and walking alongside individual members of the congregation
- Self-aware and possesses an ability to recognize and reflect on his own weaknesses and sins and work out salvation with fear and trembling to maintain the purity and peace of the church, and is walking alongside other brothers to maintain accountability.

Please submit your questions along with your resume and cover letter:

1. Please briefly describe your spiritual journey, including your story of salvation, as well as how you came to be called as a minister of the Gospel.
2. Is there anything about Indelible Grace Church that compels you, in accordance with your story and your spiritual gifts?
3. What is your view on discipleship and how do you model this in your own life?
4. What aspects of ministry are the most life giving to you? What is the most draining?
5. Please describe what your personal spiritual disciplines look like, including your personal prayer life.
6. What is your approach to conflict resolution?
7. How do you practice hospitality?
8. What was the most impactful book you read in the past year and why was it impactful?



Our Committee

Nate Ong



Nate has been at IGC since 2014 after moving back home from college. He currently leads the music ministry and serves most Sundays alongside his wife, Tracy, the church's administrator. He and Tracy both were born and raised in Castro Valley and live there now with their 3-month old son, Corey. Nate, a former high school teacher, now works as a software engineer at a company building an online English learning community. He enjoys a good book, playing music, and will never turn down a competitive basketball run.

Anna has been living in the Bay Area since 1985, when she immigrated to the USA from Korea. She is married to Jun, and has 2 sons in college. She currently serves at IGC in the interim admin team, co-leads a community group, serves in Women's Ministry Committee, and leads a women's discipleship group. She has served as a lay leader in church in different capacities for many years prior to joining IGC in 2016. Anna is a registered pharmacist and enjoys visiting National Parks, walking and playing with her 2 dogs, spending time with friends and a good cup of tea.

Anna Yang



Julie Gullman



Julie has been a part of IGC since 2013 when she moved to the East Bay Area. She serves in many different ministries at the church, Children's Ministry, and Women's Ministry Committee, and helps lead a youth girls' discipleship group. For large events at the church such as Good Friday services or church-wide retreats, she has been found creating interactive art pieces to help people experience God in a unique way. Julie is a kindergarten teacher at a local Christian school, and she loves anything to do with art, reading, and board games.

Sini has attended IGC since 2015. She grew up in LA and initially moved to the Bay Area for college at UC Berkeley. Sini is married to James and they have 3 young children, ages 7, 5, and 3. She is a lawyer and works part-time with the federal government on the cases of asylum seekers. Sini has served IGC in the children's ministry. She loves reading, hiking, and exploring the Bay Area.

Sini Robinson



John Ward



Originally from the Midwest, John and his wife Rachel moved to the Bay Area 8 years ago and joined IGC shortly thereafter. John is active in community group life and currently leads a CG in the Oakland area. John is a structural engineer working in the building design industry in Oakland. John and Rachel live in Pleasant Hill with their daughter Rain and 2 cats. John loves camping, backpacking, and exploring the wild places of God's creation.

Tommy, along with his wife Catherine of 50 years, are Bay Area natives and were founding members of IGC back in 2010. Tommy is a retired National Bank Examiner and Catherine worked in the county library. They have two married adult children and four grandchildren - they are both full time babysitters for their grandchildren. His entire family attends IGC. He has served in various capacities as a deacon, Sunday School teacher, caring for the youth, short term missions and other ways, while she has served as Sunday school teacher.

Tommy Wong



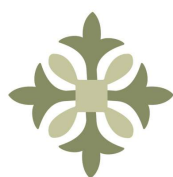
Elaine Wu



Elaine has been attending IGC since 2015. She is a Los Angeles native who moved to the Bay Area in 2015 to attend optometry school at UC Berkeley, and is now a practicing optometrist. While at IGC, Elaine has served on various ministries, including the music team, being an usher and greeter, as well as being a community group leader. Elaine met her now-husband Kyle at IGC, and they have been married since 2020. She loves to cook and read, and is passionate about environmental sustainability.

Tae has been attending IGC since 2016 and has been a part of the teardown team and co-led a CG. Currently, Tae helps with Sunday greetings, morning setups, and leads a DG (discipleship group) with two other brothers. Tae is married to Jane and they live in Oakland, California with their dog Levi. In his free time, Tae likes to workout, hang out with friends, watch movies/shows, and explore new areas with Jane.

Tae Yook



INDELIBLE GRACE
CHURCH

Application Process

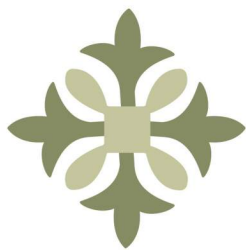
If you would like to be considered as the next Lead Pastor of Indelible Grace Church, please submit the following materials to igcpsc@gmail.com:

- Your Resume
- Cover Letter
- Completed responses to questionnaire - please limit responses to 3-5 pages total paragraph text
- Link to 2-3 sermons

Please use the following format to submit your application materials:

- FirstnameLastname_Resume
- FirstnameLastname_CoverLetter
- FirstnameLastname_Questionnaire

Thank you for your interest in Indelible Grace Church. We are honored to be a part of this humble church and look forward to hearing your story, and how you may fit in with ours.



INDELIBLE GRACE
CHURCH

