

 GLENKIRK
C H U R C H





WHO WE ARE



CHURCH IDENTITY

Glenkirk Church is one of the larger churches in Glendora with a history stretching back to 1955. As a member of the Covenant Order of Evangelical Presbyterians (ECO), Glenkirk affirms ECO's Essential Tenets, which summarize core Christian beliefs and theological convictions as they have been expressed in the Presbyterian and Reformed confessions.



COMMUNITY

Glenkirk Church is nestled in the middle of Glendora, a residential community located in the San Gabriel Valley and Los Angeles County, 23 miles northeast of downtown Los Angeles. The majority of Glenkirk's congregation comes from Glendora (56.3%), San Dimas (11.6%), and La Verne (10.0%), with 22.1% coming from other outlying cities. These are suburban, conservative-leaning communities located within the busy, sprawling metropolitan area of Los Angeles County.



Given their location, these cities tend to attract families and individuals who typically are not looking for the large-city experience. Award-winning schools in Glendora, San Dimas, and La Verne tend to draw those wanting to raise a family in a quiet neighborhood. These communities are largely comprised of upper middle-class, white-collar workers who are generally well educated, and include a large number of seniors who originally purchased homes here in the 1960s - 1970s. These suburbs, however, are going through change as younger generations who are looking for more "affordable" housing are moving east from cities like Pasadena into the area. This growing population of young professionals is driving the development of Glendora's downtown area with higher-density housing, updated shops and dining options, as well as the addition of higher-end grocery stores and revamped shopping areas around the city. Glendora is a city in transition and may look quite different in the coming years.

Glenkirk is a multigenerational congregation

The served communities are 54% Caucasian, 30% Hispanic, and 8.5% Asian, and are experiencing population growth. The fastest growing ethnic group is the Hispanic/Latino community. The church's "Gen X" population (ages 36-55) is representative of the surrounding area but the Millennial population (ages 13-35) is underrepresented. However, there are a growing number of families involved at Glenkirk.

There are also several well-known seminaries located nearby. Azusa Pacific Seminary is less than five miles away. Also, Claremont School of Theology and Fuller Theological Seminary are located within 20 miles.

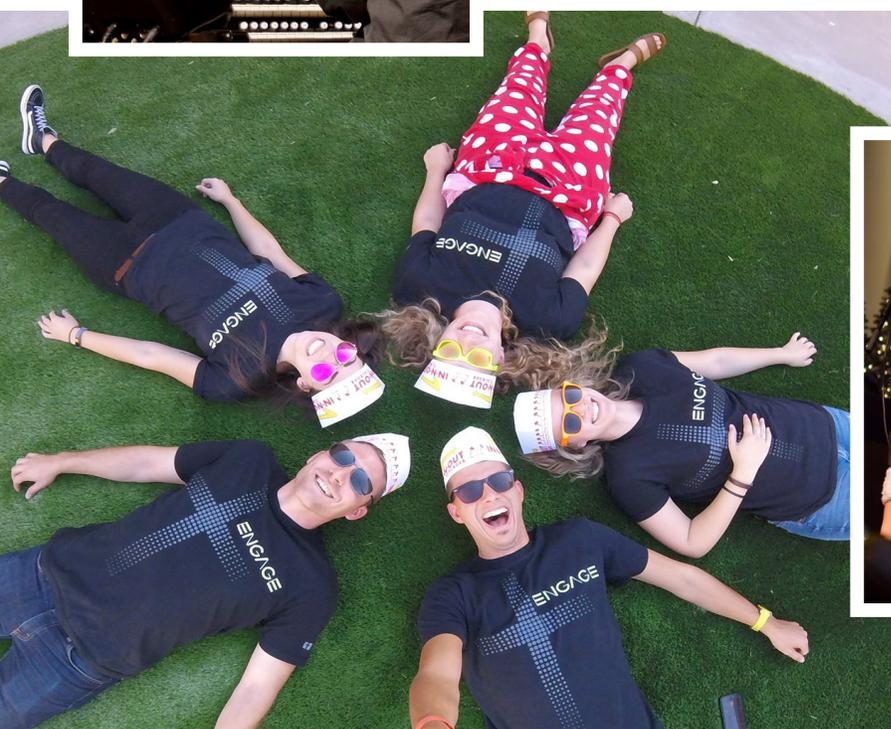
CHURCH CHARACTERISTICS

Demographics

Glenkirk is a multigenerational congregation with a current average weekly attendance of approximately 600 adults. A notable portion of the congregation is comprised of small business owners and professionals who are willing to assume leadership roles and help chart the course and vision for ministries.

Campus

Glenkirk's campus occupies 8.2 acres. It includes a 900-seat Worship Center, an Event Center with two large fellowship halls and a commercial kitchen, an Education wing with 13 classrooms, a newly configured Office wing, a Meeting Hall, and a large tree-lined Central Patio that connects all the buildings. There is also a separate residence adjacent to the property that could be used as a manse. **Thanks to God's blessings, Glenkirk is debt-free.**





WHY WE EXIST

MISSION AND VISION

Glenkirk's mission is to lead uncommitted people to become fully devoted followers of Jesus Christ.

Glenkirk's vision is to be a biblically functioning community that participates in God's work throughout the world.

MINISTRIES AND OUTREACH

Glenkirk Church provides multiple ministry opportunities to attract and engage newcomers, to create fellowship, to disciple people in the Word, and to send them out to bring the Word to others.

- Worship is a celebration at Glenkirk that invites the presence of God, nourishes souls, and enriches minds. In addition to 9 a.m. and 10:45 a.m. Sunday services, an intimate gathering at 5:00 p.m. in the Event Center called "The Table" includes the serving of Communion each week. Worship music at Glenkirk is predominantly modern/contemporary, but many other styles are blended into the worship experience.
- Outreach and discipleship ministries to children and youth are a prominent emphasis at Glenkirk. Early Childhood (newborn through preschool), KidMin (first through fifth grade) and ENGAGE (grades six through twelve) have Sunday morning and mid-week programs, including AWANA and Bible studies held within the local public schools. The latter two groups can additionally participate in summer VBS, winter and summer camps, and mission trips for the youth.



Chinle, Arizona | July 17, 2017

- Discipleship ministries for adults include numerous Women's ministries, Men's ministry activities, small groups, and Sunday morning adult classes.
- Community service and outreach opportunities include lay counselling, compassionate care, homeless ministry, a variety of support groups, and special events highlighting the arts. In addition, a number of community groups make use of Glenkirk's facilities to provide community services.
- Glenkirk provides many opportunities for local and global missions through such ministries as Shepherd's Pantry (food, clothing, tutoring, and services for 15,000+ people per year), Homework House in Azusa, Navajo Mission (Chinle, AZ, twice per year), Pomona Hope (community and faith-based help), Redeeming Love, Covina (sex trafficking) Missio Church, Pasadena (church plant focusing on scientists), and Harambee Center, Pasadena (community center and preparatory school). Glenkirk also supports a number of international missionaries and mission organizations, some of which are located in Germany, Kenya, Brazil, Ecuador, Bahamas, and India.



Glenkirk provides many opportunities for local and global missions

- Congregational life at Glenkirk is healthy and vibrant, led by dedicated and gifted leaders (Staff and Session), supported by a team of 40 Deacons, and involves the whole congregation in prayer and devotionals, fellowship, campus workdays, and periodic town hall meetings.

WHERE WE'VE BEEN

RECENT HISTORY

Glenkirk Church has embraced many changes over the course of its life. Recent examples include leaving the PCUSA and joining ECO in 2013, revitalizing the campus to allow for growing ministries, and adapting worship times and styles to meet the needs of the community.

In 2015 a conflict arose between the senior pastor and Session regarding communication, decision-making and management style. After considerable effort over several months to resolve the conflict involving the pastor, Session and the presbytery, it was deemed irreconcilable. By mutual agreement the senior pastor's call was dissolved in August 2016. During this same period, he started a new church nearby and a number of former Glenkirk congregants followed him there.

Since fall 2016, Glenkirk has experienced a strengthening of community under the leadership of Transitional Pastor Dr. Tim Fearer. This has resulted in the healing of wounds, an outpouring of pent-up commitment, and the reshaping of the church into a strong, loving, generous congregation in which all members are respected and encouraged to contribute their special spiritual gifts and passions. A cooperative relationship between Session, Staff, and the Body has been re-established with clearly defined responsibilities and guidelines for interactions between the three segments of the church.



WHERE WE'RE GOING

AREAS FOR GROWTH

A REVEAL study in the fall of 2017 identified Glenkirk as a spiritually mature, Christ-centered, evangelical community. In the post-conflict era, there has been a renewed fervor for volunteerism and willingness to pitch in, to try new ideas, and to increase our reliance on God to show us the way. However, there are definite areas where the congregation recognizes opportunities for growth:

- Growing the congregation, especially among millennials;
- Training leaders and increasing spiritual accountability;
- Discipling and spiritual mentoring;
- Developing more small groups;
- Growing the men's ministry; and
- Promoting God's missional purpose for Glenkirk.

The overall goal is to move from being a mature church to a vibrant church.

CONCLUSION

Based on the numerous ministries and opportunities available at Glenkirk, it is clear the Holy Spirit is very much alive and well in its midst. Glenkirk is blessed with a highly energized congregation of caring and generous members who are committed to bringing new people to Christ, to building them up in the Word through a wide variety of programs and ministries, and to sending them out to share with others, both near and far, the amazing message of salvation that Christ bestowed on each of us through his death and resurrection.

A spiritually
mature,
Christ-centered,
evangelical
community

CHURCH

- 600** Average Sunday attendance
- 14** Full-time staff
- 18** Part-time staff
- 41** New covenant partners in 2017

SMALL GROUPS

- 20** Groups
- 224** Participants

VBS

- 435** Children attended
- 175** Youth counselors
- 150** Adult volunteers

AWANA

- 85 - 100** Children

YOUTH CAMPS

- 46** Elementary campers
- 45** Middle School campers
- 40** High School campers

HALLOWEEN

- 750 - 850** Participants for the event

WOMEN'S MINISTRIES

- 170** Women's Bible Study attendance
- 500** Women's Christmas Celebration outreach

HOMELESS MINISTRY

- Two weeks of meals and shelter in January 2018
- 170** Homeless people served
- 400** Volunteers involved

RUMMAGE SALE

- \$19,300** Raised to support ministry scholarships

YOUTH MISSION TRIPS

- 36** High School student participants

MISSIONS

- 13** Missionaries supported by Glenkirk
- 8** Local Mission initiatives supported
- 7** Global Mission initiatives supported
- 15,000+** Served at the Shepherd's Pantry

GIVING

- \$1.9 MILLION** In FY 2017 giving

WHOM WE SEEK

1700 PALOPINTO AVE, GLENDORA, CA 91741 | 626.914.4833 | GLENKIRKCHURCH.ORG

Job Title: Senior Pastor / Head of Staff

Job Code: Full Time / Salary / Exempt

Compensation: Commensurate with experience and qualifications

Reports to: Glenkirk Session and ECO Presbytery of Southern California

Time Commitment: This Senior Pastor / Head of Staff position is expected to require 50-55 hours a week

Purpose: Glenkirk Church seeks a Senior Pastor who, with humility and integrity, will equip our congregation to carry out the ministry of Jesus Christ through inspiring sermons and robust discipleship. He or she will serve and lead Glenkirk's staff and lay leaders so that together they can enable the church to accomplish its mission.

RESPONSIBILITIES

- Deliver sermons that are biblical, relevant, practical, and engaging
- Humbly lead and nurture staff, lay leaders, and congregation to discern God's voice and intention for their lives and for that of Glenkirk
- Pray for, love, and encourage Glenkirk to reflect Christ's love to others
- Collaborate and actively engage with Worship Arts team, Session, Personnel Committee, Property and Finance Committee and Executive Staff
- Support pastoral care, including counseling and visitation for shut-ins or in hospital and officiating weddings and funerals
- Engage as an active member of Presbytery, attending Presbytery functions as required
- Participate actively in a Pastoral Covenant Group as outlined by ECO Polity
- Perform other duties as required in support of Glenkirk's mission to lead uncommitted people to become fully devoted followers of Jesus Christ

QUALIFICATIONS

- Commitment to Reformed theology and affirmation of ECO's Essential Tenets, Polity, and Confessional Standards
- Ordained as a Pastor in the Evangelical Covenant Order of Presbyterians (or other Reformed denominations, if approved by ECO)
- Five or more years experience leading a congregation and managing staff preferred
- Master of Divinity with doctorate desired

WHAT'S NEXT

Interested applicants should submit the following items in confidence via email to GlenkirkPNC@gmail.com:

- A cover letter, explaining your interest in the position
- A resume that includes a complete record of your academic and professional experience
- A brief personal statement of faith and an overview of your spiritual journey