

Church Profile Form



Date: 12/29/2021

Position to be filled: Senior Pastor

Section A: Background Information

1. Name of church: First Reformed Church of Schenectady (FRC)

2. Web address: 1streformed.com

3. Address: 8 North Church Street, Schenectady, NY 12305

Telephone: (518) 377-2201

E-Mail address: FRCpastoralsearch@gmail.com

4. Classis: Schenectady

5. Classis Supervisor: Miranda Rand

Address: 18 Myrtle Avenue, Schenectady, NY 12304

Telephone: (518) 229-5105

E-Mail: mirandarand411@gmail.com

6. Co-chair of search committee: James Gonda

Address: 1234 Lexington Ave, Schenectady NY 12309

Telephone: (607) 765-5349

E-mail: jgonda12309@gmail.com

Co-chair of search committee: Rebecca Mason

Address: 1212 Van Antwerp Rd, Niskayuna NY 12309

Telephone: (518) 779-4315

E-mail: rebecca5mason@gmail.com

7. Membership:

Time of worship	Five years ago	Today
Active Confessing Members	502	369
Inactive Confessing Members	178	86

Comments on significant changes: In late 2014, FRC consolidated with the Union Presbyterian Church (UPC) following a two-year conversation plan. The result was an increase in FRC's membership (+ 75) and a mission endowment fund administered by previous UPC members. This merger was an important accomplishment.

In late 2019, FRC completed a four million dollar renovation of its non-worship space to improve access to existing youth education, social and worship spaces and to create much-needed versatile space for wider community use. The new design increased handicapped accessibility, included green, energy-efficient features and allows for summer worship services in comfort. Our new kitchen is equipped with state-of-the art appliances; the church entrance was upgraded to include a courtyard for outside gatherings and performances. Of late, Covid has restricted full use of these spaces; yet they remain an attractive element to attract members and community groups.

Age of all active members (baptized and confessing)

11%	0-20 years old
13%	20-34 years old
11%	35-49 years old
20%	50-64 years old
45%	65 years and older

8. Racial/Ethnic composition of congregation: *Estimated percentages

1%	African American
1%	Asian
97%	Caucasian
1%	Hispanic
%	Other: (please specify)

9. Worship schedule:

Average Attendance (includes adults and children)

Time of worship	Average attendance Five years ago	Average attendance Today
10 am	212	Online 43; In-person 64
5 pm	20	20

Comment on significant change: The recent decrease in attendance is due in part to COVID. There had been a slow decline in membership prior to pandemic.

10. Description of a typical worship service (order of worship, music, etc.):

10:00 AM Traditional

Reformed Church America liturgy with various music styles

- Prelude
- Greeting and land acknowledgement
- Announcement and call to worship
- Opening Hymn
- Our need for God
- God's forgiving love
- Response of praise
- Affirmation of Faith
- Sharing the peace of Christ
- Children's message
- Special music
- Introduction to the Scripture
- First lesson
- Second lesson
- Sermon
- Musical offering
- Prayers of the people
- The Lord's Prayer
- Closing Hymn
- Charge and benediction

*Lord's Supper first Sunday of the month

*Minute for Mission as needed

5:00 PM Jazz Vespers:

Jazz Vespers is an hour-long casual service with many traditional worship elements. There is a call to worship, a short homily or reflection, a prayer and benediction. Sixty percent of the hour is jazz music with an overriding theme expressed via the spoken word, prayer, and poetry. The service is a collaboration with the local musician's union who recruit and vet participants.

11. Financial Information: Attach a copy of the most recent Consistorial Report and Annual Budget if available.

	Five Years Ago	Today
Total RCA related contributions	See attached	
Total other contributions		

Percentage of total budget contributed by living donors:

100-90 %	
75-89 %	
60-74 %	
45-59 %	
44 % or less	X

(Please include a copy of your annual budget)

12. Congregational Giving:

Number of those whose annual contribution is:

Less than \$499	98
\$500-\$999	24
\$1,000- \$2,499	61
\$2,500-\$4,999	27
\$5,000-\$9,999	15
\$10,000 and above	5

13. Financial assistance: Do you receive financial assistance beyond the congregation? (rents, etc.) **Yes No**

If yes, amount received last year: \$ 2162

List other fundraising programs that support the church:

First Reformed Church received a Paycheck Protection Program loan in the amount of \$77,000. This amount has since been forgiven.

14. Church/Sunday School:

Average attendance Five years ago	Average attendance Today
Kinderwyk: 5	Kinderwyk, Birth - Kindergarten: 5
Primary: 5	Children in Worship, Kindergarten - 4th: 2-3
Middle School: 5	Dwell, Grades 5 - 8: 2
	Pathways, Birth: 5 -12

Comment on significant changes:

FRC's recently completed renovation project has provided a new area for the church's youth to thrive and grow. However, since COVID, youth numbers have plateaued.

15. Describe briefly all educational programs (including children, young adult, adult).

Youth Education:

Kinderwyk ages: Birth through Pre-k. Child care is provided for the youngest members. Books and projects are offered during the church service.

Young Children in Worship: Kindergarten through 4th grade. Curriculum from the Children in Worship program during the church service.

Dwell: Grades 5 through 8. Curriculum from the Dwell curriculum during the church service.

Pathways: Birth through 5th grade. This program was created due to COVID. Stations have been set up within the church. Stations include: story, music, art activity, gross motor activities, and a snack.

Middle School-High School Youth Group: Meets biweekly with one mission trip opportunity. This is currently being led by parents. Typically the youth group has been on a four year rotation for week-long mission trips. Year one is a local mission opportunity; year two a national mission trip; year three a local mission trip; year four an international mission trip.

Adult Education:

Kerygma Bible Study holds at least two sessions a year of several weeks each and usually two times per day (morning and early evening) to accommodate schedules. It is led by our Associate Pastor.

The Horizons Bible Study usually holds two sessions per year for 8 - 10 weeks, attended by 6 - 10 women. Horizons is a continuation of leadership and participation from former UPC members.

The Breakfast Bible Study Bunch The group was organized by the former senior minister and members of the congregation. Its purpose is to inform and deepen the participants' understanding of bible passages through discussion and reflection.

First Forum is one of the longest running adult education offerings of FRC. It's a mixed group and meets weekly after the service for 45 minutes. Topics range from religion, social justice, and politics, to other community interests.

The Lenten series is a 5-week program with three topics: one biblical and the others focused on current events/timely books. Selections are made by Adult Ed and Nurture Committee and are usually taught by ministers, members of the congregation, or invited experts.

Anti-racism series have been offered in the past few years using a variety of formats including participating in a community-wide study, First Forum, and the Lenten Studies.

Faith-Forming Weekends is an annual retreat-style adult education opportunity that includes a guest speaker who gives a keynote address on Saturday, which is open to the community, and who also gives a sermon on Sunday. A number of small group discussions are also scheduled for church members. Serene Jones, President of Union Theological Seminary was scheduled in 2020 to focus on her book *Call it Grace* but the event was canceled due to the outbreak of the pandemic.

Johnson Library: The library serves the clergy, church committees, church program leaders, and the congregation. The library's holdings contain more than 3,000 books on topics including religion (more than half the titles), philosophy, social sciences, natural sciences, applied sciences, the arts, literature, history, biographies, and fiction. The Johnson Library also supports a monthly Book Club on Zoom.

16. Church groups/organizations: Briefly describe ministry purpose of each group.

Name of group	Frequency of Meeting (i.e. weekly, bi-monthly, etc)	Attendance
Stockade Strummer-Ukulele group	Weekly 7:00pm	8-10
Youth group	Bi-monthly	5-8
Stories around the Steeple	Monthly 7:00pm	varies
Choir	Weekly 6:30	15-20
Stephen Ministers- one-on-one caring for those in crisis or life difficulty	Monthly training	7
Wednesday Lunch	Weekly	40+
Free Little food pantry	Regular sign-ups and monitoring	Various
Archives & Historical Concerns	Monthly	6-10
Creation Care	Monthly 6:30pm	8-10
Faith-Forming Weekends	Annually	
First Forum	Weekly post service for 45 minutes	20-25 on zoom
Dinner & Do Good	On hold during covid	
Folk Band	2x/month	9
Growing Young Guiding Coalition	Monthly	8
Sole Searchers - hiking	Monthly	10-12
Horizons Bible Study	Weekly 10:00am for 8-10 weeks	6-10
Kerygma	Weekly 9:00am & early eve, 2 multi-week sessions a year	
Faith Bookshop	Open on Sundays	
Flash Fiction Critique Group	2x/month	8-10
Adult Education Committee	Monthly	10
Youth Education Committee	Monthly	7
Care & Support Committee	Monthly	10
Mission & Benevolence Committee	Monthly	7

Worship Committee	Monthly	11
Property Committee	Monthly	7
Membership and Fellowship Committee	Monthly 6:30	7
Personnel Committee	Monthly	
Finance Committee	Monthly	7

**Please see the annual report for descriptions of the listed groups.

Annual Report [341st annual report.pdf](#)

Our building is also used by many outside groups for free. These groups include the Schoharie River Keepers, Stockade Association, tutoring and dyslexia help groups, Gamblers Anonymous, Wednesday Musical Group, Musicians of Ma'alwyck, the Schenectady- Nijkerk Exchange, and the Flash Fiction Writing Critique Group.

17. Comment on one event over the last year that has significantly contributed to the spiritual life of the congregation.

While Covid put the world in limbo, FRC created a virtual space for people to navigate the fear, confusion, and isolation of the pandemic. We did so by building on our existing online presence. We began to live-stream all services and Jazz Vespers. We adopted Zoom for post service coffee hour fellowship, First Forum, Consistory meetings, committee meetings and other services such as baptisms and memorial services. Our original technical capacity was not adequate though to address demand and as a result we are making a significant increase in technology to enhance the online viewing experience. We strive to keep growing our online presence.

18. Buildings: Please describe church-owned or rented buildings and purpose.

1. 8 N Church Street - Church with sanctuary, additional chapel, tower, Friendship Hall, Covenant Hall, Sunday School rooms, Bookshop, Columbarium, and Music Room.
2. 10 N Church Street - Mohawk House (two separate meeting rooms for church and community use.) Rental apartment above.
3. 12 N Church - Connected to 8 N Church; offices are located in this area, plus meeting rooms and two apartments.
4. First parking lot across from 12 N Church, second lot across from the sanctuary on Union Street.

19. Do you plan any capital expenditure during the next five years?

Yes No If yes, please explain briefly:

We are embarking on an audio upgrade in the sanctuary and audio-visual technology upgrades to Covenant Hall and Poling Chapel. This is a multi-phased project that will take several years.

20. Is there a mortgage indebtedness? Yes **No**

Amount: \$

Of how long standing?

Annual rate of repayment

21. Pastor's study: **In church** in parsonage

22. List all paid staff in addition to the pastor:

Position	
Daniel Carlson, Associate Pastor	Full time Part time
Oksana Podoba, Church Administrator	Full time Part time
Noelle Hamilton, Communication Specialist	Full time Part time
Gillian Pizzolo, Sunday Receptionist	Full time Part time
Gary Nelson, Facility Supervisor	Full time Part time
Andrew Wiltz, Custodial	Full time Part time
Tom Mahan, Church Sexton	Full time Part time
Corine Salon, Music Director	Full time Part time
Max Caplan, Church Musician	Full time Part time
Jamie Ipsen, Children's Music Director	Full time Part time
Dan Gleason, Orff Director	Full time Part time
Natalie Pizzolo, Children Ministry Coordinator	Full time Part time
Lisa Etkin, Mission and Volunteer Coordinator	Full time Part time

23. Consistory Membership: What method is used in selecting members?

The Nominating Committee presents a single slate of candidates for Consistory. Elders and Deacons serve for two years. The candidates are approved by the congregation at the Annual Meeting.

Please list present Consistory members (Put a check in the box where appropriate)

Elder	Deacon	Male	Female	Name
X			X	Barbara Mancuso, Senior Elder
X			X	Laura Lee, Senior Elder
X			X	Sally Bestgen
X		X		Wayne Brule
X			X	Carol DeLaMarter
X			X	Karen Gonda
X		X		Thomas Mancuso
X		X		Adam Mason
X			X	Amanda Potter
X			X	Florence Reed
	X	X		Bill Brooks
	X		X	Caroline Brooks
	X	X		Dave Bundy
	X		X	Christine Daniels
	X	X		Alden Doolittle
	X		X	Lian Drisgula
	X		X	Sharron McCullough
	X		X	Victoria McGowan-Horan
	X		X	Ruth Roinos
	X	X		Brandon Stabler

24. What leadership roles do women currently fill in your church?

FRC affirms women's gifts and leadership in our congregational life. Women participate fully in the church as Elders, Deacons, and committee chairs. The current Interim Minister is a woman; women have filled the pulpit as guest preachers. In the past, the Reverend Stacy Midge was an Associate Pastor. Also, the Reverend Viki McDonald, part of FRC's staff, headed the Union College Protestant Ministry.

Additionally, FRC is proud to have a Consistory-approved "open and affirming" stance.

25. In our congregation...(please check appropriate box) *Estimate

	Few have...	Many have...	Most have...
Had up to twelve years of formal education			X
Had some education beyond high school			X
A college degree		X	
A graduate degree		X	

26. In our congregation...(please check a box)* Estimate

	Few are...	Many are...	Most are...
Scientists & Engineers		X	
Farmers			
Business People		X	
Students & Teachers		X	
Industrial Workers		X	
Office Workers		X	
Other: Healthcare Artist/Musicians	X	X	

27. Special training/experience desired: None

28. Languages: Should your pastor be fluent in any language other than English?

Yes **No** If yes, please explain.

29. The NEGOTIABLE salary we are prepared to offer our new pastor is SEE CHART BELOW

30. Is a parsonage provided? Yes **No**

31. Is a Minister's housing allowance in lieu of a parsonage a negotiable option? **Yes** No

32. The benefits/business expenses we will provide our pastor are:

Base Salary	\$53,000
Housing Allowance	\$33,000
Parsonage provided? Yes No	
Travel Reimbursement	\$3,600
Social Security (Amount)	\$5,500
Book Allowance (Amount)	\$
Continuing Education Allowance (Amount)	\$2,000
Provision for Sabbatical	\$
Other (Specify Below)	\$34,400
TOTAL	\$132,000

Yes No Retirement

Yes No Major Medical Insurance

Yes No Health/Hospital Insurance

Yes No Life Insurance

Yes **No** Dental Insurance

Yes No Unemployment Insurance

Yes No Disability Insurance

Annual Vacation (Number of Weeks): Negotiable

Comments regarding above: Compensation is commensurate with years of experience and exceeds the Classis minimum.

33. Community served: (please check one)

Rural: Under 2,500	
Town: 2,500-9,999	
Small City: 10,000-49,000	
Metropolitan-Suburban: 50,000+	X
Metropolitan-Urban: 50,000+	
Metropolitan-Inner City: 50,000+	
Other:	

34. Cooperative ministry: In what ways have you cooperated with other churches in your community during the past few years?

- Co-sponsored the Interfaith Climate Prayer Vigil with Messiah Lutheran Church in Rotterdam, NY.
- Provide delegate representation and regular financial support and volunteers for Schenectady Community Ministries (SiCM), an interfaith organization, which FRC helped found.
- Presented at the Albany Presbytery. Area churches asked how we live out the Creation Care Resolution. We provided a guide to get their churches up and running with numerous green practices.
- Funded Green Grants for startup programs. For example: Messiah Lutheran’s recycling program.
- Volunteered in the Fowler Camp and Conference Center via campers, counselors, staff, and support.
- Supported the Union College Protestant Ministry.
- Participated in the Vale Cemetery Cleanup.
- Provided archival assistance for two other congregations.

35. Community involvement: In what community programs or projects have you participated during the past few years?

- Invited the community to attend a yearly Easter egg hunt and Breakfast with Saint Nicholas.
- Created a “free little food pantry” for the neighborhood.
- Organized Schenectady Clergy Against Hate in response to racial incidents.
- Participated in the Home Furnishings Program, a community service started and supported by church members.
- Provided access to FRC’s extensive archives to numerous historical and research groups in local, regional, state, and international communities.
- Involved in the Summer Lunch program of SiCM (Schenectady Community Ministries).
- Worked with Greenfaith by attending environmental and social justice rallies at the NYS Capitol and wrote and called our governmental representatives to get legislation passed. Also attended Schenectady City meetings.
- Joined with the Schenectady Pagan Community on Earth Day for an interfaith Vale Cemetery clean up.

- Rallied with the Youth Climate Action Coalition for social justice and environmental awareness and change.
- Showed “From Paris to Pittsburgh,” a climate change documentary, to the community at FRC and led a robust discussion after.
- Hosted the first Schenectady County Sustainability Networking Forum. Over 29 organizations attended and presented.
- Participated in the annual CROP walk (Christian Rural Overseas Program).
- Participated in the Capital Region Interfaith Creation Care Coalition (CRICCC).
- Provided weekly Wednesday community lunch program (popular with community and congregants).
- Volunteered with Concerned for the Hungry, Stride Adaptive Sports, Trinity Food Pantry, and Street Soldiers.
- Helped with Street Soldiers, giving those in need basic necessities.
- Co-hosted annual Stockade Walkabout to showcase FRC’s 360-year history.
- Sponsored annual membership to Four-Chaplains Chapel, Underground Railroad Education Center, Mohawk Community Kanatsiohareke, and the Schenectady/Nijkerk Council.
- Albany Post 105, Jewish War Veterans of the USA, held their annual Four Chaplains Remembrance Award Ceremony virtually at FRC.

36. What denominations or religions are present within three miles (in rural areas, consider the county) where your church is located?

Most Christian denominations as well as Reformed and Orthodox Jews, Muslims, Buddhist, Sikh, and Hindu.

37. Outreach: What is your strategy to reach unchurched people in your community?

We are looking for new strategies to welcome new members and retain all members, young and not-so-young, into our church family. We started a Growing Young Guiding Coalition to explore ideas on how to achieve this goal. We are upgrading our website, social media and online presence. We have recently hired a full time Communications Specialist to assist with these efforts. We hope that using technology in various forms will help us better connect with the unchurched.

38. The income level of the people in our congregation tends to be:

	About average for our community
	Somewhat below the rest of the community
X	Somewhat higher than the rest of the community

39. Describe the community and school system:

First Reformed Church of Schenectady is located in the heart of the NY State and nationally registered Stockade Historic District on the banks of the Mohawk River.

Schenectady was first settled by Dutch entrepreneurs in 1661. They brought Schenectady's first church, the Dutch Reformed Church, with them. The Church's earliest records were lost but remaining records continue from 1680. For this reason, 1680 is used as the church's founding date. "First Reformed Church" became the church's official name in 1867.

Schenectady's First Reformed Church played a role in starting 17 other Reformed churches in the region. Schenectady's most important figures made the Stockade their homes in the 17th, 18th, and 19th centuries. Today the Stockade District is one of the oldest and best preserved neighborhoods in the United States. Homes in the Stockade are examples of nearly every architectural type, period, and style dating from approximately 1690 to 1930.

Schenectady is home to General Electric, Union College, SUNY Schenectady County Community College, Ellis Medicine, and Proctors Theater. Additionally, various quality health care, museums, and restaurants are available.

Over the years Proctors has expanded to host some of the most popular Broadway shows. Over the last ten years, downtown Schenectady has added the Rivers Casino, luxury apartments, new restaurants, and a thriving nightlife. Also, upgrades continue to SUNY Schenectady County Community College, city parks, and the train and bus stations.

The City of Schenectady is located in Schenectady County. Other nearby communities include Rotterdam, Glenville, Scotia, and Niskayuna. School districts in the area include Schenectady City, Rotterdam-Mohonasen, Schalmont, Scotia-Glenville, Burnt Hills-Ballston Lake, and Niskayuna. Schenectady City is the largest school district with 18 schools and approximately 9,750 students. The Schenectady City schools have more socioeconomic and racial diversity than the suburban schools. The other school districts have a student population of between 2,000 and 4,500 students.

Schenectady is near Troy and Albany, forming what is locally called the "Capital Region." Saratoga Springs is a short drive north and is also rich with history, beauty, the arts, and horse racing. The Saratoga Performing Arts Center (SPAC) is the summer home to the NYC Ballet and the Philadelphia Orchestra as well as numerous concerts and events. New York City, Montreal, and Boston are all within a few hours drive. The Adirondack and Catskill Mountains are a short drive depending on which area you plan to visit. The Berkshires in Massachusetts, the Green Mountains in Vermont, and the White Mountains in New Hampshire are also easily accessible. Skiing can be found a short distance at resorts such as Killington, Stratton, Whiteface, Mount Snow, and Okemo.

In short, being part of the Capital District with close proximity to wilderness areas, rich historic sites, and major metropolitan areas makes Schenectady an attractive place to live and work.

40. Record of last three pastors:

Name	Dates
Rev. Dr. Bill Levering	2007 to 2020
Rev. Dr. Robert A. White	1992 to 2006
Rev. Albert A Smith	1986 to 1990

41. Please complete your profile with the following contacts:

Name	
Barbara Mancuso	Vice President, Consistory
Miranda Rand	Classis Supervisor

Section B. Reflections

1) What is the stated mission, vision, or purpose of your congregation?

The Covenant of Our Congregation

Adopted in 1962

We do hereby set forth the principles of the Christian faith as commonly held among us, believing that no other foundation can anyone lay than that which is laid, which is Jesus Christ.

It shall be our aim to bring joy to little children, instruction and high ideals to youth, inspiration to men and women in the midst of life, and comfort to those in life's later years; and to labor together for the betterment of humankind.

Our fellowship shall not be dependent upon identity of theological opinion, or of outward circumstance, or of denominational concern, but shall grow from a common loyalty to Jesus, a common commitment to serve the world we touch, and a common purpose to do justly, to love kindness, and to walk humbly with God.

Our ideal is a church of the open mind, the warm heart, the hopeful spirit, and the social vision which ever seeks to express, in all walks of life, the mind of Jesus.

2) What goals have been developed from your mission and vision over the next 5 years?

Goal 1: Foster energy, passion and enthusiasm for the Holy Spirit in all aspects of our Christian life. This will inspire our existing members and help to attract new, younger members to FRC. We will accomplish this via dynamic preaching, creative church services, and by providing an environment for spiritual growth to help people feel confident in God's love and to help them grow in faith.

Goal 2: Be a strong presence in the broader community. This includes addressing areas of significant community engagement: basic needs, diversity, equality and systemic racism, and youth development. This will manifest itself in the form of hands-on mission projects that involve all members of FRC.

Goal 3: Uphold and foster the Creation Care Resolution. This includes exploring innovative ways to lead the congregants and community members in expanding and living out this mandate. We also aim to further reach out to various faith groups to diversify our interfaith collaborations on this very important issue.

Goal 4: Develop and implement strategies to expand, maintain and support our main ministries as identified by church members. We aim to be a growing faith community with expanding membership across all ages, with an emphasis on young adults and families. To do this, we aim to:

- Continue to explore new and effective worship experiences.
- Provide inspiring and insightful education programs for all ages.
- Maintain mission and benevolence support.
- Strengthen internal community through fellowship.
- Increase our online and social media presence to connect with new people and make sure our members know about the important and ongoing work of the church.

3) Describe the strengths of your church, the best of what you are as a community, and what you can offer a new pastor.

One of our primary strengths is the willingness of our congregants to meet challenges and to pitch in, wherever asked, with time and money. Our members make others feel like they belong; the congregation creates a fertile space for individuals to grow in their faith. It requires strong leadership from members and clergy to make this happen.

Our organization is financially strong with an array of buildings, and enjoys a positive reputation for service and innovation. Members serve in the RCA's government. Our church has a competent staff of full time and part time employees. Their combined efforts help us enact our programs and missions.

4) Explain the strategies or ideas that most excite your church in becoming or remaining missional.

FRC's strategies include exploring and connecting with people in our community and beyond. Our emphasis is on outreach.

5) Name three of your church's most passionate hopes and why they are significant.

1. Worshiping God through the spoken word, music, and children's education to the best of our God given talents.
2. Growing the church, attracting young adults and families.
3. Mission work in the community, involving the whole congregation and fulfilling the Creation Care Resolution through action and leadership.

6) How do you hope someone who visits your church would describe what he/she considers to be most important?

We hope anyone who visits FRC would describe the church as welcoming and inclusive. They should also feel that FRC is a vibrant church with proactive ministry and community involvement. We always strive to foster a receptive presence, multiple avenues for spiritual growth, and opportunities for meaningful expressions of living God's word through action.

7) Name at least one challenge facing your new pastor.

Shepherding our church out of COVID and into a new place of connectedness and involvement internally and within the community.

8) Describe your vision and hopes for your church and your pastor over the next 5 years.

FRC's vision is to spread the Word and Mission of God's church to the greater community and beyond. We want to accomplish this ideal with not only monetary gifts but also with our physical and supportive presence. We also hope to grow the congregation over the next 5 years. We are a church positioned for growth.

We also strive to continue to fulfill FRC's Covenant's promise, both within the congregation and the greater community.

9) Explain whatever else you would like your potential pastor to know about your church.

FRC is composed of people with differing opinions yet still we manage to work together for a common purpose. For example, a long discussion and lots of debate ensued before we decided to expand and renovate our facility. However, once the project was approved and underway, the congregation invested hundreds of volunteer hours to ensure the project's success.

Release Statement

We of the First Reformed Church of Schenectady acknowledge that the information in this Church Profile is accurate and complete.

We authorize the Office of Ministry Services (OMS) to release this profile to designated recipient(s) seeking positions as ordained Ministers of Word and Sacrament, including posting of this profile on the RCA website.

James Gonda, Co-Chairman of Search Committee

Becky Mason, Co-Chairman of Search Committee

Helpful links

First Reformed Church website <https://www.frcschenectady.church/>

First Reformed Church Facebook <https://www.facebook.com/1stReformedSchenectady/>

First Reformed Church YouTube https://www.youtube.com/channel/UCc_Rz1qvgyy3x900HVYQtjw

Consistory Handbook [Current Consistory Handbook FRC - 2 Col. Legal Booklet](#)

Annual Report [341st _annual report.pdf](#)