

# Faith Reformed Church of Hazlet

“A warm-hearted community with a heart-warming message”

215 Middle Road, Hazlet, NJ 07730  
(732) 888-0200

www.....

## **Self-Study**

Adopted by Consistory:

### **1. Introduction**

The congregation of Faith Reformed Church was blessed to have the Rev. Robert Dey as their part-time pastor for six years. He brought great spiritual insight and guidance to us after a difficult break-up with a previous pastoral relationship. We are deeply grateful to the pastoral leadership the Rev. Dey provided us. Furthermore, he inspired us weekly through his sensitive sermons and worship services. He helped us to heal and to grow. As he retired from this part-time ministerial position in June 2011, we realized how difficult it would be to fill his position again. So we quickly set up a Search Committee to hire a pastor under contract, while we began the slow process of the Self-Study.

In 2012, we had several rocky starts to the Self-Study Team membership. Finally, the Pastor under contract, the Rev. Joanne Van Sant, Church member Barbara Smith, and our Classis Supervisor, the Rev. Susan Kramer-Mills, began the evaluation process. A congregational questionnaire was developed and administered. An evaluation from the Multi-cultural Coordinator of the RCA, Mr. Earl James, was provided at a Consistory meeting in May 2013. After another meeting with the Self-Study Team, in the summer, the Consistory committed itself to the task of producing the Self-Study together. The work was divided up amongst the Consistory members in September 2013, and the production began.

First on our to-do list was to re-write a Mission Statement, since we have not looked at ours in several years. After evaluating our vision and goals, the following statement was written:

“As a community of believers we are called by God, linked to Christ, bound to one another in mutual ministry through the Holy Spirit, and commissioned to be disciples of Jesus Christ.”

## 2. Who We Are

### Our History

In December 1957 the Classis of New Brunswick purchased a parsonage at 8 Amherst Lane Hazlet, NJ

This parsonage was to serve as our Church and Sunday School for the next six months. The Rev. Robert Geddes served as our pastor until the Rev. Theodore Muller accepted the call as Classical Missionary in February 1958. The Rev. Muller arrived on April 15, 1958 and preached his first sermon, "Go Forward".

Our first worship service was held on December 15, 1957 and shortly thereafter, our Sunday School was started under the leadership of Rev. Geddes and Mr. Robert Riley of Red Bank, who gave unselfishly of his time and talent to develop this field. Eight pupils attended the first session of Sunday School.

The first child to be baptized was Mark Daniel Sandro on February 23, 1958. On March 2, 1958 we held our first "Men's Communion Breakfast". In attendance were 10 men.

The Rev. Theodore Muller was officially installed as Classical Missionary of the Classis of New Brunswick on April 27, 1958.

The initial meeting of the "Steering Committee", consisting of four men, named Robert Erbig Jr., George Huse, Robert Tremaine and Robert Van Roten, was created for the purpose of formulating the plan and organization of the new Church.

On May 28, 1958 the first meeting of the "Ladies' Fellowship" was held. The name was subsequently change to the "Women's Guild for Christian Service".

As we began to grow in number, it became obvious that the facilities at the parsonage were inadequate. With the summer months coming, we decided to ask permission of the Loew's 35 Drive-In Theater to use their facilities on Sundays for our Church Services.

We were grateful to receive permission, at no cost, to use these facilities and on June 25, 1958 we held our first outdoor service. One thing we were required to do was to clean up all the refuse and debris in the portion of the ground we used. To accomplish this, members of the Steering Committee and some of our young people were up as early as 7:00 AM.

A portable platform rising seven feet above the ground was constructed in order for the worshippers to see the minister. There were occasions when our minister preached the word of God with raincoat and umbrella.

Our first Vacation Bible School was held at the parsonage from July 22 through August 28, 1958. Ten pupils of Primary age were enrolled.

As our Sunday School enrollment began to increase, we were faced with the problem of the need for additional space. Our numerous requests to use the classrooms of our Public School were turned down. Fortunately for us the North Centerville Volunteer Fire Co. came to our rescue and granted us the use of their firehouse. Once again our prayers to God were answered.

On September 14, 1958 we started our new year with a total of 64 students and teachers. Our first Sunday School Superintendent was Mr. Robert Erbig Jr.

In addition to using the firehouse for our Sunday School, we were granted permission to hold our Church services there also. However, member's homes were still being used for the Sunday School Beginners, the Nursery and all our evening meetings.

We had no formal name for our Church. We were known as the "Reformed Church, Raritan Township". The congregation was approached to select a name. After careful consideration, it was unanimously agreed upon on November 2, 1958, that we be called "The Faith Reformed Church" based on the thought that we will be a "Church of Faith" standing for "The Faith".

On November 30, 1958 our Church was organized with a total of 62 charter members.

With the organization of the Church, the Consistory was ready to move ahead with plans for the purchase of property and the erection of an edifice. On December 10, 1958 the Consistory met with Mr. Russell Shaeff, representative of Creative Buildings, Inc., Urbana, Illinois specialists in the designing and production of pre-paneled churches. Approximately three months after this meeting with Mr. Shaeff, a contract was signed with Creative Builders, Inc. to design our Church.

On December 17, 1958 the "Building Committee" was formed and the long and tedious process of trying to acquire a suitable piece of land began. In all, they investigated 20 sites. Finally, on September 13, 1959 a contract was signed to purchase property on the Northwest corner of Poole Avenue and Middle Road at a cost of \$21,000.00.

The ordination and installation of four Elders and four Deacons of the newly formed Consistory took place on December 28, 1958.

These Elders and Deacons were comprised of the following men:

Elders

Robert Erbig Jr.  
Alexander Purdue  
Robert Tremaine  
Robert Van Roten

Deacons

George Huse  
John M. Jones  
Franklin Kloepping  
Lyman Parks

The beginning of 1959 was uneventful but we feel there is a short story that all should read and remember well its meaning

"Have you ever really given thought to what happens if just one of us fails to take our part in the work and life of the Church? Let us tell you the story of

**Our broken typewriter.....**

Xvxn though our typxwritxr is and old onx, it works quitx wxll xxcxxpt of onx of thx kxys. Wx wish many timexs that it workxd pxfxctly. It is trux that thxrx arx forty-six kzys that function wxll xnough. But just onx makxs a big diffxrxncx.

Thx samx applixs to Churchxs. Thrx arx plxnty of mxmbxrs, but thx onx who is missing might bx thx onx with thx kxy to thx problxm at hand. You would bx missxd as a pxrson and as an agxnt intxtxstd in thx affairs of Christ's businxs.

So, whxnvxxt you quxsstion thx valux and importancx of you prxsxnt mxmbxrship, jst rxmxmbr our brkxn typzwritxr. Onx missing kxy makxs a vxry largx diffxrnc!

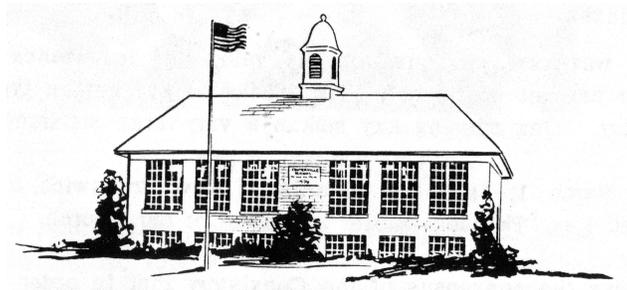
On March 1, 1959 the Classis of New Brunswick formally installed Rev. Theodore Muller as pastor of our Church. It was the consensus of the Consistory that in order for the members to become better acquainted, it would be advisable that a "Sunshine Couple" be nominated each Sunday and that the remainder of the congregation introduce themselves to this couple as they left after the morning worship service. This was put into effect on March 1, 1959

On April 19, 1959 the "Chain of Prayer" is united praying for the Church and those in need. We held our first Sunday Evening Adult Bible Class on April 26, 1959 at the home of Mr. and Mrs. Lyman Parks.

In May 1959 our Sunday School children felt that they wanted to do something to show their interest in the building of a new Church and Sunday School; so they began to save a quarter-mile of pennies. This project was completed eight months later in December of the same year. The sum of \$211.20 constitutes a quarter-mile of pennies laid side by side or 21,120 pennies. All together, the children have given over 80,000 pennies for various projects.

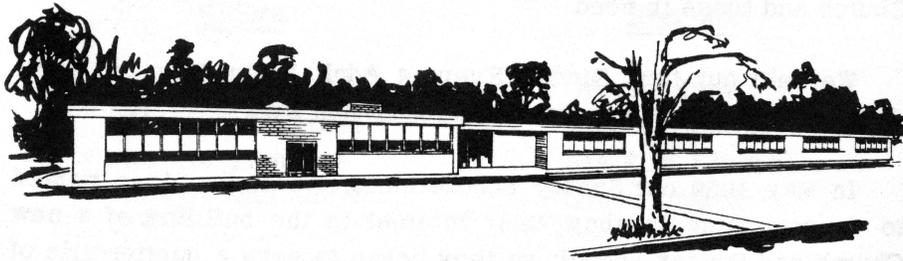
In July 1959, we expanded our Vacation Bible School to two departments. We had 23 students in the Primary Department, and 12 students in the Junior Department. These departments were held in two homes of members of our congregation. The closing program was held at the firehouse on August 28, 1959.

With our Sunday School growing by leaps and bounds, once again we had to look for larger quarters. Again we petitioned the Raritan Township Board of Education for the use of the Middle Road School and again, we were denied that privilege. We petitioned the Board of Education of Holmdel for their Centerville School on Route 35 and they granted us their permission.



Once again our prayers were answered. We resumed Sunday School in September 1989 with 95 students using both the Centerville School and the seventh and eighth grades using the firehouse.

Permission was finally granted on November 1, 1959 for the use of the Middle Road School in Raritan Township and our entire Sunday School transferred to this building.



We occupied 10 classrooms until we transferred, upon completion, to our own Sunday School on April 23, 1961.

On November 9, 1959, a Church Choir was organized.

November 29, 1959, marked the first anniversary of our Church organization and the Annual Roll Call of Members was held.

On December 10, 1959, we started our first venture into the sale of Christmas Trees. We realized a profit in excess of \$300.00 for our Building Fund. On January 21, 1960 we had the closing for the Church property and the first step of our dreams started to become a reality.

February 1960, saw the organization of the Board of Christian Education. In March the Board sponsored a contest within the Sunday School for the seventh grade students and up which resulted in two of our youths being sent to the Reformed Church Youth Summer Camp for one week.

On March 13, 1960, our Church membership surpassed the 100 persons.

On March 26, 1960, an Educational Covered Dish Supper was held and at this time, an artist's drawing of our new Church was shown to the congregation.

On April 10, 1960, Palm Sunday, we held our First Annual Lenten Men's Communion Breakfast with 21 men in attendance.

During the first two weeks of May 1960, the Elders held a series of meetings with Church members in order for them to become better acquainted with the Reformed Church in America. The meetings also afforded the members an opportunity to see the plans of their new Church, and to ask questions and offer suggestions.

On May 30, 1960, our first Confirmation Class, consisting of Robert Bergstrom, William Grim and Lynn Schappert completed its two year course and was examined before the Elders.

In order to get a Church Library Fund started, the congregation distributed telephone books in Raritan Township and raised \$129.73 their efforts.

Again in 1960, as in the two previous years, our Vacation Bible School expanded. This year found us expanding to three departments, namely, Kindergarten, Primary and Junior, which were held in the homes of four of our parishioners. The year 1961 will find our Vacation Bible School meeting in our new Church building. Thanks be unto those who so graciously and generously opened their homes to our children in the past.

On November 6, 1960, we held our groundbreaking service at the Church property. On a rain swept Sunday afternoon, over 120 people gathered together to view the first shovel full of dirt being overturned by our pastor. This shovel has now been chrome plated and occupies a corner in the Narthex of our Church.

The task of raising sufficient money to finance the building became almost insurmountable. We tried to borrow money from banks, insurance companies and private individuals, in a period of time when money was tight and rates very high. After months of unsuccessful negotiations, the answer to our financial problems was found in the "Church Herald", where we read of other churches obtaining their needed funds through promissory notes. We then decided to follow in the footsteps of these various other churches by issuing promissory notes of our own and advertising the sale of same in the "Church Herald". In less than 30 days, we reached our quota and had to refuse more than \$20,000.00 that was in excess of our needs. Once again our prayers were answered.

On November 27, 1960, we had our Second Annual Roll Call during Sunday morning worship service.

December 11, 1960, marked the end of the sale of promissory notes.

The close of this year found the package of our new Church arriving.

With the turn of a new year, we knew that most of the major obstacles that confronted us were in the past and the edifice that we prayed for was now becoming a reality.

By January 4, 1961, the shell was erected and the building enclosed. We were very fortunate in obtaining Cobb Builders, Inc. to build our Church and through their wonderful cooperation, they exceeded all expectations and had the building completed by April 22, 1961.

On Good Friday, March 31, 1961, we held a service at 5:00 PM at the Church property for the raising of our 24 foot free-standing cross. We thought this to be a very appropriate time for this service to take place.

On Easter Sunday, April 2, 1961, we held our first service in our new Church with 219 in attendance. In spite of the fact that we had to substitute chairs for pews and do without a few of the pulpit trimmings, it was a glorious sight to behold.

Prior to our Sunday morning worship service on April 9, 1961, we held a brief cornerstone laying service.

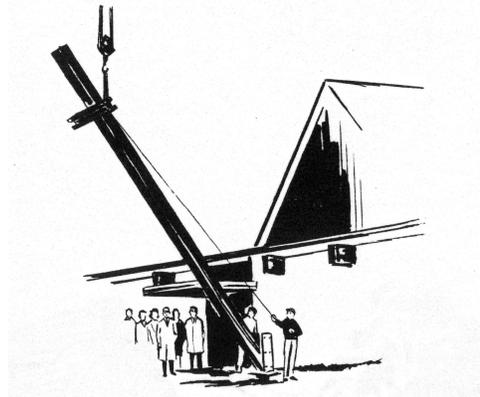
Upon the completion of our \$80,000.00 building, the Sunday School was moved to its new and permanent quarters in the Education Wing.

April 23, 1961, marked the first Sunday that both our Sunday School and morning worship service were able to meet under one roof in three and a half years.

Today our Church membership consists of 75 families, 131 members, 151 baptized non communicants and a total Sunday School enrollment of 204.

May 14, 1961, brought about another first in the history of our Church. The Women's Guild for Christian Service held their first Women's Communion Breakfast in the Educational Wing of our Church. Breakfast was served to 29 women by 4 men of the Church, who acted as waiters. After breakfast, the women adjointed to the Nave and were serve communion.

The culmination of our three and one half years' struggle to build an edifice worthy of our Lord and Master is this service of dedication.



List Names of Pastors and Years they served.....

### 3. Our Context

#### Our Church Membership – Helen

Male/female, ethnicity, education, occupation/income  
History of membership for last 20 years

#### From City Data for Hazlet, New Jersey

Land area: 5.6 sq. mi.                      Water area: 0.0 sq. mi.

Population: 21,378 (all urban)

Males: 10,217                      (47.8%)

Females: 11,161                      (52.2%)

Occupied houses/apartments: 21,165  
(19,670 owner occupied, 1,495 renter occupied)

% of renters here:                      7%

State:                                      34%

Races in Hazlet Township:

- White Non-Hispanic: 88.8%
- Black: 1.0%
- American Indian and Alaska Native: 0.1%
- Asian: 3.4%
- Native Hawaiian and Other Pacific Islander: 0.0%
- Hispanic or Latino: 5.9%
- Two or more races: 0.8%
- Some other race: 0.1%

Median age of males: 38.5

Median age of females: 39.5

Average household size: 2.92

Hazlet township: 2.9 people

New Jersey: 2.7 people

Average family size: 3.32

Estimated median household income in 2009: \$82,340 (\$65,697 in 1999)

This township: \$82,340

New Jersey: \$68,342

Median contract rent in 2009 for apartments: \$564

(lower quartile is \$462, upper quartile is \$1,104)

Here: \$564

State: \$962

Estimated median house or condo value in 2009: \$347,050

(It was \$168,700 in 2000.)

Hazlet Township: \$347,050

New Jersey: \$348,300

Lower value quartile - upper value quartile: \$301,540 - \$404,058

Mean price in 2009: Detached houses: \$344,011

Here: \$344,011

State: \$429,197

Townhouses or other attached units: \$235,834

Here: \$235,834

State: \$286,566

In 2-unit structures: \$334,207

Here: \$334,207

State: \$397,697

In 5-or-more-unit structures: \$185,632

Here: \$185,632

State: \$292,192

Mobile homes: \$78,864

Here: \$78,864

State: \$53,584

Population density: 3802 people per square mile  (very high).

Residents with income below the poverty level in 2009:

This Township: 3.4%

Whole State: 8.5%

Residents with income below 50% of the poverty level in 2009:

This Township: 1.6%

Whole State: 4.2%

### **Notable locations in this township outside city limits:**

**Notable locations in Hazlet Township:** West Keansburg Fire Company Station 39 - 3 (A), North Centerville Volunteer Fire Company 1 (B), Hazlet Township First Aid Rescue Squad (C), Hazlet Fire Company Station 39 - 1 (D)

**Shopping Center:** Airport Plaza Shopping Center (**Churches in Hazlet township include:** North Centerville Chapel (A), Saint Johns Methodist Church (B).

**Cemeteries:** Rosemont Cemetery (1), Shoreland Memorial Gardens (2), Shoreline Memorial Gardens (3), Cedarwood Cemetery (4). **Park in Hazlet township:** Veterans Park (1).

Number of foreign born residents: 1,659 (70% naturalized citizens)

Hazlet township: 7.8%

State: 17.5%

72% of Hazlet township residents lived in the same house 5 years ago.

Out of people who lived in different houses, 60% lived in this county.

Out of people who lived in different counties, 38% lived in New Jersey.

### **Place of birth for U.S.-born residents:**

- This state: 11826
- Northeast: 7033
- Midwest: 243
- South: 290
- West: 96

Median price asked for vacant for-sale houses in 2000: \$137,500

Percentage of households with unmarried partners: 2.9%

**Likely homosexual households (counted as self-reported same-sex unmarried-partner households)**

- Lesbian couples: 0.2% of all households
- Gay men: 0.2% of all households

**People in group quarters in Hazlet township, New Jersey:**

- 170 people in nursing homes
- 37 people in other noninstitutional group quarters
- 6 people in religious group quarters

**Housing units in structures:**

- One, detached: 5,976
- One, attached: 287
- Two: 65
- 3 or 4: 42
- 5 to 9: 97
- 10 to 19: 7
- 20 to 49: 10
- 50 or more: 190
- Mobile homes: 732

Median worth of mobile homes: \$33,300

Housing units in Hazlet township with a mortgage: 4,445 (554 second mortgage, 742 home equity loan, 55 both second mortgage and home equity loan)

Houses without a mortgage: 1,338

*Year house built*

- 1999 to March 2000: 85
- 1995 to 1998: 298
- 1990 to 1994: 221
- 1980 to 1989: 636
- 1970 to 1979: 1,344
- 1960 to 1969: 1,804
- 1950 to 1959: 2,326
- 1940 to 1949: 286
- 1939 or earlier: 406

*Rooms in owner-occupied houses in Hazlet township, New Jersey:*

- 01 room: 0
- 2 rooms: 9
- 3 rooms: 153
- 4 rooms: 503
- 5 rooms: 663
- 6 rooms: 1,209
- 7 rooms: 1,620
- 8 rooms: 1,436
- 9 or more rooms: 917

*Rooms in renter-occupied apartments in Hazlet township, New Jersey:*

- 1 room: 76
- 2 rooms: 54
- 3 rooms: 265
- 4 rooms: 131
- 5 rooms: 71
- 6 rooms: 70
- 7 rooms: 32
- 8 rooms: 21
- 9 or more rooms: 14

*Bedrooms in owner-occupied houses and condos in Hazlet township:*

- 0no bedroom: 9

- 1 bedroom: 149
- 2 bedrooms: 858
- 3 bedrooms: 2,858
- 4 bedrooms: 2,339
- 5 or more bedrooms: 297

*Bedrooms in renter-occupied apartments in Hazlet Township:*

- no bedroom: 110
- 1 bedroom: 268
- 2 bedrooms: 189
- 3 bedrooms: 132
- 4 bedrooms: 29
- 5 or more bedrooms: 6

Owners and renters by unit type in %

Breakdown of mean house values by ages of householders

*Most common industries for males (%):*

- Construction (11%)
- Finance and insurance (9%)
- Professional, scientific, and technical services (7%)
- Other transportation, and support activities, and couriers (6%)
- Public administration (5%)
- Educational services (5%)
- Truck transportation (4%)

*Most common industries for females (%):*

- Health care (17%)
- Educational services (12%)
- Finance and insurance (12%)
- Professional, scientific, and technical services (6%)
- Accommodation and food services (4%)
- Food and beverage stores (4%)
- Administrative and support and waste management services (3%)

### *Most common occupations for males (%)*

- Driver/sales workers and truck drivers(6%)
- Electrical equipment mechanics and other installation, maintenance, and repair occupations including supervisors (5%)
- Computer specialists (4%)
- Other office and administrative support workers including supervisors (4%)
- Other management occupations except farmers and farm managers (4%)
- Other production occupations including supervisors (4%)
- Sales representatives, services, wholesale and manufacturing (4%)

### *Most common occupations for females (%)*

- Secretaries and administrative assistants(9%)
- Other office and administrative support workers including supervisors (7%)
- Other sales and related workers including supervisors (6%)
- Preschool, kindergarten, elementary and middle school teachers (6%)
- Registered nurses (5%)
- Cashiers (4%)
- Information and record clerks except customer service representatives (4%)

### *Class of Workers*

Employee of private company

### **Most common first ancestries reported in Hazlet township:**

- Italian (30.9%)
- Irish (24.3%)
- German (8.2%)
- Polish (4.8%)
- English (3.2%)
- United States or American (2.8%)
- Greek (1.4%)

### **Most common places of birth for the foreign-born residents:**

- China, excluding Hong Kong and Taiwan (9%)

- India (9%)
- Philippines (7%)
- United Kingdom (6%)
- Peru (6%)
- Italy (6%)
- Hong Kong (5%)

### **Means of transportation to work:**

- Drove a car alone: 7,591 (75%)
- Carpooled: 934 (9%)
- Bus or trolley bus: 657 (6%)
- Subway or elevated: 46 (0%)
- Railroad: 546 (5%)
- Ferryboat: 16 (0%)
- Taxi: 62 (1%)
- Bicycle: 14 (0%)
- Walked: 92 (1%)
- Other means: 35 (0%)
- Worked at home: 133 (1%)

### **People in group quarters in Hazlet Township, New Jersey:**

- 170 people in nursing homes
- 37 people in other non-institutional group quarters
- 6 people in religious group quarters
- 88.5% of residents of Hazlet township speak English at home.
- 4.1% of residents speak Spanish at home (66% speak English very well, 19% speak English well, 14% speak English not well, 2% don't speak English at all).
- 4.6% of residents speak other Indo-European language at home (77% speak English very well, 17% speak English well, 6% speak English not well).
- 2.3% of residents speak Asian or Pacific Island language at home (56% speak English very well, 17% speak English well, 16% speak English not well, 10% don't speak English at all).
- 0.5% of residents speak other language at home (58% speak English very well, 22% speak English well, 20% speak English not well).

## Household type by relationship:

Households: 21,166

- In family households: 19,521 (4,720 male householders, 1,117 female householders)  
4,969 spouses, 7,515 children (7,063 natural, 171 adopted, 281 stepchildren), 331 grandchildren, 91 brothers or sisters, 215 parents, 314 other relatives, 249 non-relatives
- In nonfamily households: 1,645 (489 male householders (384 living alone)), 947 female householders (875 living alone)), 209 nonrelatives
- In group quarters: 212 (171 institutionalized population)
- Size of family households: 1,859 2-persons, 1,410 3-persons, 1,532 4-persons, 731 5-persons, 226 6-persons, 79 7-or-more-persons,
- Size of nonfamily households: 1,259 1-person, 137 2-persons, 25 3-persons, 15 4-persons,

4,498 married couples with children.

500 single-parent households (102 men, 398 women).

## Private vs. public school enrollment:

Students in private schools in grades 1 to 8 (elementary and middle school): 320

Here: 12.3%

New Jersey: 13.2%

Students in private schools in grades 9 to 12 (high school): 132

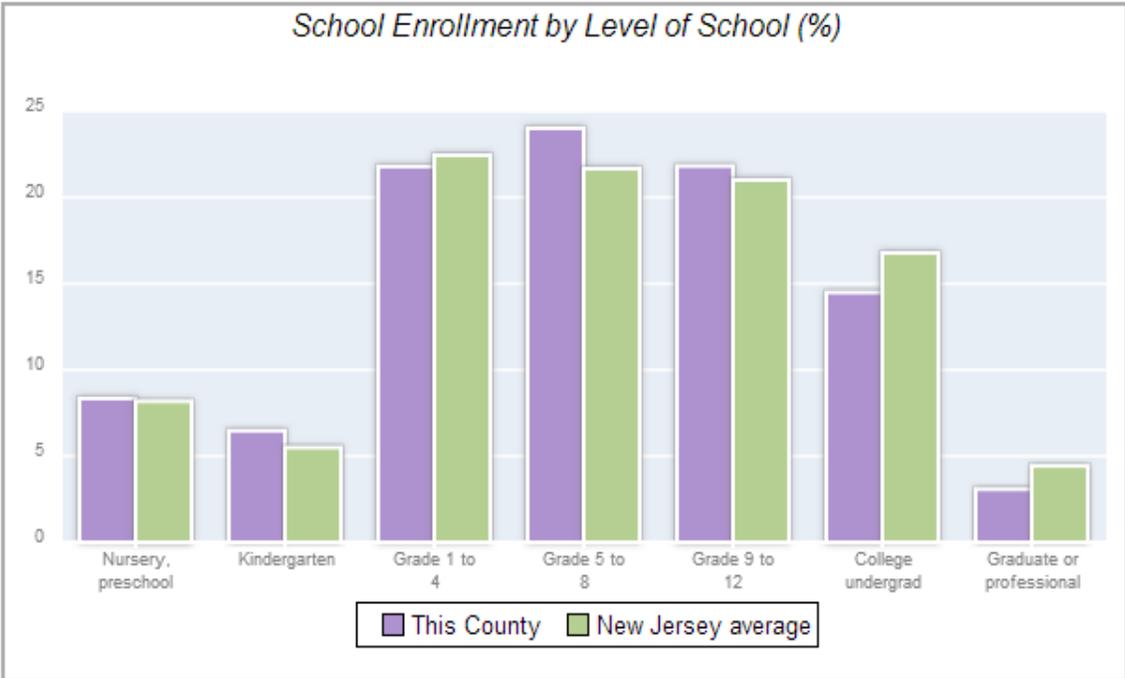
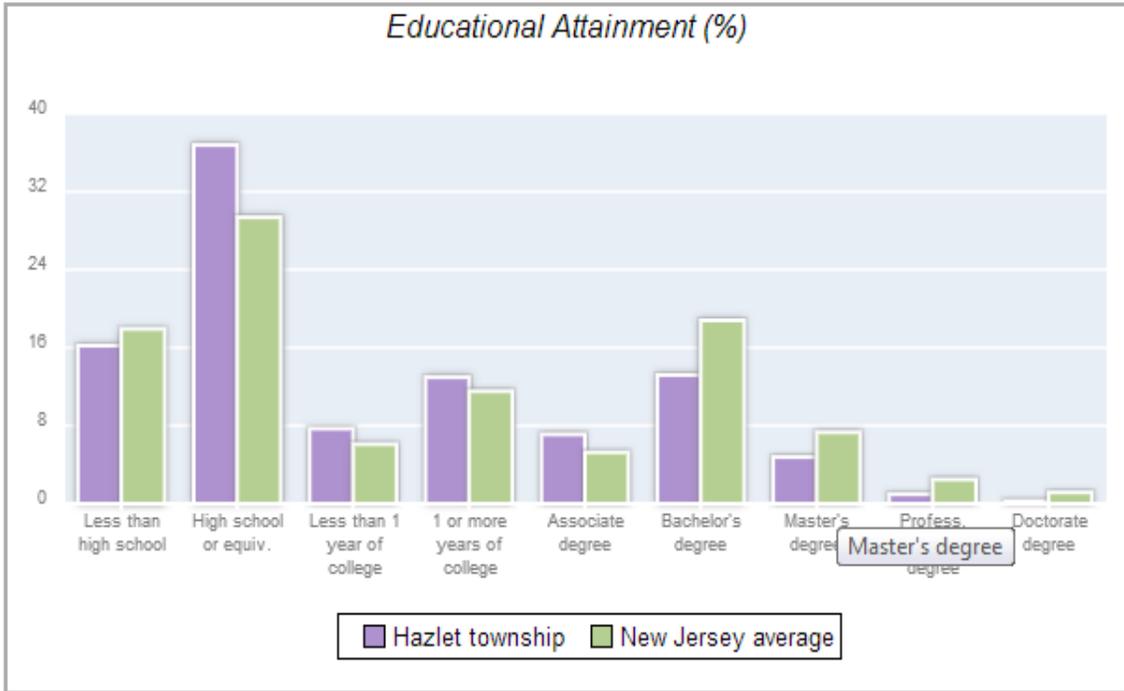
Here: 10.7%

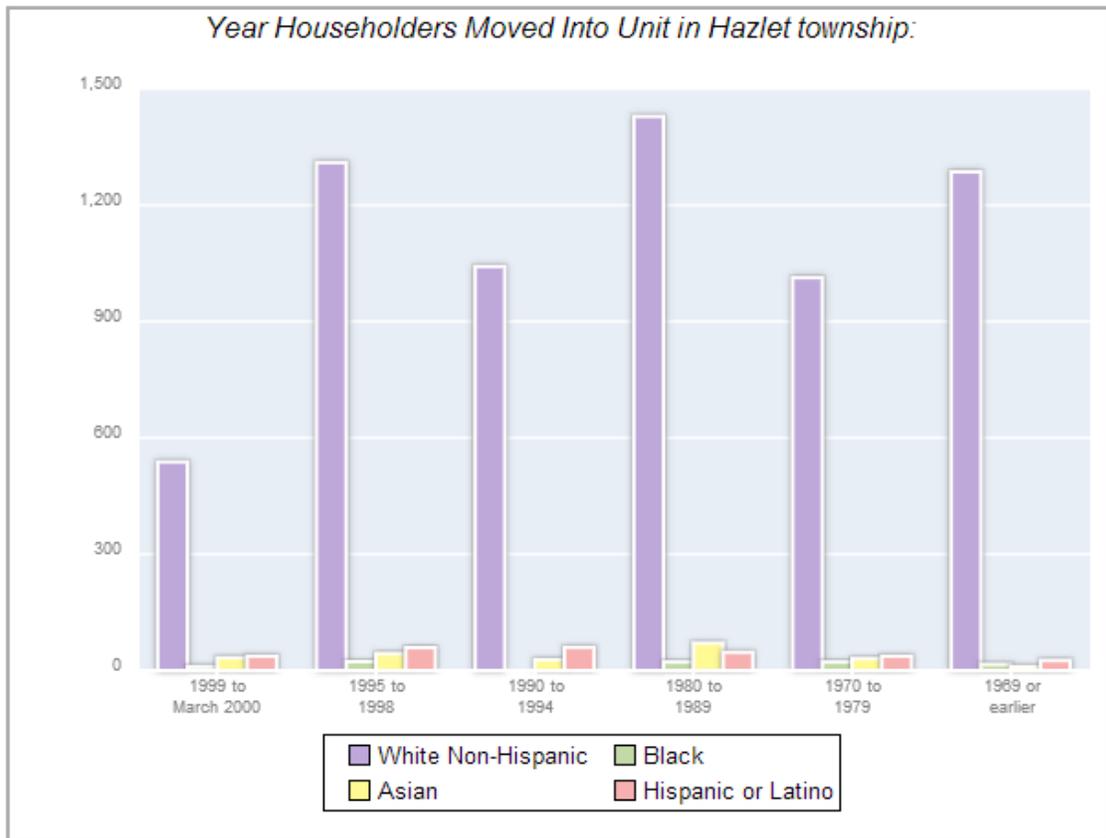
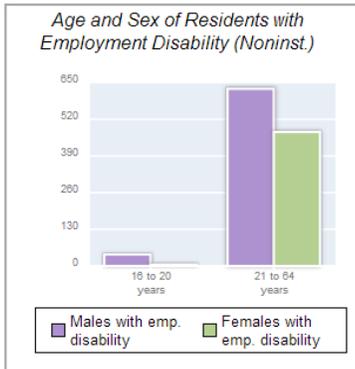
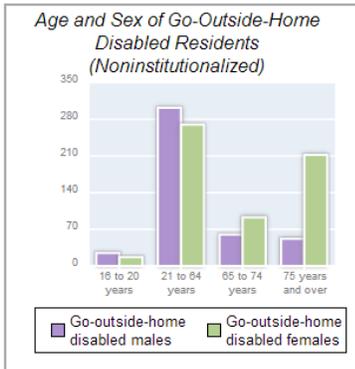
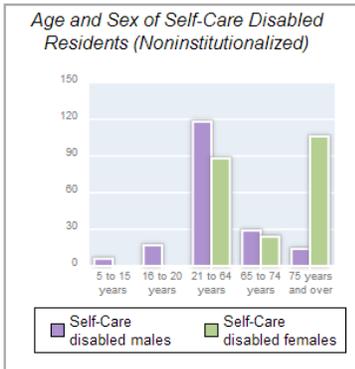
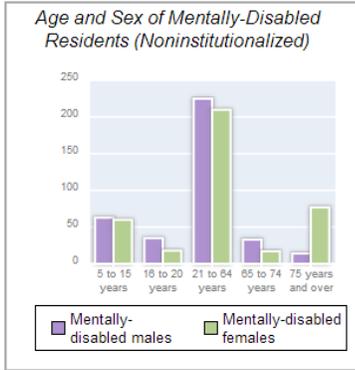
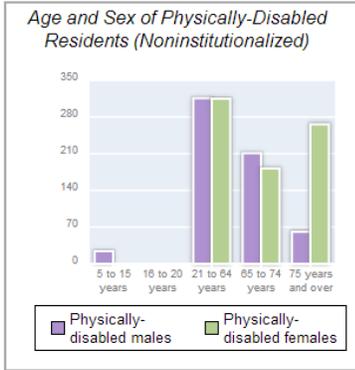
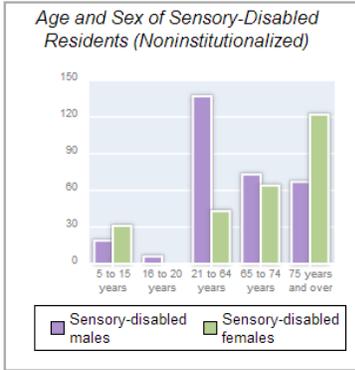
New Jersey: 13.0%

Students in private undergraduate colleges: 165

Here: 20.1%

New Jersey: 30.1%



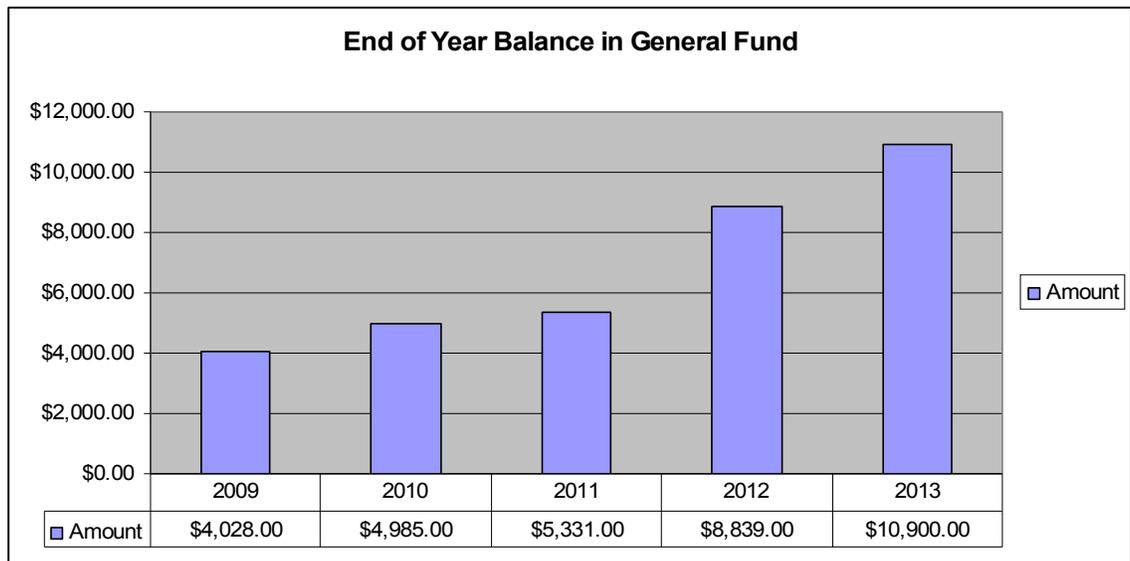


## 4. Our Resources

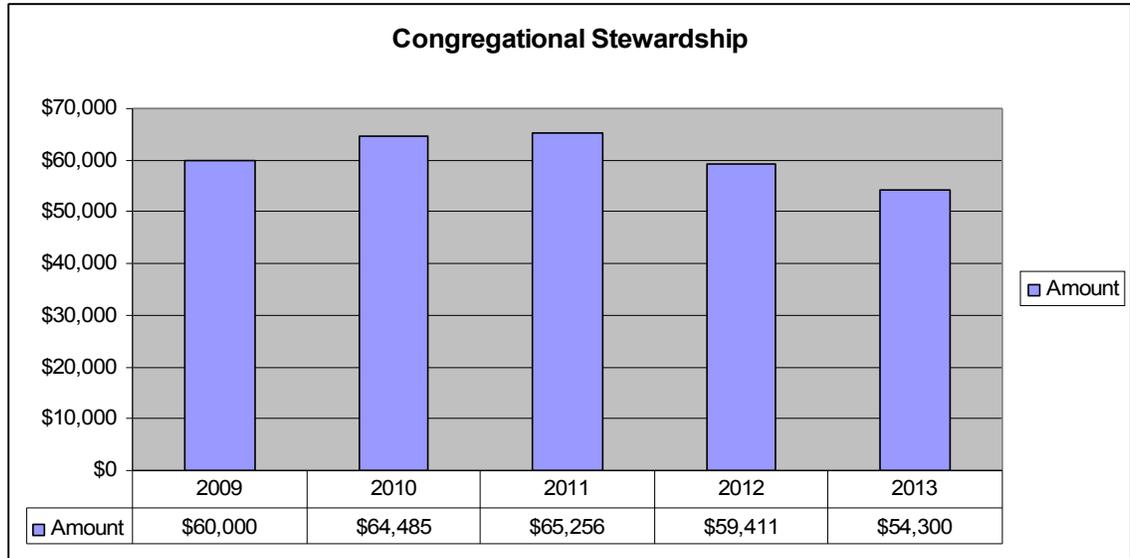
### Our Buildings – Bob

#### Our Resources

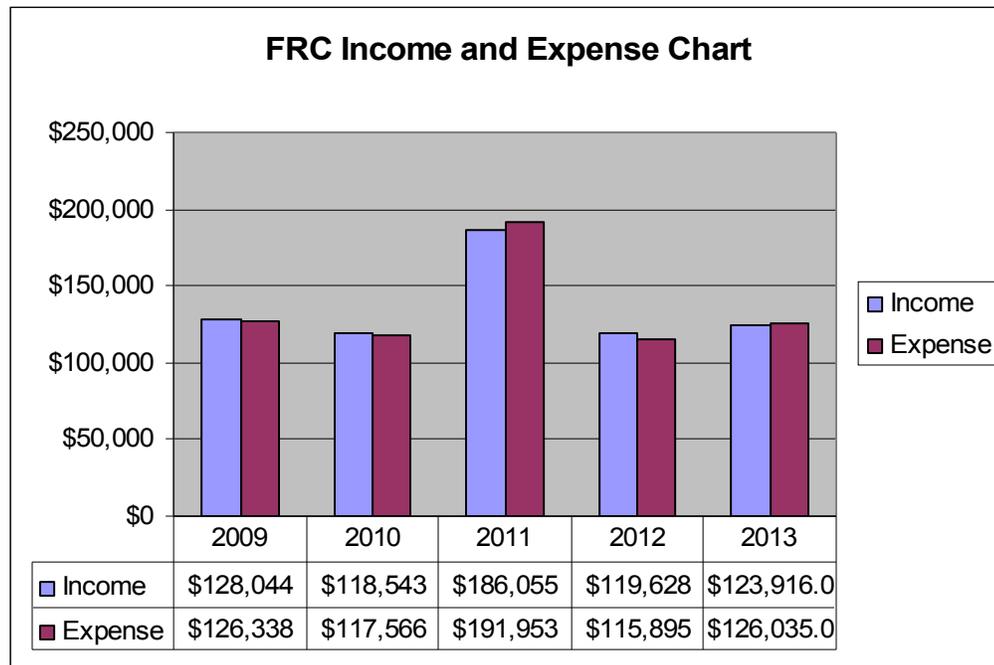
**Church General Fund**- As of December 31, 2013, the Church General Fund had a balance of \$10,900.00. We have met our budget the past 5 years and over that period have built up a surplus in the General Fund. (see chart below)



The next chart shows the congregational giving over the last 5 years. This includes the regular weekly envelopes, loose plate and the special envelope giving. (ex. Easter and Christmas)



The money we receive from rentals, Creative Campus Nursery School and the interest we receive from the Endowment Fund support our regular church budget. This amounts to about 50%



Creative Campus Nursery School has been owned and operated by the church for the past 51 years. Since we were one of the few nursery schools in the area when it opened, it was very successful financially in the early years and helped support the church. In the last 5 years the enrollment has dropped tremendously. The school has actually had a small deficit the last 3 years and as a result will be switching to an extended day program for the 2 ½ to 5 year olds. Currently, the nursery school has approximately \$45,000.00 in their checking and savings account.

Endowment Fund came into existence in 2007 when the Church decided to sell the parsonage. The last time we had a full time Minister was in 2000. From that time until today we have had part time Ministers. Fortunately we sold the house when prices were at their highest. We realized \$341,301.00 which was used to start the Endowment Fund. We use 90% of the interest received each year for our regular budget and 10% remains in the fund. Thus as of December 31, 2013 the fund has \$304,668.00. In 2011 we borrowed \$59,200.00 from this fund to install solar panels on our roof. This is being paid back from the savings of our electric bill and the SREC's that the panels produce. In the two years since they were installed we have paid back \$9,717.00.

Zion Baptist Church uses our facility weekly and we receive a donation of \$5,400.00 a year. These funds are used for capital improvements.

## **5. Our Leadership**

Our leadership is based on a small congregation. For many years now we have only been able to support a part-time pastor. The position has been about 18 hours per week....

The Church Secretary has been employed for about twelve hours per week. Her job includes.....

Because of the CCNS, we are required to have a full-time custodian. At present we have two people who share the position by working on an alternating basis and receive a flat salary.

For our worship music we have an Allen organ and hire a part-time organist to accompany the congregational singing and the worship. This person is at church for about two hours per week. We no longer have a choir, which saddens us greatly.

Our Sunday School teachers are all volunteers. We have five sets of teachers who rotate during the year. At this time we have only 2 -4 children who attend Sunday School.

We have a highly organized structure for our small congregation. Here is a list of the positions that our congregants fill on a volunteer basis: Financial Secretary, Treasurer, Bursar, Property Chair, Worship Chair, Fellowship Chair, Christian Education Chair, Outreach & Membership Chair, Stewardship Chair, Finance Chair, Personnel Chair, Mission Chair, Ways & Means Chair. Generally our committees meet.....

## **6. Our Ministry Focus**

### **Creative Campus Nursery School**

#### **History**

Creative Campus Nursery School (CCNS) was established in 1962, to provide the children of Hazlet and the surrounding areas with a quality preschool education at affordable prices. We continue this tradition today.

#### **Organization:**

The school is owned by Faith Reformed Church and is operated by an elected Board of Directors. The Board oversees and is responsible for directing and supervising the business, administration, activities, and programs of the school. The CCNS Board has one member appointed as a Faith Reformed Church consistory representative. The Director/Head Teacher is hired by the CCNS Board along with the Teachers and Assistants who, in turn, are supervised by the Director/Head Teacher. The school is licensed by the State of New Jersey, and complies fully to all Department of Children and Families regulations and suggested guidelines outlined in its Manual of Standards.

#### **Philosophy and Objectives:**

CCNS is pledged to provide the tangible and intangible atmosphere that fosters the physical, emotional, social, and intellectual development of each child according to his/her individual needs. The staff is dedicated to the belief that a child is an important human being and that he/she is led toward a responsible, contributing, creative, happy, and fulfilling life. Our goal is to help a child develop a positive self-concept, cooperative group behavior and a love and motivation for learning through a caring, loving school environment.

### **Missions**

1. Keyport Ministerium Food Pantry- Monetary donations for food and building fund, canned goods, school supplies, mittens, Christmas gift cards, brick pathway
2. Support of Indian child

3. Mort's Mission- Donations, sandwiches and grooming items for needy in Newark

4. Deacons Fund- Support members and local people

5. Heifer International- Donation for Chicks

6. Northern Monmouth Habitat for Humanity- Donation.

7. Manna House-Cleaning supplies

8. Reformed Church Home- Donation

9. Love, Inc.-Donation

10. Bread for the World-Donation

11. Fisher Care Center- Thanksgiving dinner

12. Rutgers Campus Ministry- Donation

13. NJ Workcamp- Donation

14. Aslan- Donation

## Outreach

Every autumn we gather ourselves together to present to our neighbors our version of Oktoberfest. The festival is held on our front lawn, and we invite local vendors to join us and bring their wares to sell. We have a great kitchen staff; they never cease to please with their great tasting foods. Our "baking" church members and friends see to it that our baked goods table is covered with delectable treats. You can always find a good bargain at the flea market tables. The highlight of our festival is the Pony Ride and the Inflatable Bouncy which is located by the children's games and activities. As part of the children's area, our younger entrepreneurs host a lemonade stand, and one of our teenagers runs the popcorn machine.

Food Pantry – Joanne to write up

Building Usage

AA group, Champion Youth, Baptist congregation, SAT Prep Class, T-Ball Class

## 7. Projects

## 8. Where We are Going

- i. Our Vision
- ii. Our Goals
- iii. Interim Goals (up to one year)
- iv. Short-term Goals (1-3 years)
- v. Long-term Goals (3-10 years)

## 9. Our Next Pastor

### ABOUT OUR SELF STUDY

Rev. Susan Kramer-Mills, our supervisor, led our group in final steps of Self Study.

It was determined a pastor working 30 hours, considered part-time, will probably work best for our church.

The qualities and job description were discussed and the following preliminary results were reached.

Requirements for FRC pastor:

Qualities we look for-

- Must have good leadership ability
- Good preacher, holds congregation's interest
- Adequate knowledge of all media, computer skills
- Should be sincere, believe what you preach
- Must be able to collaborate with others
- Comfortable with two way conversation, able to accept helpful criticism and be self-differentiated
- Should be a good motivator
- Have experience as pastor of a church, 2<sup>nd</sup> position

Job Description

- Familiar with community and congregation, visit church families
- Develop small groups
- Capable in grief counseling
- Lead parenting classes