



**ELLENSBURG  
PRESBYTERIAN  
CHURCH**

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ELLENSBURG, WA

**ASSISTANT PASTOR  
HIRING PAMPHLET**





# ELLENSBURG PRESBYTERIAN CHURCH

1307 E. 3RD AVE  
ELLENSBURG, WA 98926

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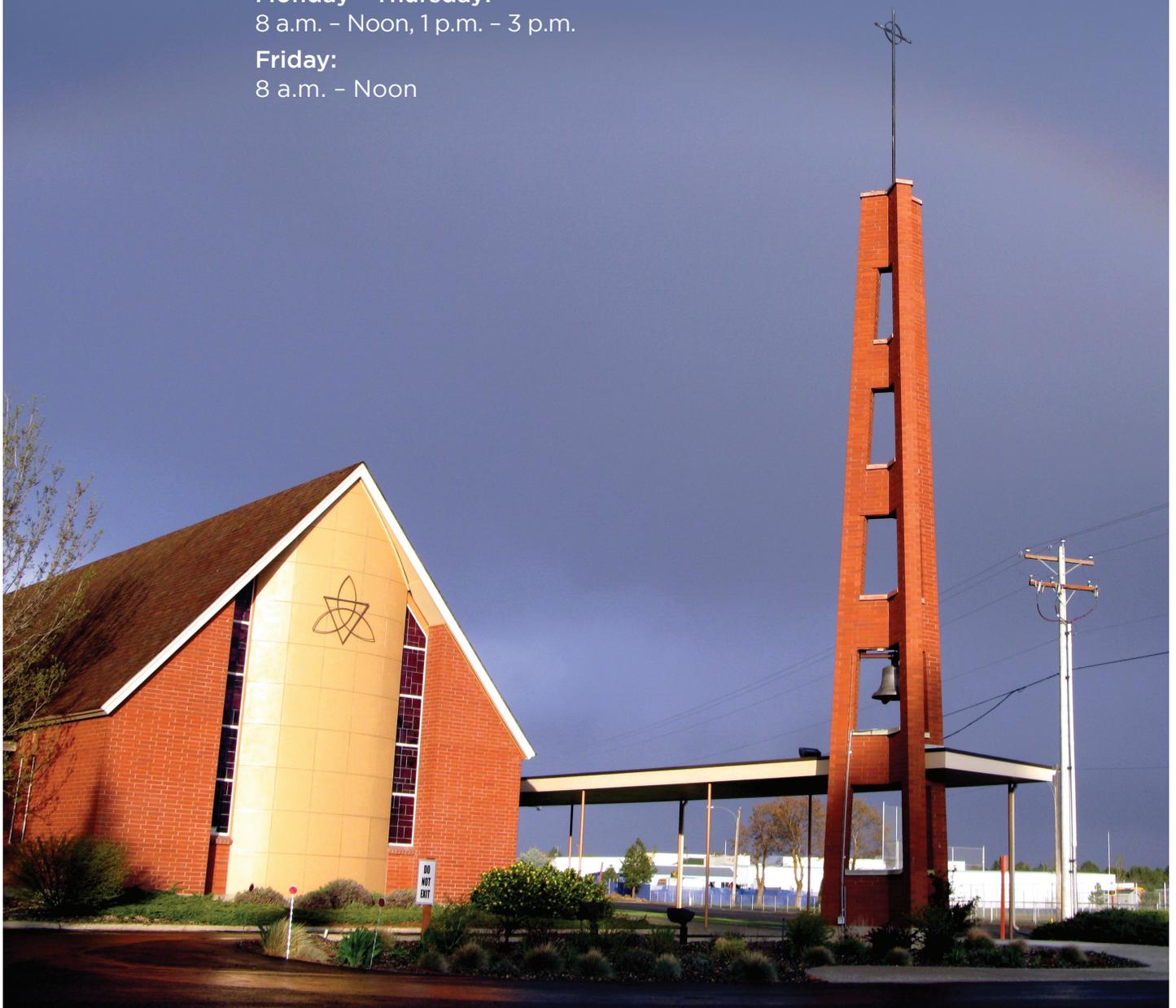
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e: [office@eburgpres.org](mailto:office@eburgpres.org)

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## NORMAL CHURCH OFFICE HOURS:

**Monday - Thursday:**  
8 a.m. - Noon, 1 p.m. - 3 p.m.

**Friday:**  
8 a.m. - Noon



# OUR CHURCH

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The Ellensburg Presbyterian Church is looking for the right individual to join our church family and help with the leadership of our church. We hold two services on Sundays, a traditional and a contemporary service. Membership for the congregation is 157 and our leadership Session is comprised of 5 men and 5 women. Like most, we feel our church is special and unique and here is a sampling of thoughts from some of our members.

**WE LOVE OUR CHURCH AND FEEL IT IS SPECIAL BECAUSE OF:**

- People are friendly, supportive, authentic, and the church is small enough not to get lost.
- We pray for each other, have grace for each other, and bear each other's burdens.



- Cross-generational relationships, which adds diversity and meaning to our lives.
- Feels like a big Christian family, an authentic Christian community.
- Easy to get involved in small groups and ministries, which enables authentic relationships to develop, but is not high pressure to be involved.
- Love the wisdom and faithful example that comes with the older saints.
- Love that our pastor is knowledgeable with historical facts and presents them well with current events and teaches us from the scriptures. I think he shepherds bravely and honestly.
- Love the liturgy of the service with the confession time.
- Love that we do simple and very special events that we can depend on happening year after year. (Like the mother daughter banquet, church fruit booth at the fair, old school Christmas pageant, etc.)
- Love how volunteers invest in our youth (middle and high school programs).
- Vacation Bible school is one of the favorites for most locals we know.

- Love that pastor Al seems to genuinely care for each and every one of us, young to old, and honors each age group wherever they are at.
- The quilting ministry is special, in that they create quilts for each graduating senior, and church members who are sick or hurting.
- The faithful backpack volunteers who pack weekend meals and pray for those kids receiving the food.

But for as much as we love this church, we also know we can do more to serve in the name of Christ.

#### **OUR HOPES AND DREAMS:**

- We want to be more immediately welcoming toward visitors.
- Strengthen our current Sunday school for kids.
- Build additional relationships with the community.
- Be a safe and welcoming place for new or non-Christians seeking truth.
- The challenges from COVID-19 pandemic took a toll. It is time to get back on track.

#### **OUR STATEMENT OF FAITH:**

Ellensburg Presbyterian Church is a member of the ECO denomination and as such we believe and follow the Essential Tenets of ECO. Details of the ECO tenets can be found at this location (pgs 1-8):



<https://static1.squarespace.com/static/58d5cdabe58c627d57e31c71/t/601a127390df621598328eef/1612321398157/ECO+CONSTITUTION+2020.pdf>

# OUR COMMUNITY



## FROM THE CASCADES TO THE COLUMBIA RIVER

Ellensburg Presbyterian Church is located in Ellensburg, the largest city in Kittitas County. The county population is nearly 48,000 people with 21,579 living in the City of Ellensburg. The median age is 23 due to a large college-age population. Central Washington University (CWU) with over 1,400 employees and 10,400 students is the largest employer. The university brings with it a great arts and cultural community that includes a symphony, performing arts theater department, wonderful jazz performances, and many classes for the lifelong learner. The CWU education program has also blessed

the region with many great educators for our local schools. The community has a long history with the cattle and agricultural industry. Crops include timothy hay, alfalfa, an expanding apple production, and in some years, corn, and sunflowers. The county has historically had a large resource-based economy including timber, coal, and mining. In the past 20 years these have been replaced by renewable energy and destination resort development. There are three large wind farms in the county, a hydropower reservoir on the Columbia River, and some solar farms are being developed. The destination resort of Suncadia, about 30 miles from Ellensburg, has brought many people to stay and recreate in the hills around the Kittitas Valley.



**OUR AREA IS BLESSED WITH FOUR SEASONS. ACTIVITIES AVAILABLE IN KITTITAS COUNTY INCLUDE:**

- Hiking
- Climbing
- Mountain Biking
- Trail running
- Fly fishing on the Yakima River
- Lake and river fishing for salmon, steelhead, and trout
- Water skiing on the Columbia River
- Huckleberry picking
- Mushroom hunting
- Deer, elk, and upland bird hunting
- Snowmobiling
- Downhill and cross-country skiing

**ELLENSBURG IS A TOWN FILLED WITH NUMEROUS EVENTS AND ACTIVITIES:**

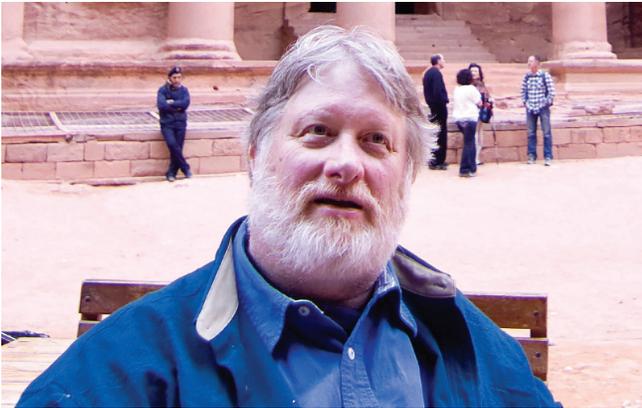
- Ellensburg Rodeo
- Kittitas County Fair
- Jazz in the Valley
- First Friday Art Walk
- Spirit of the West Cowboy Gathering
- Western Art Show
- Weekly Farmer's Market

**CENTRALLY LOCATED IN WASHINGTON YOU CAN BE IN THE PUGET SOUND AREA WITHIN 90 MINUTES:**

- Seattle Seahawks, Mariners, Sounders, or Kraken games
- Musical concerts or symphony
- Art museums
- Theater shows



# OUR PASTOR



**REVEREND AL SANDALOW**  
LEAD PASTOR – HEAD OF STAFF

After growing up in a non-religious home, God claimed me by his grace when I was a junior in high school. That led me to volunteering at my local Presbyterian church, into summer youth internships, to youth intern and then youth director at First Presbyterian in Santa Barbara, and several summers on program staff at Calvin Crest Presbyterian Conferences grounds, near Yosemite National Park. After college, I went to Fuller Seminary, then on to youth pastor positions in Covina, CA and Westminster, Ca. Six years as a solo pastor of a church in Battle Creek, Michigan and finally 21 years as the pastor of First/Ellensburg Presbyterian.

My own faith journey and theology has evolved over time. I started as a fairly standard, modest conservative, classically orthodox Evangelical Christian. As I have grown in my understanding of scripture, God has drawn me closer into Reformed Theology- quite frankly, I'm a Calvinist.

## MY FAITH CAN BE SUMMED UP IN THE FIVE SOLAS:

- **Sola Scripture** – Only Scripture: The written Word of God is the only sure revelation of God's nature and desires for humanity and, when understood in context, is authoritative for our understanding of, worship of, and obedience to God.
- **Sola Gratia** – Only Grace: God has chosen his elect even before time began and it is not by our decisions or actions that we are saved, but only by the free grace given by God.
- **Sola Fide** – Only Faith: We are given faith by the Holy Spirit that brings us to God's grace and into the Body of Christ, and we are not saved by intellectual ascent nor our human actions.
- **Solus Christus** – Only Christ: We are saved by Christ alone and by no other; only by his sinless life, his atoning death on the cross, and by the justification of this resurrection. There is no other name nor path by which we may be saved.
- **Soil Deo Gloria** – Glory to God Alone: We have been created and saved so that we might give glory to God in who we are and in all we do. While God gives us many gifts and graces in this human life, we exist for him; he does not exist for us. To Him be all glory, honor, and praise.

With these graces, God calls us into fellowship with Him, with each other in the Body of Christ, and into the world as his ambassadors to share God's mercy and message with a fallen and weary world.

# OUR MINISTRIES

## CONGREGATIONAL LIFE:



This is the main ministry that coordinates many of the church-wide fellowship events. Our church also offers other learning and fellowship opportunities.

- Monthly men's breakfast
- Women's Retreat
- Prime Time Café as a fellowship for those over age 55
- Small group Bible studies
- International Bible-based small group tours led by Pastor Al
- Easter Brunch
- Annual church picnic
- Around the Table Carol Sing

## CHILDREN'S MINISTRY:



We have an education wing with several classrooms and an indoor

recreation area. Historically run by volunteers, this ministry has included:

- Weekly children's sermons
- Sunday school
- Christmas and Easter programs
- Vacation Bible School

## YOUTH MINISTRY:



A full-time youth ministry director coordinates the middle and high school programs. Our youth ministry vision is to be a place where students are nurtured and disciplined to follow Jesus Christ, a safe and welcoming environment where students can learn and ask questions about Christian faith, and a place of fun and fellowship where students can connect with each other and adults within the church. We have several events for youth including:

- Bible study and weekly meetings with the high school group, BASIC.
- Wednesday night meeting with the middle school youth group, ROCK.
- The Orcas Island Encampment and Trailseekers.
- Week day after-school hangout.
- Monthly 'Guys Night' and 'Girls Night' events.

- Summer camp and weekend retreats for mid high and high school students at Camp Ghormley.
- Adult mentorship during service projects such as rebuilding homes in New Orleans after hurricane Katrina/Rita and Port Arthur, Texas after hurricane Harvey.

### **MISSIONS:**



Our church has a heart for mission. This commitment is reflected in our church budget and personal donations to special projects. Also evident is the willingness of volunteers to help in all areas of need. We support a variety of local and worldwide missions, including medical, musical, and relief mission trips by members. Each mission is thoughtfully considered, and we have developed personal relationships with many of the programs we support. We strive to share God's word with all people and care for the most vulnerable. Missions supported:

- CareNet of Ellensburg
- Campus Crusade for Christ (Dennis and Dang Metcalf)
- World Vision
- Salvation Army
- Union Gospel Mission
- Child Hope International (Haiti)
- Ellensburg Christian School
- Navigators (Ryan Bailey)
- ApParent Project (Haiti)
- FISH Food Bank
- International Ministries (Kyle and Katrina Williams)
- Young Life
- Outreach Foundation (Dusty Ellington)
- Marcus and Helen Wolf (Ukraine)

An example of our local mission activity is the backpack program. Seven years ago, our church began working with the FISH Community Food Bank to provide weekend meals to nutritionally deprived school children. Studies have shown that children without access to adequate food on the weekend, return to school on Monday unable to learn because of the distraction of hunger. Because of the leadership of our church, there are now 4 churches serving the hungry kids in our valley.

### **MUSIC MINISTRY:**

Currently, two couples coordinate music for the church contemporary worship-service and special programs. This team approach provides excellent worship music and allows the leaders to remain fresh. Our traditional service features our part-time organist. Two of our music leaders are affiliated with the School of Music at CWU. We are often blessed with special music from college students. Several of our gifted teenagers have also been participating with the worship team.

### **PRESBYTERIAN WOMEN:**

This ministry has thrived for many years. Activities include an annual bazaar, a Mother's Day event and an emphasis on mission. Weekly gatherings to work on crafts for the bazaar provides a wonderful opportunity for fellowship. Tabitha's Peaceful Piecemakers is an active quilt group in the church. Quilts are made for overseas missions, our local foster kids, the women's shelter, and for church members. They have wrapped many with their handmade gifts of love.

### **DEACONS:**

Our congregation is made up of caring groups of people with many different gifts and talents. Our nine deacons work as an example of Jesus Christ with sympathy, witness, and service to minister to those in need, to the sick, the lonely and the distressed, both within and beyond our church community.

# JOB DESCRIPTION

## ASSISTANT PASTOR

**Purpose:**

Collaborate with the church leadership and report to the Head Pastor to rebuild recruit and revitalize the children's and family ministry, with a special focus on attracting young families to join the church, and thus help fulfill the piece of the church's broader mission that supports families and children.

**Salary:** ~\$60K (depending on experience)

**Management:**

The position will report to the Head Pastor.

Collaborate closely with the Session, and Christian Education Committee specifically, to oversee and manage a strong Education Ministry with cohesiveness between children, youth and adult education, including:

1. Create annual plans and goals, in line with the broader church mission and vision.
2. Recruit, manage, and train volunteers to support the ministry.
3. Children's Education
  - a. Oversee the nursery attendant and paid Sunday school teacher.
  - b. Curate and determine the Sunday school curriculum.
  - c. Ensure the safety and security of children engaged in all the ministry programs.
4. Youth Education
  - a. Manage and support the Youth Director.
5. Adult education
  - a. Understand and meet the needs of families, especially in terms of equipping parents to support their children's Christian discipleship.
  - b. Collaborate and support Head Pastor's efforts with adult ed.

Support and equip volunteer leaders of different committees and ministries to lead their ministries.

**Support Children and Family Aspects of Sunday Worship, including:**

Coordinate and deliver the majority of children's sermons during church services.  
Preach the Sunday sermon to the church 8-12 times per year.  
Support children's engagement in Sunday services.  
Assume the duties of Head Pastor in his absence.

Develop and implement an outreach strategy designed to bring people to the faith and grow the church [e.g., by developing programs, leveraging existing church events as family outreach events; engaging the whole church to minister to the needs of the local community].

Support Pastoral Care and Counseling, especially to families by working with Head Pastor, Deacons, and other ministries as appropriate, providing pastoral care and service to church and community members in need.

### **Communications:**

Ensure achievements and needs of the Children and Family Ministry are communicated. Oversee/maintain a directory of children and families engaged in the ministry.

Actively participate in the life of the Church: Attend monthly Session meetings; participate in one of the church's small groups; attend church services and events.

Other duties as assigned.

### **Qualifications:**

- A strong commitment to Jesus Christ, consistent with the historic Christian faith as expressed in the Reformed confession and a commitment to our congregation
- At least 4 years experience in church ministry, along with developing leaders and administering programs, preferred
- Masters of Divinity or Masters of Theology preferred; Bachelor's Degree required
- Ordained or on track to be ordained as a minister, required
- The candidate should seek to honor Christ in all relationships and maintain a lifestyle which is consistent with scripture and the essential tenets of ECO.
- Ability to manage and oversee program budget.

### **Key Personality Traits Required:**

- Organized
- Adaptable, teachable, willing to learn
- Self-starter, self-manager
- Personable/a "people person"
- A love for children and their maturing in faith, and a heart to equip parents in their role as spiritual leaders to their children
- The candidate must have excellent interpersonal skills, teaching gifts, experience recruiting and developing volunteers, and the ability to lead a vibrant growing children and family ministry
- Social media and IT skills a plus

**Submit your dossier or resume to: [apnc@eburgpres.org](mailto:apnc@eburgpres.org)**

# OUR HISTORY



Founded in 1879, when Washington was still a territory, Ellensburg Presbyterian Church soon bought land and built a school, with one room used for church services. In the next few years Washington became a state, Ellensburg dropped the “h”, and with public schools being built, the school building was moved, a sanctuary added, and the name changed to First Presbyterian Church of Ellensburg.

In 1958 the church did the unthinkable by moving outside the downtown area (where most could walk to church on Sunday) to three acres of land gifted to the church on the eastern edge of town, now just north of Ellensburg High School.

The congregation had always been a rather traditional, theologically orthodox Reformed Presbyterian Church and thrived in the community, with many programs and great community presence. However, for some time members of the congregation had become worried about the theological (and political) drift of the Presbyterian Church USA. In 2013, the congregation decided the fit with the PCUSA denomination no longer worked and followed our Presbytery’s process to have our congregation transferred to ECO: A Covenant Order of Evangelical Presbyterians. In the process,

we changed our name back to the original “Ellensburg Presbyterian Church”.

Like many mainline churches, there has been a decline in membership spanning decades. The congregation has aged but has remained vital and highly regarded in our community even among the un-churched.

The congregation has been especially strong in missions and has sought to have a high level of theological integrity and challenge in all our programs. One member of another church called us “the thinking Christian’s church” and it is a description which aptly fits us.

Even before the COVID-19 pandemic restrictions took effect, there was a desire to revitalize various elements of our programs, especially children’s ministry and family ministries. The effects of the COVID-19 quarantines have made this revitalization all the more important.

Our current pastor, Al Sandalow, has served the church for almost 21 years and has emphasized Biblical knowledge, a Reformed understanding of salvation by grace alone, and encouraged members to study a Reformed catechism as a way to learn the basic beliefs of the faith in a user-friendly way.

We continue to serve God in our community and are a genuinely friendly and welcoming congregation. We await God’s graceful guidance and providence as we step forward into a changing and challenging world. Yet our goal has always been the same: Glory to God in the highest!