

MINISTER'S PROFILE FORM Reformed Church in America



1. **Date Submitted:** 5/9/2010
2. **Name:** P. Wayne Townsend
3. **Home Address:**
10714 Shady Valley Circle
Street
Socorro, TX 79927
City / State or Province / Zip Code
4. **Home Telephone:** (915) 227-1938
5. **E-Mail:** simunltd@gmail.com
6. **Office Address:**
10714 Shady Valley Circle
Street
Socorro, TX 79927
City / State or Province / Zip Code
7. **Office Telephone:** (915) 227-1938
8. **Sex:** Male Female
9. **Place of Birth:** Akron, OH
10. **If applicable, please answer the following:**
Name of spouse: Mary Elaine-Strader Townsend
Names and ages of children: Jeannine Odette Townsend – 24
Kjirsten Lee Townsend – 20
11. **Number of persons living at home (include yourself):** 2
12. **Year of ordination:** 1988
13. **Denomination of ordination:** CRC 1988, RCA 2000
14. **Present denomination:** RCA
15. **Present classis or judicatory:** Classis Schenectady
16. **Do you support the mission and vision of the Reformed Church in America?**
Yes No (If no, explain briefly)

17. Citizen of what country? USA

18. Formal Education:

Begin with College (include school, dates, degree)

School	Dates	Degree
Calvin Theological Seminary Grand Rapids, MI	9/85 to 5/88	M.Div.
University of Minnesota Minneapolis, MN	1/84 to 5/85	pre-seminary studies
University of Hawaii at Manoa Honolulu, HI	1/82 to 12/83	MA
Kent State University Kent, OH	1/81 to 12/81	MA studies
Kent State University Kent, OH	9/76 to 1/80	BA cum laude

19. Continuing Education: Please describe below continuing education study programs in which you have participated.

Church Health/Development

- Natural Church Development Coach/Facilitator Advanced Training – ChurchSmart, St. Charles, IL – April 2010
- Natural Church Development Coach/Facilitator Basic (re)Training – ChurchSmart, St. Charles, IL – April 2010
- MissionInsite/Society for Church Consultant video seminar – April 2010
- Church Consultant Training, phases 1-4 – Society for Church Consultants, Little Rock, AR – March 2010
- Motivational Interviewing Training – Squaretop Training and Consulting, Albuquerque, NM – March, 2010 (See also Life Recovery)
- Appreciative Inquiry Training – Clergy Leadership Institute, Austin, TX – February 2010
- Leading Turn-Around Churches – ChurchSmart Gathering, Largo, FL – November 2008
- Natural Church Development Coach/Facilitator Basic Training – ChurchSmart, St. Charles, IL – September 2007
- Healthy Congregations Workshop (System’s Approach to Congregational Health) – St. Johnsville, NY – RCA Synod of Albany/Lombard Mennonite Peace Center, 2003
- Changing Congregational Culture Workshop – Colonie, NY – RCA Synod of Albany, 2002
- Natural Church Development Introductory Seminar (Church Health Analysis and Direction) – CCN, Federal Way, WA, 2000
- Navigators Small Group Training – Iowa City, IA 1998
- Church ReFocusing Network (Vision-casting and planning) – CRC, Classis Northcentral Iowa, Mason City, IA, 1997-1999

Multicultural/Cross-cultural

- Spanish Language study with Rosetta Stone software (ongoing)
- Multicultural Church institute (Establishing, Developing a Multicultural Church) – Stony Point Conference Center, Stony Point, NY – October 2006

- Español Rápido phase 2 (Rapid Spanish Language acquisition – or in my case re-acquisition) – Campbell Farm, Wapato, WA, August 2006

Life Recovery

- Motivational Interviewing Training – Squaretop Training and Consulting, Albuquerque, NM – March, 2010 (See also Church Health/Development)
- Grief Recovery – Redlands, CA, 1988-90
- Addictions Intervention/Recovery Training – Family Outreach Team, Redlands CA, 1989

Church Law/Finance

- Continual Subscription to ChurchLawToday.com and weekly reading of the lessons regarding laws applying to Pastors, Board Members, Treasurers/Bookkeepers, Youth/Children/s Ministries and Church Business Administration – 5/07 to 6/09

RCA Events

- RCA One Thing Conference/RCA Specialized Interim Minister's Gathering– San Antonio, TX – January 2008
- Interim Ministry Network Conference/ RCA Specialized Interim Ministers' Gathering – St. Louis, MO June 2006
- RCA Specialized Interim Ministers' Gathering – Chicago, May 2005
- RCA Specialized Interim Ministers' Gathering – Holland, MI, May 2004

Specialized Interim Minister Training

- Part 1 – August 2002, Issaquah, WA (Synod of Alaska-Northwest, PC(USA))
- Part 2 – August 2003, Issaquah, WA (Synod of Alaska-Northwest, PC(USA))

Other Training

- Birkman Components Webinar – ChurchSmart – September 2009
- Mindfulness in Pastoral Practice – Scotia, NY – April 2009

20. What are the areas of ministry in which you are most gifted?

Preaching/Teaching, Leadership, Understanding the "unchurhced" and designing ministry to reach them, Vision-Casting, Leader /Visitation Training.

21. Languages:

List any languages other than English in which you can preach or converse fluently.

None, though my Spanish could become adequate with practice in a Spanish-speaking environment

Previous experience:

List all full-time or major positions beginning with current position. (include dates, position, church/employer/location)

Note: My recent service as a Specialized Interim Minister arises out of the need for churches to renew ministry in order to reach out to those disaffected from church. I would gladly embrace the call of a church that also seeks to reach these groups.

Date	Position	Church/Employer	Location
1/10 to present	Sabbatical for study and renewal	Not under contract	Socorro, TX
1/09 to 12/10	Specialized Interim Minister	Cobblestone (2nd Reformed Church)	Rotterdam, NY
4/07 to 11/08	Specialized Interim Minister	Teays Valley Presbyterian	Scott Depot, WV
6/05 to 4/07	Specialized Interim Minister	First Presbyterian	Ephrata, WA
3/04 to 6/05	Specialized Interim Minister	First Presbyterian	Othello, WA
10/02 to 10/03	Specialized Interim Minister	Schoharie Reformed	Schoharie, NY
3/00 to 4/02	Pastor	Servants of Christ (RCA)	Federal Way, WA
4/94 to 9/99	Pastor	Cedar Falls Christian Reformed	Cedar Falls, IA
12/91 to 9/93	Senior Pastor	Grandville Ave. Christian Reformed	Grand Rapids, MI
9/88 to 11/91	Associate Pastor	First Christian Reformed	Redlands, CA

22. Present major position: (Check only one; if more than one applies, then number them in order of importance)

I have no position at this time (being on Sabbatical). I am seeking position as:

Pastor	<input checked="" type="checkbox"/>	
Trained Interim Minister	<input checked="" type="checkbox"/>	
Church Consultant	<input checked="" type="checkbox"/>	

Compensation and other benefits: (Check those provided or give amount)

Base Salary	\$
Housing Allowance	\$
Parsonage provided? Yes <input type="checkbox"/> No <input type="checkbox"/>	
Travel Reimbursement	\$
Social Security (Amount)	\$
Book Allowance (Amount)	\$
Continuing Education Allowance (Amount)	\$
Provision for Sabbatical	\$
Other (Specify Below)	\$

Business Expenses	
TOTAL	\$

- Yes No Pension
- 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

Necessary Comments regarding above:

This is all negotiable. I am a pastor with 21+ years ministry experience seeking a full-time call as your pastor. I expect that your classis and/or regional synod has appropriate minimum guidelines for compensation for your area. If those guidelines exceed your abilities, talk with me and we will see if what God has granted you will be adequate for what I need.

Is a Minister's Housing Allowance in lieu of a parsonage a negotiable option? Yes No

23. Choose up to six of the following activities which give you the greatest sense of satisfaction (Please number in order of choice – See question #32)

	Choose six in order of preference
Church Administration	
Small Groups	
Pastoral Calling	
Ministry to Families	
Children's Work	
Staff Administration	
Youth Ministry	5
Spiritual Leadership	4
Adult Education	1
One-on-One Evangelism	
Preaching	1
Membership Growth	6
Community Involvement	
Conducting Worship (Contemporary, Alternative or Post-Modern)	1
Pastoral Counseling	

24. What Christian Education material do you prefer? Explain.

No preference as long as it leads people to see Jesus as Lord of their lives and does not ground itself in "Dispensational Theology" so common in North America.

25. What theologians, philosophers, pastors, Christian leaders, or authors have had the greatest influence upon your own life and thought? (List up to four. Please explain your particular choices)

John Calvin - I learned the Reformed faith first and foremost through Calvin. His way of arranging theology (as opposed to those who followed him) focuses me first on the Biblical themes of Creation, Fall, Redemption and on the Trinity.

Abram Kuyper - His concept of "sphere sovereignty" is a clear critique of the way all culture (including church culture) draws us into various forms of idolatry as we place something other than Jesus as Lord of our lives.

Bill W. - In forming AA Bill W. borrowed and made explicit concepts of Christian community (coming directly from the small-group church ministries of his time) linking the grace of God to the community of believers in a way that powerfully leads people forward in their Christian life.

Dr. Henry Cloud and Dr. John Townsend - Like Bill W. Cloud and Townsend (no relation) have provided a very good guide to growing people into the image of Christ in their book "How People Grow". Again, this approach links the grace of God to the community of believers in a way that powerfully leads people forward in their Christian life.

26. Name two or three mentors who have significantly contributed to your ministry. (Why are these people significant to you?)

Rev. David Zylstra and Rev. Rich Coghill - both of them became good friends and reminded me continually to take care of myself as I took care of others.

27. Have you written material that has been published? Yes No
If yes, list publications and dates.

An academic article:

"Eve's Answer to the Serpent", Calvin Theological Journal 33 (1998): 399-420

However, I have produced extensive PowerPoint presentations both for preaching and for adult and leader education. These may be viewed on request.

28. In question 27 of your profile, you selected six areas of ministry. Please describe your personal ministerial approach to two or three which you selected.

Preaching/Teaching - I want people, not only to know what the Bible says and how to live it out in their daily lives, but also how to read the Bible themselves.

Therefore, my preaching and teaching is all grounded explicitly in the text of Scripture. I always provide a fill-in-the-blank outline to my messages and (if it is appropriate to the church's style of ministry) utilize whatever media I can to enhance the message - PowerPoint, video, audio tracks, drama, etc.

Membership Growth - Since making disciples is the single mission of the church, the whole church participates in drawing and enfolding people into membership in Christ's body. Every ministry consciously asks how they can draw newcomers and help them feel accepted and desired as they learn about Jesus.

Those members with gifts of evangelism or hospitality are particularly trained and encouraged to invite people into the life of the church, as are all members more generally. People who visit receive a visit from a lay-led follow-up teams. (People generally see visits by pastors as "doing your job" while they perceive visits by non-pastors as "personal".) Those who attend worship are personally invited into small groups (by group members) or mentoring relationships (by those who will do the mentoring) in order to develop deeper ties to church members and which open up the deeper issues of faith and following Jesus. In this process newcomers are also encouraged to actively contribute to the life of the church by entering into appropriate levels of service.

As the newcomers become enfolded in the body, a substantive new member's class led by me or any other pastors invites them into the more permanent relationships of membership.

Youth Ministry - Youth ministry has been most successful in my ministry when I have participated with a team. Each member was responsible for a different aspect of the ministry – teaching, fellowship, worship – and the team together planned all of the events. There must be a balance between formal and informal events ("meetings" vs. "outings", etc.) as well as simply time for them to get to know the leaders so that they can see the life of Jesus in them and may open up regarding things they would never tell their parents, and often not even their peers.

One element of planning is to engage the idealism and enthusiasm of teens by calling them to both sacrifice and service. Activities such as the "40-Hour Famine" and involvement in visiting elderly members on a regular basis fill a part of that role. Youth also want to have opportunities for significant service in the body of the Church. We are training them to be active adult members. If we do not engage them in adult ministry (and not merely an occasional "youth service") we teach them that we do not expect them to ministry. If we say that to them now, they will remember it later.

29. Identify a ministry that you helped a congregation to develop and the process that you used to develop this ministry.

Two different ministries will illustrate two of the methods I have used successfully.

1. Visitation Team of Elders from Teays Valley Presbyterian – I surveyed each of the elders to discover their particular gifts and brought together 5 of them who had the gifts needed to visit the elderly and shut-ins effectively. I held a training session to go over the basics of visitation. Two of them were gifted and experienced visitors (better than most ministers I have met) and so they became the leaders, coordinators and trainers, taking the others along to show them how it is done. I checked in regularly with the coordinator of the team.

2. "Eldercare" at First CRC, Redlands, CA – When a 20-something couple noticed that an older member had been absent from worship I encouraged them to follow up. After that follow-up they were inspired to start a ministry of weekly contacts with the elderly in the church. I guided them to gather a group of people interested in the ministry. Together we discussed what the ministry might look like. (In this case we settled on weekly visits or phone calls to each member over 80, depending on that member's preference.) I then held a training session and kept contact with the team leaders to see if any pastoral follow-up was needed with any of these members.

30. As you look to the future, describe briefly plans you have for continuing education or professional development. What factors have influenced your plans?

As my record of continuing education show, I make a great effort to extend my academic and practical ministry/theological knowledge. At this time I have no ambitions for more degrees nor find them desirable for ministry.

31. How do you hope a parishioner who has been introduced to the Christian faith and deeply influenced by your ministry would describe what he/she considers to be most important?

That Jesus is Lord of her or his life, his love and grace fills everything that they do and that the Word of God (Jesus) as expressed through God's word (the Bible) has taken deep root in their thoughts, feelings, attitudes and actions. They will know the Bible and how to read it well. They will understand that forgiveness, reconciliation, repentance and acts of love are essential to following Jesus and will live those out in their daily lives. They will know concrete ways to live out these habits which they can pass on to others.

32. Describe your preferences for worship style; i.e., contemporary, traditional, blended, etc.

I am most comfortable with contemporary to cutting-edge worship with a non-traditional format that would allow open dialogue and continual flexibility in what is done in worship. Rock/Blues/Jazz are my preferred worship music styles.

33. What are the core values that define your vision for ministry?

The grace of God expressed in the community of believers transforming lives:

The church, when it lives out God's will, reveals God's grace to each other and the world. The church becomes a safe place to reveal our hurts, struggles and sins (especially in small groups), to see the love of God revealed in the responses of other followers of Jesus, and to find release and healing.

The Word of God in the language of the listeners

The unchanging Word of God (both Jesus and the Bible) needs to be communicated to people in words and symbols that outsiders (those not immersed in "church culture") can understand. Like missionaries going into a new land, we learn the language and customs of those outside the church and use those customs to communicate God's love and will to them. This will touch every aspect

of church life from the words (“non-theological”), music (styles familiar to them) and symbols we use to talk about following Jesus. Like missionaries, we aim by all means to draw our neighbors to follow Jesus.

In addition, that Word of God needs to be spoken fully and deeply. We cannot satisfy ourselves to merely communicate the basics of following Jesus. We want everyone – believers and outsiders – to understand and live out the full depth of Jesus as he appears in the Bible and is experienced in everyday Christian life.

Make the whole world into apprentices by going, embracing, and training them

The only mission given to the church is make apprentices of Jesus (the actual meaning of the word “disciple”). We fall short of God’s will when we merely make church members. We want people who will replicate in their lives the life and work of Jesus, the master. In the great commission Jesus calls us to:

1. Go – We take the initiative, moving to them. This will mean moving into their social circles, their business life, their areas of interest so that, as they get to know us and as we build relationships, Jesus can shine through us. This is true both of individual evangelists and of the church as a whole.
2. Embrace – Baptism is the end result of drawing people into the life of the church. As we enter their lives we invite them into ours – both personally and as the Body of Christ – involving them in activities which will call them to follow Christ and bond them to Christ’s body.
3. Train – Obeying all that Jesus commanded takes more than “book learning”. We help apprentices of Jesus practice the Christian life. Many people outside the church have no idea how to do this. Many things we that take for granted completely mystify those outside of Christ. This will mean taking the “I fish, you watch; You fish, I watch; You fish, I take someone else out fishing” approach. It is only as people watch us live out the Christian life that Jesus’ life becomes evident to them and practiced by them.

Lots of kinds of churches/ministries/worship styles to reach lots of kinds of people.

No one church or ministry or worship style will clearly communicate the grace and life of Jesus to every person. Because of that we will need a variety of types and styles of ministry – both among different churches and within a single congregation – to communicate the truth of Jesus clearly. All styles of worship (traditional, contemporary, alternative, country, formal, informal, high-church, etc.) and all types of ministry (bible studies, fellowship groups, recovery groups, music ministries, job training, etc.) will show Jesus clearly to someone. God does not call every church to reflect every style or type of ministry. Each church must find its particular calling and, if it can, expand that calling with satellite churches, worships, ministries or with new-church plants.

34. What is it in ministry that you are passionate about?

Seeing lives and churches transformed. I can live for months on seeing “the lights go on” in the life of individuals and congregations as they understand and live out following Jesus.

35. Why are you in ministry?

I serve to use the gifts God gave me, strengthening churches to reach beyond their walls to those who do not know Jesus.

36. Describe the type of congregation that stimulates your passion for ministry?

A church seeking to carry the good news of Jesus to people who don't fit our traditional churches – those alienated from traditional churches, very secular people, people coming out of "alternative" lifestyles of various types. I have long enjoyed cross-cultural and multi-cultural ministry and ministry in neighborhoods in transition. If you have a real challenge, I want to meet it.

37. What relationship does your spouse and/or children have to your ministry?

They love me and serve Jesus as He directs them.

38. Have you ever been charged with or convicted of a felony?

Yes No

39. Have you ever been accused of or disciplined for sexual misconduct, child or spousal abuse, or financial improprieties? Yes No

