



**Alhambra True Light
Presbyterian Church**

CHURCH PROFILE



For inquiries, please contact:
pnc@atlpc.org
Or visit: www.atlpc.org



I. Executive Summary

Alhambra True Light Presbyterian Church (ATLPC) is a Bible-believing, evangelical congregation with a membership of over 300 people. We are strongly committed to teaching Scripture as the authoritative Word of God, to sharing the gospel with those in our immediate geographical area, and to sending and supporting missionaries worldwide. We have three ministries in different languages: English, Cantonese, and Mandarin. While a majority of our members are of Chinese descent, and roughly half speak a dialect of Chinese as their primary language, the church nonetheless is committed to embracing people of all cultures. Our church is multi-generational with some families that have three generations actively participating in congregational life. Ministry to children and youth is a high priority; there are many dedicated people serving as teachers, leaders, and counselors, a large number of whom are graduates of our children and youth ministry.

We thank God for our ministries. The proportion of people who not only attend worship but serve in some capacity is above average. Our people across the three language ministries desire Biblical teaching, serve eagerly, and show commitment to each other and to God in both times of blessing & challenge. We have adequate financial and physical resources for the immediate future. We support outreach around the world, we welcome visitors, and we regularly ask, “What shall I give to the Lord for all He has done for me?”



Recently our leaders completed a vision and planning process which has led us to train people in evangelism and provide opportunities to share their faith. We are also emphasizing prayer groups. The English language ministry has set up 7 prayer groups to pray weekly over Zoom, not only to lift up our congregation and missionaries, but also to seek God’s leading in this time of transition. The Cantonese and Mandarin language ministries also have regular prayer meetings. Roughly half of the congregation attends a small group Bible study regularly.

We look for leadership that can help us take our mission to “glorify God, love one another, and to teach and bear fruit in making disciples for Jesus Christ from all nations” and determine how best to fulfill that mission. We wish to grow in our love for God, to be one church with three languages, and to share our spiritual and material blessings with the world, all to the glory of God.



II. Introduction to ATLPC

a. Who are we?

ATLPC is an evangelical, Bible-centered church desiring to further God's kingdom in our local sphere of influence and abroad. Our church left the Presbyterian Church (United States of America) or PCUSA and joined A Covenant Order of Evangelical Presbyterians or ECO in April 2020. The majority of our church's members live in the San Gabriel Valley, which is part of Los Angeles County. One of the distinctive characteristics of our church is that there are ministries in three languages: English, Cantonese, and Mandarin. Over 90% of our church is of Chinese descent. We are also multi-generational, with three and sometimes four generations of the same family at church. Each ministry has worship services, adult education, Bible studies, and fellowship groups in its language.

The average attendance for Sunday morning worship services for the entire church is 200, with approximate proportion by ministry of 40% English, 40% Cantonese, and 20% Mandarin. Membership and worship attendance peaked in 2005 and has decreased by more than half in the English ministry and by roughly one third in the Cantonese ministry. We did not have a Mandarin ministry at our peak attendance in 2005. The church as a whole has 331 active members, which includes both the English and Chinese speaking ministries with approximate proportion by ministry of 40% English, 20% Mandarin, and 40% Cantonese.

b. History of Church

Alhambra True Light Presbyterian Church (ATLPC) was established in May 1996, as a result of the merger of First Presbyterian Church of Alhambra (FPCA) and True Light Chinese Presbyterian Church (TLCPC).

Both FPCA and TLCPC had a rich history of over 100 years in proclaiming God's word and serving the Lord both locally and abroad. The merger was supported by the pastoral staff and ministries of both churches in response to God's calling for a more effective ministry to the communities of West San Gabriel Valley. The congregation of FPCA was aging and the racial majority was Caucasian, whereas TLCPC was multigenerational and the ethnic majority was Chinese.

TLCPC, and now ATLPC, has been impacted by nearly 150 years of Chinese-American history, especially immigration and assimilation into American society. The church began as a Presbyterian mission to Cantonese-speaking immigrants in Los Angeles. Circumstances like the Chinese Exclusion Act and everyday discrimination against Asian-Americans, along with immigration waves caused by events like the establishment of the People's Republic of China, the Vietnam War, and the withdrawal of British rule from Hong Kong have pressed the church to change, reinvent, and reach out to groups of people who are ethnically similar but culturally different.

One notable turning point occurred in the 1970s. As the English ministry grew, leadership evolved and more church officers hailed from the English ministry than the Cantonese ministry.



During the 1980s, 1990s and 2000s, TLCPC/ATLPC planted four churches—more than any other church in our presbytery. They are located in Orange County, South Bay, San Fernando Valley, and San Gabriel. Two of these churches have since planted other churches.

With the merger in 1996, ATLPC was led by co-pastors Rev. Foster Shannon (English) and Rev. Peter Lai (Cantonese). Since then, the structure of the pastoral staff has evolved to include other positions at times, for example, to oversee the children's ministry and youth ministry. Instead of a co-pastors model, the church now has a lead pastor model.

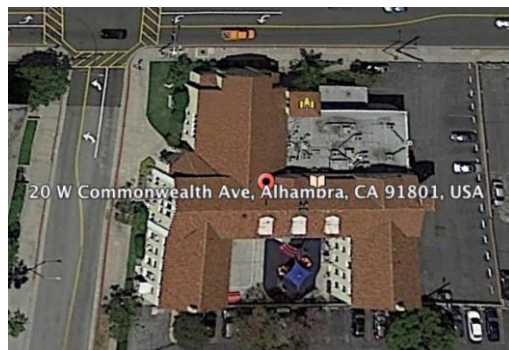
In 2008, ATLPC started the Mandarin-speaking ministry led by Rev. Mary Ren. Her passion for reaching unbelieving Mandarin-speaking immigrants and international students from China in West San Gabriel Valley led many to receive Christ and be baptized. Before COVID, Mandarin worship service attendance was approximately 70 adults. In January 2023, Rev. Ren resigned to focus on family and health. The congregation gratefully ordained Rev. Benjamin Tran, a longtime elder at ATLPC and recent seminary graduate to lead the Mandarin ministry.

In 2012, ATLPC called Rev. Jack Davidson to be Pastor Head of Staff and to lead the English ministry. While he had no prior experience with a multilingual,

ethnically distinct yet culturally diverse church, God used him to move the church forward in greater unity and consideration among the English, Cantonese, and Mandarin ministries. During his tenure, ATLPC sought and was granted dismissal from the Presbyterian Church (USA) denomination and joined the Covenant Order of Evangelical Presbyterians (ECO) in 2020. Rev. Davidson retired in August 2022, and ATLPC now seeks a new lead pastor.

c. Church Facility Information

The church facility is the former First Presbyterian Church of Alhambra campus, a 55,000 sq. ft., three-story building with one basement level constructed in 1927 and enlarged in 1960. The original plans for the church indicate that the present building was intended as the Sunday School for a much larger planned facility; unfortunately, the proposed main sanctuary was never built, and the land upon which it was to be constructed was sold.



The current sanctuary has a seating capacity of 400, which includes both the main floor and the balcony. A remodel of the chancel was completed in April 1998. The sanctuary is equipped with an Aeolian Skinner organ which was installed in 1950.

There are approximately 64 rooms, including the social hall, kitchen,

Fireside room, Memorial chapel, two libraries, the Board room, various youth fellowship rooms and other classrooms available for use by various ministries of the entire congregation. The church facility also includes a professional size kitchen, a smaller kitchen and an elevator.

On Sundays, there is ample parking in two parking lots made available by two neighboring businesses; on weekdays, however, parking is limited. Use of the parking spaces has to be coordinated with our neighbors to accommodate special events such as weddings and memorial services.

III. ATLPC's Mission and Vision

MISSION STATEMENT:

Our mission is to glorify God, love one another, and to teach and bear fruit in making disciples for Jesus Christ from all nations. (cf. Mt 22:37-39, Mt 28:19-20, John 15:8)

VISION STATEMENT: (approved by Session 9/16/23)

Our vision is to be a vibrant, growing family transformed by God through prayer and His Word so that together we know God, experience belonging, find our purpose and make a lasting difference.

BELIEF STATEMENT:

1. We confess that Jesus Christ is the only way to salvation and to relationship with God.
2. We believe the Bible is the unique and authoritative witness for the church's life. We believe that "All scripture is inspired by God and profitable for teaching, for reproof, for correction, and for training in righteousness." (II Timothy 3:16)
3. We confess that the Bible and Jesus Christ are clear that any sexual expression outside of a man and woman within the confines of a marriage is a sin.

For a more complete statement of our beliefs, please read the "Essential Tenets" document contained in ECO's constitution.

IV. Leadership of ATLPC

- a. **Church Session:** The Session of ATLPC is comprised of 9 elders who are elected for 3-year terms. The session is voted upon and represents all 3 language ministries.
- b. **Church Staff:**
 - Lead Pastor, full-time
 - Assistant pastor for the Mandarin ministry, full-time
 - Assistant pastor for the Cantonese ministry, part-time
 - Intern for the Cantonese ministry, part-time—position not filled at this time
 - Director of Children's ministry, 25 hours/week
 - Asst to the Children's Director, 15 hours/week
 - Church Administrator, full-time
 - Cantonese secretary, part-time
 - Administrative assistant, part-time
 - Custodian, 15 hours/week
 - Accompanist, 6 hours/week
- c. **Volunteer Staff**
 - Choir director
 - Audio visual specialist
 - 2 youth group leaders (5 hours per week each)
 - Sunday school staff
 - Small group leaders/teachers –approximately 10

V. Ministries of ATLPC

a. Corporate Worship

All three ministries hold worship services on Sunday:

- Cantonese service 9:15-10:30 AM (in the sanctuary)
- Mandarin service begins at 11:00 AM (in the worship center)
- English service begins at 11:00 AM (in the sanctuary)

At our worship services, the congregation gathers to worship God, to pray, and to hear the Word of God proclaimed. The structure of each service is similar, including singing, ministry by the choir, Communion on the first Sunday of the month, tithes and offerings. Preaching is Bible-centered, instructional and inspirational. Ministry concerns are shared. The musical style of each service varies. The music style in the Mandarin and English worship services is contemporary.

Services are also broadcasted live and archived on YouTube: [ATLPC YouTube](#)

Joint services are held several times each year with all three language ministries meeting in the sanctuary. These occur when we install church officers for the new year, on Pentecost Sunday (the church's anniversary), and occasionally for Good Friday, Thanksgiving, and Christmas. The extra effort to collaborate with each other and to provide translation is worthwhile as we remember we are one church serving the one true God.

b. Language Ministries

i. Cantonese Ministry

The Cantonese Ministry (CM) is an integral part of ATLPC. Many church families have some family members that are in the Cantonese ministry and some family members that are in the English Ministry. Even though Cantonese is the mother tongue of most CM members, many are bilingual (Cantonese and English), and some are trilingual (Cantonese, English and Mandarin).

Members have served in the positions of Elders, Deacons and Trustees, and in various church committees, including the church officer nominating committee.



CM is led by a part-time pastor who preaches one or two times a month, with guest speakers for the remaining weeks.

CM offers Sunday School class every Sunday and prayer meetings once a month. CM has a couple's fellowship group and a men's fellowship group. CM has two Bible study groups; one group meets every week, while the other group meets twice a month. A discipleship program has been offered periodically during the year. There are 10 – 13 small Bible reading groups (with 3 persons per group).

CM has an active visitation program. CM also has an outreach program to reach out to the neighborhood. It includes a class teaching children conversational Cantonese, a knitting class, and conducting lectures on healthy living for the seniors.

ii. Mandarin Ministry

The Mandarin Ministry (MM) started in 2009 and plays a dual role as an integral part of church families as well as an arm reaching out to the community of new immigrants from China. New immigrants from China have increased significantly in nearby communities. MM consists of mostly people from mainland China as well as smaller percentage from other southeast Asian areas.

MM is currently led by a full-time assistant pastor. In the past 14+ years, the role of MM has been more like a mission project to reach out to the community of those who have a strong atheist background, rather than a mature, integral part of ministries. The effort of the past years has been focused on bringing people to Christ, and making them disciples of Jesus Christ.

There has been a constant flow of people coming to MM, which has provided a great opportunity to evangelize as well as challenges to effectively create programs and activities to fit the needs. Other challenges for MM are shortages of mature leaders and fluctuating attendance due to the high cost-of-living for new immigrants in the surrounding communities.

MM has Sunday school as well as weekday small groups to help grow the faith in various age groups.

c. Bible Studies/Spiritual Growth

Bible studies for adults are conducted in all three language ministries.

There are several English ministry Bible studies. They are not formally overseen by any person or committee, although they have come under the general oversight of Session for any person or group within the church.

Cantonese Ministry has two Bible study groups; one group meets every week, while the other group meets twice a month. These studies fall under the supervision of the Assistant Pastor for the Cantonese Ministry.

Mandarin ministry holds a combined Bible study/fellowship meeting on Friday nights that includes an inexpensive dinner. Because a significant number of people from Mandarin ministry eventually leave the area for employment or education, periodic teleconferences have provided Bible study and fellowship. This is crucial as these brothers and sisters often find themselves in areas with few believers who can communicate with them in Mandarin.

Each language ministry also offers adult Sunday school either before or after their worship services.

d. Student Ministries (6th grade through college-age)

In the past there have been student ministry programs in Cantonese as well as English. But for many years they have only been conducted in English and include students from all three language ministries.

During the 9:30-10:30 Sunday school hour, there are two classes for young people:



1. Middle school/high school (6th-12th grade) is taught by longtime teaching partners. In 2019-2023, the Sunday school hour took place after English worship service. But in December 2023 the schedule changed such that Sunday School is before the English worship service. Attendance dropped from an average of about 7 students to 2. There is

some question as to how the youth ministry can pivot to help families disciple their teens in a different format, since Sunday school is under-attended. However, the 2 students who attend genuinely like the class, and there is some hope for rebuilding it.

2. College and young adult (approximately age 18-24) is peer-led by young-adult leaders. In 2023 they took the initiative to clean out a storage room to use as a meeting place for their class and use a curriculum focused on discipleship.

On Friday nights, there are three fellowship groups that meet at 7:30-9:30 pm.

1. The middle school fellowship, Living In God's Holy Truth (LIGHT) was recently created for fellowship and God-centered relationship building. They meet every 2nd and 4th Friday of the month.

2. The high school fellowship, Teens for Christ (TFC) meets every week. Average attendance is 6 students and 2 adult volunteer leaders. The group is focused on learning how to love God and love one another in everyday life. High schoolers attend summer camp at Forest Home Christian Conference Center. Many of our youth get to encounter the Lord in a powerful, life-changing way here. Scholarships are available for those who need financial assistance.
3. The college group, HIS Group, includes about 10 students and young adults from diverse spiritual backgrounds. Together they journey toward greater spiritual maturity through fellowship and Bible study.

e. Children's Ministry (Infant through 5th grade)

We have Sunday school classes at 9:30-10:30 for PreK-Kindergarten and Grade 1-5. Then we have Children's Church at 11:00-12:10. Children's Church consists of Infant Toddler Ministry, Beginner Church (PreK-Grade 1), and Junior Church (Grade 2-5). Kids in Junior Church participate in English or Mandarin worship services at 11:00 and walk with teachers to their classroom at around 11:15. The Director of Children's Ministry and Assistant Director of Children's Ministry oversee these programs in addition to events and opportunities for kids to serve. The mission of the Children's Ministry is to partner with parents to teach kids to follow Jesus. Specifically, we support parents, equip volunteers, and disciple kids with safe, fun, Bible-centered programs that build relationship.

In order to allow volunteers to attend $\frac{2}{3}$ of worship services, we have a large team that rotates, serving a relatively small number of kids. There are currently 26 volunteers serving, and our average attendance for infant-5th grade is 22 kids. For at least a decade, Children's Ministry has been done in English and serves families mainly from the Mandarin and English ministries.

f. Musical Worship

Cantonese, English, and Mandarin ministries each have worship teams to lead congregational singing. The teams come together to lead as a combined team whenever there is a joint service. The leading of worship in three languages simultaneously can be complicated, but it reminds us that people from every tongue and nation will worship God in heaven.

Both English and Cantonese ministries have choirs which sing on a weekly basis, led by committed congregation members. They bless the worship services with their music, they provide a means for people with musical gifts to serve the Lord, and they facilitate connections with other people.

g. Missions

ATLPC is a strong supporter of missions work both locally and abroad. There are currently 21 people, or 12 organizations on the support list, several of whom are present or past members, attendees, or employees. The missions committee oversees the support distributed to missionaries with a budget of approximately

\$88,200. Due to the recent economic downturn, the missions program has experienced some financial pressure.

Congregants have had numerous opportunities to serve God on short term missions teams and to develop relationships with a number of missionaries. For over 20 years, ATLPC sent short term missions teams twice a year to work alongside a couple who ministered to the Goshute tribe of Native Americans in Utah. The husband passed away in 2018, and the wife moved away, but several in our congregation still maintain friendships with and pray for their friends on the Goshute reservation.

February is Missions Emphasis Month in all three language ministries. Worship services and Sunday School classes for children and adults emphasize missions and include guest speakers who share how God is at work both locally and abroad. We also have two Missions Sundays in the fall to spotlight missions efforts.

ATLPC's prayer letter is emailed weekly, and, along with the church's prayer concerns, it includes detailed updates from missions partners. The missionaries are also included in the email distribution so that they can pray for the concerns of ATLPC.



PRAYER GROUPS ~ 30 minutes/week by Zoom

Contact the leader of the group you'd like to join!

Tuesdays
Morning 6:30am Bibiana Soo-Hoo
Evening 7:30pm Dan Wong

Wednesdays
Morning 7:30am Mark and Tina Wong
Evening 8:30pm Glenn Wong
9:00pm Jeff Leung

Thursdays
Evening 8:00pm Dennis Hemans
8:30pm Anthony & Lisa Wong

Young adults are encouraged to attend the triennial Urbana Missions Conference, with scholarships provided for those in need.

h. Prayer Ministry

Our congregation petitions God for guidance and direction and for the needs shared by our congregation. Since the COVID crisis, each language ministry currently has Zoom Prayer meetings on a weekly or monthly basis. Currently, more than 45 people meet together by Zoom or in person to pray together each week.

i. Deacons

Our board of 12 deacons provides financial assistance to people in need, visits people in times of personal or health challenges, organizes and serves at many memorial services or other functions. The deacons' budget of around \$14,000 is

currently separate, and the deacons generously look for both traditional and creative ways to encourage and serve the church.

j. Trustees

The trustees currently operate as a board elected by the congregation. They help maintain and develop the facilities under the leadership of session and the pastor.

k. Community Outreach

Vacation Bible School (VBS) is ATLPC's biggest community outreach program. Because of COVID, the one-week, Monday-Friday morning VBS program for PreK-8th grade changed to a virtual and then partially-virtual event. In-person VBS returned in 2022 with 50 children in attendance. In 2023 there were 70 children.

FRIDAY NIGHT FELLOWSHIP @ 7:30PM

LIGHT (LIVING IN HIS HOLY TRUTH) MIDDLE SCHOOL 中學團契 JUNIOR CHURCH ROOM 200 2ND & 4TH FRIDAYS	TFC (TEENS FOR CHRIST) HIGH SCHOOL 高中團契 HIGH SCHOOL ROOM 212 WEEKLY
HIS GROUP COLLEGE 大學團契 BOARD ROOM 201 1ST & 3RD FRIDAYS	

丰盛小组

“让我们在主里有美好的团契生活”
MANDARIN FAMILY FELLOWSHIP
每月第二和第四周五 6:30 - 8:30pm
2nd & 4th Fridays, 6:30 - 8:30pm
阿市真光长老会-温室
ATLPC Fireside Room

主耶稣说：“我来了，是要叫人得生命，并且得的更丰盛。”
——约翰福音 10:10

CHILDREN'S CANTONESE CLASS 兒童粵語學習班
Ages 6-12 六歲到十二歲
Begins October 7 開始日期2023年10月7日
Saturdays, 9:30-11:30am 上午9時30分到11時30分

Class Content: Conversation, Chinese Character Recognition, songs, games, Bible Stories
內容: 輕鬆學粵語日常會話, 認字, 唱歌, 遊戲, 聖經故事分享

EMAIL: CLAU@ATLPC.ORG

免費編織班
每月第二個星期六早上十時正
開始日期: 十月十四日
導師: 雷鄧為明姊妹

KNITTING CLASS - FREE!
SECOND SATURDAY EACH MONTH
BEGINS OCTOBER 14, 10:00AM
ATLPC FIRESIDE ROOM
CONTACT CLAU@ATLPC.ORG

ESL Class for Adults
every Saturday, begins 10/14
9:30 - 11:00am
Junior Church Room 200
Contact Pastor Ben Tran

免費成人英語班
日期: 10月14日 (逢星期六)
時間: 上午 9:30 - 11:00
教室200
報名及查詢: 陳立平牧師

阿市真光長老會 國語堂 青年聚會

喜樂小組

邀請你參加每月第二個和第四個星期六晚上青年聚會。耶穌愛你，我們也愛你！
Meets 2nd & 4th Saturdays Each Month

晚6:00開始吃晚餐
晚7:00開始聚會
教會 溫室

6:00pm Dinner
7:00pm Fellowship
Fireside Room

ATLPC Mandarin Ministry Young/Adult Fellowship Group

VBS involves people from the entire congregation, from practically every age group, with a volunteer staff similar to the number of children who attend. Approximately 60% of the children are from the surrounding community and do not participate regularly in the church ministries. The financial cost of this ministry is supported entirely from the church budget; children and their families are not charged for participating in VBS.

Besides fellowship groups for youth and adults, ATLPC has offered ESL classes, Chinese School for children and hobby classes (such as knitting) to serve the community and open the door to introduce Christ to the neighborhood.

In the past, ATLPC had an annual Harvest Fair event in the parking lot around Halloween time. Folks dressed in costumes and enjoyed food, music, carnival games, crafts, and a brief evangelistic message. Participation from both the congregation and the community was high, with numbers estimated in the hundreds.

While ATLPC may or may not resurrect that large-scale fall event, in October 2023, the Director of Children's Ministry did organize a smaller scale "Family Fun Tour" event.



In December 2023, college students and young adults spearheaded a large outreach event similar to the Harvest Fair but with a Christmas theme. In February 2024, ATLPC participated for the first time in the city of Alhambra's very popular Lunar New Year Festival; meeting people, blessing them with gifts, and inviting them to join us.

VI. Goals and Challenges

a. Strengths of Congregation

- i. Maturity of Individuals: Many of the people of ATLPC are committed followers of Jesus who pray, study the Bible, serve and give more generously than most Presbyterians. As they follow the leadership of an excellent preacher and leader, the Spirit may bring many new believers into the church and continue to transform those who are already here.
- ii. Facilities: ATLPC's building, location, and parking lot give it tools that most churches in the area do not have. The building needs renovation, but has the capacity to serve well over 1000 people on weekends.
- iii. Prayer Groups: The church has always had at least one group praying together weekly in each ministry. The church has recently added 7 weekly prayer meetings where individuals are asking the Lord for opportunities to reach specific people with the gospel and to lead ATLPC to the pastor who will lead them into a fruitful future that glorifies God and rescues many.

b. Challenges

- i. COVID. The church halted all in-person church activities during the COVID-19 outbreak and met virtually through YouTube and Zoom. The church resumed in-person services and Sunday morning programs in the summer of 2021. We have also continued streaming our services thru a YouTube channel.

[ATLPC YouTube Channel](#)

Although God has led a number of congregants back to in-person worship, there are some members/worshippers that have not returned. They are either uncomfortable with in-person attendance, have joined another church, or have drifted spiritually from the Lord.

- ii. Loss of young adults and young families. Sadly, the pandemic put pressure on a situation that had been building for the past 8 years. Many of our English ministry young adults (notably those with parents in the Cantonese ministry) and families with young children have either moved away or are now attending a church they feel serves their children well. We are committed to improving how we serve families and young adults by doing the following:

- Hiring a part-time or full-time youth pastor or director
- Adding a part-time intern to the Cantonese ministry

We believe the Lord wants to use our church to reach many more people with the gospel than we are currently reaching and then disciple them well. To serve families well, we will need to have enough children, youth and families engaged at ATLPC. Because of this, we believe it will be important that our new lead pastor is an excellent preacher in English and a great leader.

- iii. Building. Our facilities have needed upgrading. Starting in summer 2023 we have made several improvements:
 - A new worship center for the Mandarin ministry with new worship equipment, flooring, lights, etc.
 - The social hall has new flooring, lights, ceiling and newly painted walls
 - The kitchen has new countertops, flooring, lights and newly painted walls and cabinets.
 - The main corridor and basement hallways have the flooring replaced and walls freshly painted.
 - Renovated Children's Ministry area with new flooring and paint
 - New flooring in the Fireside Room (capacity approximately 100 people)

- iv. Evangelism. Our people are not consistent at reaching out to people who do not yet know Jesus. They need to be trained and led into effective evangelism.
- v. Discipleship. Although a good portion of our people participate in regular small group Bible studies, and many are relatively mature Christians, we need to establish a consistent process of discipleship that will be effective in helping people become more like Jesus.

Under the leadership of the new lead pastor, people are ready to move forward in the accomplishment of our mission of making disciples.



VII. Lead Pastor Position Description

Alhambra True Light Presbyterian Church

Job Title: Lead Pastor

Position Status: Full Time, Exempt

Primary Responsibilities for the Lead Pastor include:

- (1) To oversee worship services that glorify God, lead us to a renewed sense of His Presence, and send us out to bring others to Him. Elements of the English worship service in particular would include:**
 - a. Most of the congregation praying regularly both individually and together for the Holy Spirit to work powerfully during our worship services**
 - b. Biblical sermons that are inspiring, engaging and helpful**
 - c. Music that leads to God-centered, authentic worship**
 - d. The seamless use of technology to glorify God—music lyrics, sound system, streaming, videos and lighting**
 - e. Regular testimonies of God’s work in our midst**
 - f. A warm welcome and follow-up ministries where every newcomer receives appropriate attention and invitations**
 - g. Up-to-date facilities and signage where guests perceive that we are expecting them and ready to serve them well**
 - h. Inviting new people both through personal interaction and social media**
- (2) To promote welcome and evangelism by leading and training the congregation in a consistent, effective evangelism process.**
- (3) In addition to growth by evangelism, collaborate on and oversee goals for growth in each of the three language ministries with the pastors and Session.**
- (4) To provide a consistent, effective discipleship process through which most of the church perceives that they are being transformed and becoming more like Jesus.**
- (5) To oversee all staff, especially those providing children’s (infant – 5th grade) and youth ministry (grade 6-12) programs that support parents in discipleship of their kids.**
- (6) To provide wise, inspiring leadership for the church, Session, paid staff and volunteer staff so that the church is fulfilling its mission.**
- (7) To develop a prayer culture in which more than half of the congregation pray together in groups on a weekly basis.**
- (8) To develop a spiritual community in which a majority of the congregation is involved in small Bible study groups.**
- (9) To develop a generous culture in which generosity and giving are part of the biblical, transformative discipleship process.**
- (10) To ensure through delegation or personal involvement that the congregation is ministered to in areas like biblical teaching, fellowship groups, counseling, visitation, personal crisis, physical needs, etc.**

Accountability

- The Session monitors the Lead Pastor's faithfulness and progress toward accomplishing the mutually agreed upon goals of the Lead Pastor.

Qualifications

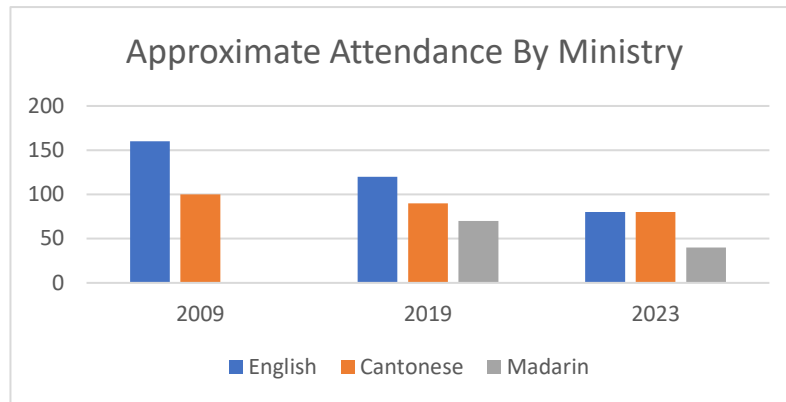
- **Faith:** deep, strong faith and commitment to Jesus Christ; passionate love of God.
- **Conviction:** strong conviction that the Bible is God's authoritative word to us; that faith in Jesus Christ is the only way of salvation; that the Holy Spirit is active in the world and that God answers prayer.
- **Character:** godly and increasing in Christ-likeness; loves people and interacts wisely with them; demonstrates a high degree of emotional intelligence; has come through trials and grown in faith; has demonstrated perseverance.
- **Strengths:** strong preaching abilities in English; excellent leadership skills.
- **Education:** Bachelor's degree with ECO's Commissioned Lay Pastor (CLP) training, or (preferably) a Master of Divinity degree.
- **Ministry experience:** Has had a leadership role in a ministry that saw significant growth; has served in a culturally diverse setting
- **Experience:** 5 years of experience in ministry.
- **Theology:** In agreement with ECO's Essential Tenets.
- **Language:** Primary language is English; the ability to speak Cantonese or Mandarin is not required but would be highly desirable.
- **Proficient in the use of computers, social media and various mobile phone apps.**

Terms of Call

- Salary and housing commensurate with experience
- 4 weeks vacation
- 2 weeks study leave
- 10% of salary and housing for retirement (403b)
- Health insurance includes pastor's spouse and children under age 26
- Ministry expenses
- Professional development funds
- Moving expenses

VIII. Additional Data on ATLPC

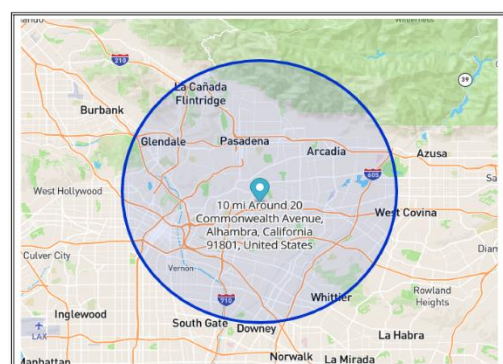
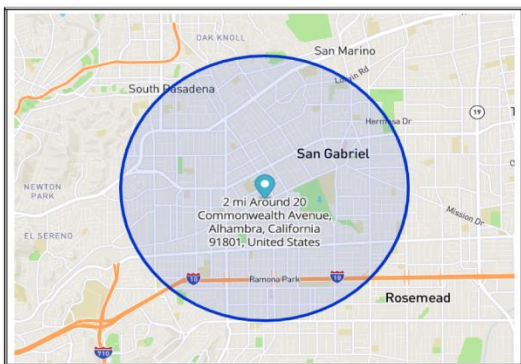
a. Church Attendance Over the Years



b. The church conducted an all-church survey late last year. A highlight of the some of the responses are summarized below.

- 77% attend worship every week
- 69% attending more than 20 years
- 84% are members (Covenant Partners)
- 65% involved regularly in study, etc., groups
- 54% serve regularly
- 47% have daily devotionals (75% at least twice per week)
- 31% singles who have never married
- 88% Asian (vs 100% of Cantonese and Mandarin)
- 41% immigrated to the States (vs 98% of Cantonese and Mandarin)
- 32% drive 21-30 minutes to church
- 47% say they give 10% or more of their income to this church
- 26% say they give 5% to 9%

c. ATLPC is located in Alhambra, California in the heart of the San Gabriel Valley. It is one block from downtown Alhambra and Alhambra High School. The demographic information (source: Mission Insite) has 2 study areas. One within a 2 mile radius and another expanded to a 10 mile radius. Upon request, copies of the detailed report can be provided.



	2 Mile Radius	10 Mile Radius
Population	132,516	2,445,840
Phase of Life (Age Group)		
Formal Schooling (0 - 17)	22%	24%
College/Early Career (18-24)	7%	9%
Singles & Young Families (25-34)	12%	13%
Families & Empty Nesters (35-54)	26%	27%
Enrichment Yrs & Retirement (55+)	33%	27%
Household Income		
\$0 - \$49,999	35%	38%
\$50,000 - \$99,999	29%	29%
\$100,000 or more	36%	33%
Households with Children under 18		
Married Couples	76%	66%
Single Parent	24%	34%
Excerpts from AmericanBeliefs 2021 Study		
Chrisitan Religious Preferences	68%	71%
Catholic & Othordox	22%	21%
Historic Mainline Protestant Denominations	33%	36%
Other Protestant Denomoniations	13%	14%
Non-Christian Religious Preferences	10%	9%
None/No Perference	22%	20%
<i>"I have a relationship with on living God"</i>		
Somewhat/Strongly Agree	58%	60%
Disagree/No Opinion	42%	40%
<i>"I'm unsure/undecided about whether a god exits"</i>		
Somewhat/Strongly Agree	19%	16%
Disagree/No Opinion	81%	84%
<i>"Belief in Jesus does not require participation in a church"</i>		
Somewhat/Strongly Agree	63%	63%
Disagree/No Opinion	37%	37%
<i>"I have a personal relationship with Jesus"</i>		
Somewhat/Strongly Agree	51%	55%
Disagree/No Opinion	49%	45%

IX. Appendix A – Statement of Confession

Alhambra True Light Presbyterian Church is a Confessing Church by vote of the Session at its April 25, 2001 meeting and by the Congregation on October 7, 2007; this confession was incorporated into our bylaws on the latter date.

Alhambra True Light Presbyterian Church hereby makes the following confession of belief:

1. We confess that Jesus Christ is the only way to salvation and to relationship with God. Therefore:
 - a. We profess and believe that God the Father, Jesus Christ the Son, and Holy Spirit are one.
 - b. We profess and believe that salvation can only be attained through Jesus' atoning sacrifice.
 - c. We profess and believe that one cannot have a relationship with God outside of Jesus.
 - d. We profess and believe that one cannot be a Minister of the Word and Sacrament, Elder or Deacon and believe that there are other ways to salvation, outside of Jesus.
2. We believe the Bible is the unique and authoritative witness for the church's life. We believe that "All scripture is inspired by God and profitable for teaching, for reproof, for correction, and for training in righteousness." (II Timothy 3:16). We confess that the Bible is God's authoritative word for us. We do not correct the Bible, but through study, prayer and reflection, allow God's Word to correct and instruct us. Therefore:
 - a. We profess and believe that all parts of the Bible in its original form are applicable for us.
 - b. We profess and believe that as the ages pass, there are no new revelations that show the Bible to be wrong or outdated.
 - c. We profess and believe that we should only ordain or install as Minister of the Word and Sacrament, Elder, or Deacon, a person who believes in the Bible as God's unique and authoritative Word for us.
3. We confess that the Bible and Jesus Christ are clear that any sexual expression outside of a man and woman within the confines of a marriage is a sin. We confess that all other forms of sexual expression such as adultery, sex before marriage, and sex with a person of the same sex, are clearly defined as sin (I Cor. 6:9-11). We confess that the role of Minister of Word and Sacrament, Elder, or Deacon is unique. With higher expectations in living a Holy life, we confess that unrepentant sinners should not be ordained as Minister of the Word and Sacrament, Elder, or Deacon. Therefore:
 - a. We profess and believe that we should not ordain or install any Minister of the Word and Sacrament who will officiate in any same sex unions, blessing services, marriages, or any other ceremony which invokes the blessing of God on sinful relationships.
 - b. We profess and believe that we should not ordain or install any Minister of the Word and Sacrament, Elder or Deacon who are involved in any un-repentant sinful

behavior, sexual or otherwise, from which Scripture calls us away. We hereby make this confession, not so that people will leave or be removed, for it is our desire, a longing in our hearts, that people living in sin would repent from their sinful ways and receive Jesus' forgiveness. (I John 1:6-7). We call on all of us to look at our own lives confessing our sins to God.