

CHURCH PROFILE FORM

Church Information:

Name: **Immanuel Christian Reformed Church**

Location of church [City, State/Province]: **Wappingers Falls, NY USA**

We are located 60 miles north of New York City, halfway between NYC and Albany, along the Hudson River. NYC is accessible via a 1.5 hour commuter train ride.

Classical Church Counselor: **Rev. Samuel Sutter (Goshen CRC)**

Search Committee Contact:

Name: **Michael Toth**

Address: **42 Flower Road, Hopewell Junction, NY 12533**

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Email address: **mi.toth@yahoo.com**

Community Setting:

<u>Location</u>	<u>Function</u>	<u>Growth</u>
<input type="checkbox"/> Rural	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Growing
<input type="checkbox"/> Small Town	<input checked="" type="checkbox"/> College/University ¹	<input checked="" type="checkbox"/> Static ²
<input type="checkbox"/> Metropolitan	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Declining
<input checked="" type="checkbox"/> Suburban	<input type="checkbox"/> Recreational	
<input type="checkbox"/> Inner City	<input checked="" type="checkbox"/> Military ³	
<input type="checkbox"/> Small City	<input checked="" type="checkbox"/> Bedroom community	

¹ Nearby colleges: Vassar College, Marist College, Bard College, Dutchess Community College

² While many are leaving New York State, others continue to move from counties closer to NYC into our area. So our growth is best described as “transitional.”

³ Nearby military facilities: Stewart Air Force Base, US Military Academy at West Point, Castle Point VA Hospital

Approximate population of community: **We are located in the town of Wappinger which has a population of 27,000 in the 2010 census. The population of Dutchess County was 294,000 in 2019.**

Church Profile:

We are open to:

Male and Female pastors ☐

Female pastors only ☐

Male pastors only ☒

List all staff positions: **Lead Pastor**

Position Available: **Lead Pastor** Date of vacancy: **1/31/2022 (or sooner)**

Explanation:

Our current pastor is ordained in Classis Atlantic Northeast as a Commissioned Pastor of Discipleship. In 2013 when our former minister took another position, Immanuel Church asked Pastor Bill to assume responsibilities as lead pastor. Pastor Bill is willing to step back into his commissioned pastor role when a new lead pastor is installed.

General position description: **The Lead Pastor is responsible for shepherding God's people at Immanuel with primary responsibilities of preaching from God's word each week and leading the planning and exercise of the worship service. The Lead Pastor attends elder and Council meetings. Typically at Immanuel, the pastor serves as president of both bodies (this is negotiable).**

Full-time or Part-time [F or P]: **Full Time**

Bi-vocational position [Y or N]: **This could work (and may be preferable.) Let's talk. See the "Building / Financial" section below.**

Number of years preferred of ministry experience of potential candidate: **No preference**

Required languages: **English**

Have you completed the Denominational Survey conducted by the Center for Social Research? **No. We participated in 2018 but not enough responses were gathered to provide an individual report for Immanuel.**

If yes, post link to it here: (none)

Church Demographics:

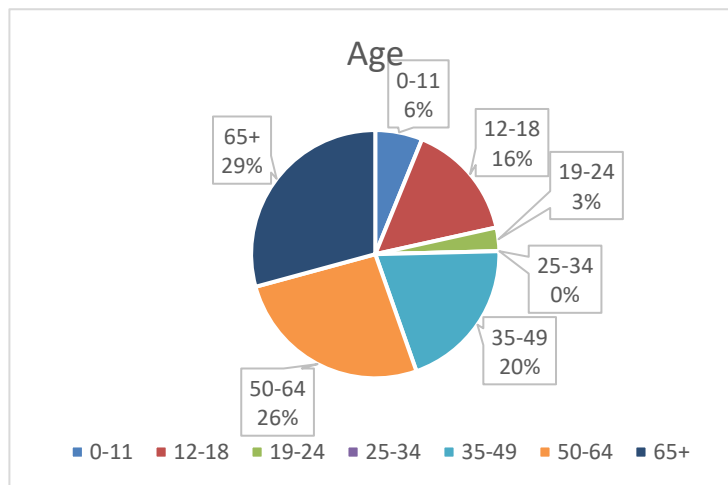
Profile of church members:

Per the yearbook we have 35 adult confessing members.

Pre-COVID, some percentage of 65 individuals would attend Immanuel Church and we would consider them under our spiritual care.

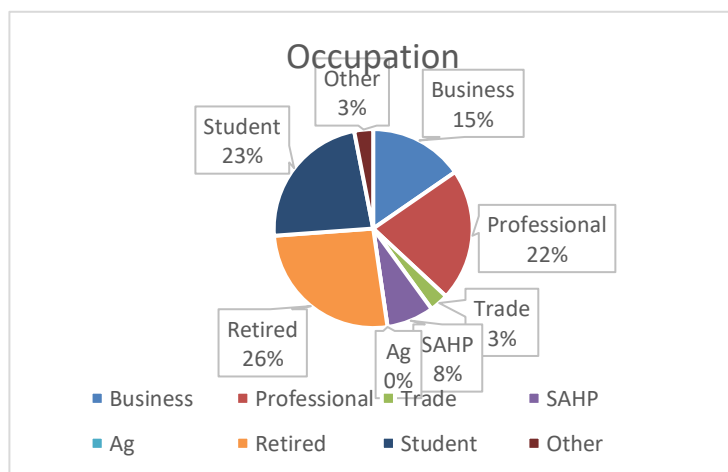
The answers below are based on that 65 number.

Age:



6% 0-11
16% 12-18
3% 19-24
0% 25-34
20% 35-49
26% 50-64
29% 65+

Occupation:



15% Business
22% Professional
3% Trades
8% Stay-at-home parent
0% Agriculture
26% Retired
23% Student
3% Other

Percentage of members belonging to the congregation:

Less than 5 years **32%**
5-10 years **6%**
10 or more years **62%**

Racial/Ethnic composition of congregation and surrounding community:

Out of 65 attendees:
2 are African American (3%),
5 have Hispanic background (8%),
2 are Asian American (3%)
and the remainder are White (86%).

Town of Wappinger (2000 census) was 86% White, 5% African American, 8% Hispanic

Composition of congregation:

Mono-Cultural ☒ **X**
Multi-Cultural ☐
Specific Ethnicity (specify: _____) ☐

List the last three persons in this position:

- 1. Commissioned Pastor Bill Hanchett (2013 – current)**
- 2. Pastor Jim Kirk (2009 – 2012)**
- 3. Pastor Jim Vande Lune (1996 – 2009)**

Worship:

How are members involved in planning and participation in the liturgy/worship?

Our Praise Team selects songs for our worship singing time.

Deacons prepare a short devotion or scripture reading when announcing and praying for the offering. Often we include time for open congregational prayer. Greeters meet people each Sunday morning and Prayer partners are available for prayer after worship.

Describe the worship services in your church:

God-focused, Christ preaching, structured yet flexible.

A typical service opens with a welcome and announcements and transitions to worship with a few moments of Silent prayer. Traditional hymns open and close the service using the Gray Psalter Hymnal. Scripture is prominent in the Call to Worship, Confession and Assurance (most weeks), in the Deacon's prayer, and, of course, preaching. 10-12 minutes of more contemporary congregational praise singing with guitars, drums, and keyboard is part of most services.

Congregational participation in responsive call to worship and reciting creeds and confessions.

Celebration of the Lord's Supper is once per month. We often have time for congregational prayer where anyone can offer a prayer.

Describe the discipleship practices in your church for all ages of members and attenders:

We have a Sunday morning coffee fellowship time for all. Small group participation is encouraged for all. Most of our small groups at this time (during COVID) are comprised of: weekly Men's Bible Study groups on Thursday mornings and Monday evenings, weekly praise team meetings, a Wednesday Prayer meeting, and a Ladies' prayer and share which meets every other week.

Due to the small number of children, a time of "Sunday School" before worship has stopped. Instead, children ages 4 – 12 leave worship for a children's lesson which we call "Make a Joyful Noise".

Our adult education has moved from a morning class before worship to after worship meetings while sharing a meal. Recent classes included "Redemptive Compassion" and "Emotionally Healthy Spirituality."

Building/Financial:

Present annual budget: **\$119,700 (2021)**

Last year's annual budget: **\$117,000 (2020)**

Percentage of financial obligations met (last complete year reported):

Budget	103%	Contributions exceed budgeted amount by ~\$4,000
Denominational Ministry Shares	100%	
Classical Ministry Shares	100%	

Additional Information: Immanuel Church commits to spend a tithe of 10% of church offerings on the Missions section of our budget which includes classical and ministry shares, missionary support and local ministries.

Amount contributed above budget and ministry shares: **For 2020: \$3,755**

Specify (optional):	Above Ministry shares:	\$130
	Resonate (where most needed):	\$320
	Resonate missionary:	\$2,905
	World Renew	\$400

Facilities:

Describe facilities:

Church and parsonage were built in 1968 and are structurally sound, though showing some age. The church building has seen several additions and now has a sanctuary built in 1995 that could seat 200 people. The “old” sanctuary has become a fellowship hall (40x40) and there is a second, smaller fellowship hall.

The church building is all on one floor and is air conditioned throughout. We installed and upgraded audio/visual equipment in 2020 to provide the capability to live stream our worship service.

We ran a nursery school for 30 years and closed it in 2019 due to low enrollment.

Those classrooms give us 6 good sized classrooms along with a nursery, a library, 2 offices, a copier room and 1 room for storage.

There is a kitchen which was upgraded in 2011.

One other room in the church building houses a storage area for the “Linens Ministry” for Mid-Hudson Love in the Name of Christ.

The property is 5 acres. In the last 5 years we paved a lower parking lot to add additional parking and installed basketball hoops and built a volleyball court. We also maintain a quarter-mile nature trail around the property.



See the church website for more photos.
www.immanuel-church.com

Are your buildings adequate for your ministries?

Yes X No _____

Is a building program projected?

Yes _____ No X

Does the church own a parsonage?

Yes X No _____

Location of office or study: **There is an office for the pastor at the Church building, and room for an office in the Parsonage**

Compensation:

Clarification and Assumptions: We define the total compensation package to include:

- 1. Base Salary**
- 2. Salary to cover federal and state taxes on base salary**
- 3. Medical Benefits, including Dental and Vision, based on Reformed Benefits Association Consumer Plan for a Family. Note that this also pays for \$75,000 of Life Insurance**
- 4. Payment into the CRC Ministers' Pension Fund**

In addition, it is assumed that the pastor's family will stay at the church's parsonage and all utilities are paid for.

The salary range we are prepared to offer our new pastor is based on the CRC Minister Compensation Survey for our area: **YES**

If other, please specify: _____

The average annual increase for this position over the past three years is:

\$6,000 (57K to 63K) or 10% increase (comparing 2019 budget to 2021 budget)

Note that the above is for our current pastor who works full time but accepts less than full-time salary.

Additional Information:

At current levels of giving, we should be able to support a part-time or bi-vocational pastor indefinitely. On the other hand, supporting a full-time pastor for longer than approximately 4 years would require an increase over our current membership/giving levels. Of course, changing economic conditions may affect the level of support needed in this timeframe.

Housing:

☐ Housing allowance

X Parsonage only (If pastor chooses to own his own home, we can designate part of his salary as an IRS-defined “housing allowance” which does not increase the compensation package, but allows the pastor to make a significant portion of his salary tax-free, under current IRS law.)

☐ Either of the above

Benefits and expenses:

- ☐ Pension - **Yes, as explained above**
- ☐ Medical insurance - **Yes, as explained above**
- ☐ Life insurance- **Yes, as explained above**
- ☐ Social Security or Canada Pension- **Yes, as explained above**
- ☐ Travel/mileage **Yes, a reimbursed expense account**
- ☐ Continuing Education funds – **Yes, this is part of our yearly budget**
- ☐ Continuing Education time allotted - **negotiable**
- ☐ Sabbatical policy in place - **No**
Annual vacation (# weeks) **This is negotiable**

_____ Other (please specify) _____

Church Characteristics:

[Check which one(s) are closest to your church’s characteristics]

Presently, the FOCUS OF OUR CHURCH’S MINISTRY is

	The community exclusively	The community primarily	The community and current members / participants equally	Current members / participants primarily	Current members / participants exclusively
External	_____	_____	_____	<u> X </u>	_____ Internal

In our church, the WORSHIP SERVICE IS DESIGNED FOR

	Designed for unchurched	Emphasis on unchurched	Unchurched and believers	Emphasis on believers	Designed for believers
Unchurched	_____	_____	_____	<u> X </u>	_____ Churched

In our church, the STYLE OF MUSIC used in the worship service is

	Contemporary	Mostly contemporary	Blended	Mostly traditional	Traditional
Contemporary	_____	_____	___X___	_____	_____ Traditional

In our church, LEADERSHIP is generally provided by the

	Predominantly lay leaders	Frequently lay leaders	Lay leaders and pastoral staff share leadership	Lay leaders function under the pastoral staff	Predominantly pastoral staff
Congregational Members	_____	_____	___X___	_____	_____ Pastoral staff

Our church seeks to ENCOURAGE SPIRITUAL GROWTH through

	No specific ministries	Ministries for a few groups	Ministries for selected groups	Ministries for most groups	Ministries for all groups
Informal	_____	_____	___X___	_____	_____ Formal

Our size limits our ability to have specific ministries for all groups.

In our church, EVANGELISM STRATEGIES AND METHODS are

	Predominantly unplanned	Generally unplanned	Equal emphasis	Generally planned	Predominantly planned
Unplanned	_____	___X___	_____	_____	_____ Planned

Two main planned evangelism avenues ended in the past 5 years with the closing of our nursery school (2019) and cessation of Vacation Bible School in 2018. VBS ended due to our inability to staff key leadership roles.

We instituted a concept called “The Park” and held a series of planned events where church members could invite friends and neighbors to a variety of venues: a walk on the nature trail, an illusionist, a chess tournament, movie night, a “Sip and Paint”, a book club, and a “Sketching as Prayer” retreat.

Post-COVID, we look to do more of these.

Our church is representative of the ECONOMIC DIVERSITY of our community

	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative
High representation	_____	_____	___X___	_____	_____ Low representation

Our church is representative of the ETHNIC DIVERSITY of our community					
	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative
High representation	_____	___X___	_____	_____	_____
Our church's RESPONSE TO COMPASSION, MERCY, AND JUSTICE NEEDS is					
	Commitment to church-based action	Encouragement of church-based action	Church-based and personal action	Encouragement of personal action	Commitment to personal action
Church-based	_____	_____	___X___	_____	_____
Our church's MISSIONAL FOCUS is					
	All local	Mostly local	Equally local and global	Mostly global	All global
Local	_____	_____	___X___	_____	_____

Narrative:

Do you have a recently articulated mission/vision for ministry? [Y or N] **No**

In what ways does your church participate in ecumenical activities?

- **Tres Dias – Many members have participated in this lay-led 3 day retreat which encourages increased participation your local church. A typical retreat will have more than 20 churches represented.**
- **LoveINC (Love in the Name of Christ) – We are a charter member of our local Love INC chapter which brings churches together to serve poorer members of our community. Immanuel houses the “gap ministry” which provides new and gently used linens and blankets. Many Immanuel members volunteer in various capacities.**
- **CareNet - We are a key financial supporter of this local crisis pregnancy center.**
- **Pastor Prayer and support group - Pastor Bill meets monthly with this local group of pastors that spans denominations. We pray for one another and for the community and share a meal together.**
- **Habitat for Humanity – We supported a “faith build” for the first time in 2019.**
- **Bible Study Fellowship – We provide space for a local group of women to meet and several members participated.**

Reflect on your strengths/gifts as a church:

- **Immanuel has a strong desire to know God, we value his Scripture and we try to put his teachings into practice.**
- **There is a strong sense of biblical love and family at Immanuel. In fact, many members consider Immanuel as their “second family.” Pre-COVID, fellowship time after church and pot-luck lunches were common and well attended.**
- **We are a church that believes in the power of prayer. Prayer partners hold up each worship service in prayer and are available for prayer after the service. We also have a mid-week prayer time which is well attended (and growing).**
- **We have a strong desire to worship together. When COVID hit and we could no longer meet together in the church building, our technology experts went to work and got everything up and running so that we could meet together for worship via Zoom within a week!**
- **For a small church we have a very high participation rate. This reflects the commitment that our members have to do life together. Most members either serve on a committee or participate in an activity in addition to Sunday worship. A cleanup (work) day this past Summer brought out over 50% of the church to help. When custodial costs became unaffordable, 5 different teams were formed to take over in-house custodial work and they do their work well.**

Reflect on your passions as a church:

- **Jesus**
- **Worshipping God together, especially expressing our faith and joy through music and congregational singing. As mentioned above, we transitioned to Zoom then Facebook video streaming because we value worshipping together. We missed worshipping together only one week.**
- **Caring for one another.**
- **We value the truth of Scripture.**
- **Living out scripture in our lives.**

List specific problems with which your congregation struggles:

- **Limited resources for ministry because of our small size.**
- **We want everyone who comes to Immanuel to know the joy of serving Him. How to grow that kind of passion in members on the fringes is a struggle.**
- **As our buildings age (and we along with them), the upkeep of the building and grounds is an increasing challenge.**

In general, there is a good spirit at Immanuel. There is no divisiveness, no factions, and no whining or complaining. We realize, though, that we must not become comfortable nor complacent.

What has been the most interesting and challenging event in the life of your church in the last three years?

- **The Park at Immanuel began as a pilot in 2016 and moved forward with a denominational SCE (Sustaining Congregational Excellence) Health and Renewal grant of \$4,200 in 2017. In the past 3 years, we continued to hold several activities.**
- **The focus of THE PARK at IMMANUEL is to create an environment, through prayer, committed friendships and community that makes it easy and convenient for Immanuel Church members to invite people into the life of the church.**
- **This is the overview we gave on our grant application: We will create a Park-like environment (THE PARK) on our church property where members can regularly invite community members to come to a place where they can enjoy sharing and building relationships with church members.**
- **We have made the following physical church modifications:**
 - **Construction of walking trail around church**
 - **Building picnic tables, benches, and prayer signs**
 - **Paving lower parking lot**
 - **Raising permanent basketball hoops and painting lines for basketball and volleyball courts**
- **We have held the following events**
 - **Movie Nights**
 - **Game Nights**
 - **Illusionist**
 - **Basketball Free Throw Contest**
 - **Chili Cookoff**
 - **Storytelling night**
 - **Make your own Tie-Dye Tshirts**
 - **Sketching as Prayer Retreat**
 - **Paint-n-Sip**
 - **Chess Night**

Other “interesting and challenging” events have been ...

- **COVID – It has inhibited face-to-face fellowship; but we responded well to the challenges of worshiping together virtually.**
- **50th Anniversary - We celebrated our 50th anniversary as an organized church in 2018. It was a good time to recognize God’s faithfulness and the tireless work of many saints who invested their lives in getting this church started. Many of those members traveled many miles to attend the celebration. We were able to honor many of them and felt humbled to continue the work on the foundation of Jesus Christ and these saints.**

List major goals that this congregation has set for itself or opportunities the congregation anticipates:

- **Increasing commitment to prayer**
- **Fostering spiritual growth and unity**
- **Continuing to create an environment, through prayer, committed friendships and community that makes it easy and convenient for Immanuel Church members to invite people into the life of the church.**

Describe what being Christians of Reformed accent means to you:

It means that we keep the triune God at the center of all we do and think. God has revealed himself to us in his inerrant and authoritative word as our creator, redeemer, sustainer. He has done everything to secure and assure our salvation and presents it to us as a gift of grace and we in return live lives of grateful obedience. He is sovereign over all things and so we join him in his work of redeeming all areas of life for his glory.

Describe your understanding of the relationship between the local church and the Christian Reformed denomination:

We support the denomination through tithes and offerings and ministry shares and, in return, are connected with like-minded Christians in churches across North America and serving God around the world. The CRC provides well-educated pastors and leaders, resources for all aspects of Christian living and opportunities to engage in mission work and relief activities.

Identify some of the cultural challenges facing Christians and Christian churches today:

Our American culture and government is becoming increasingly secular humanist in thought. This makes it difficult to find common ground to begin spiritual discussions. If we can't agree that God exists or that the Bible is true, where do we begin discussions on topics like: LGBTQ+ issues, abortion, racial and social justice issues, influence of social media, opioid epidemic, state of marriage, relationship between church and state. In order to remain unencumbered, we actively chose to not accept federal Paycheck Protection Program loans during COVID.

What have been the three most important events in the history of your church?

1. **Purchase of land and construction of church building**
2. **The church experienced a time of growth with good pastors and increase in IBM population during the 1980s. A controversy with the pastor and decline in the IBM population resulted in many families leaving Immanuel. After a significant time of healing, we are once again a healthy church.**
3. **Calling Pastor Bill Hanchett to serve as pastor in 2013.**

Leadership:

How many council members does your church have? **8: pastor, 3 elders, 4 deacons**

What is the length of term for council members? **3 years**

How often does the full council meet? **monthly**

What subgroups of council exist, how do they function and how often do they meet?

Deacons meet monthly and elders have recently been meeting weekly but typically meet monthly.