

# DISPATCH CHRISTIAN REFORMED CHURCH

CAWKER CITY, KS. 67430



## CHURCH PROFILE

Dispatch Christian Reformed Church  
298 N 10 Rd / Cawker City, KS 67430  
Office phone 785-454-6608 Email: [dispcrc@ruraltel.net](mailto:dispcrc@ruraltel.net);  
[www.dispatchcrc.org](http://www.dispatchcrc.org)

**Church Profile: DISPATCH CRC**

**Church Information:**

Name: DISPATCH CHRISTIAN REFORMED CHURCH.

Location of church [City, State/Province]: CAWKER CITY, KANSAS

Classical Church Counselor: Rev. Tom Dykman (Interim Pastor)

**Search Committee Contact:**

Name: Mike Nyhoff

Address: 610 Ross St., Downs, KS 67437

Home: \_\_\_\_\_ Cell: (785) 545-5285 Work: \_\_\_\_\_

Email address: bisonn.nyhoff1@gmail.com

**Community Setting:**

**Location**

☒

Rural

☒

Small Town

☐

Metropolitan

☐

Suburban

☐

Inner City

☐

Small City

**Function**

☐

Industrial

☐

College/University

☒

Agricultural

☒

Recreational

☐

Military

☐

Bedroom Community

**Growth**

☐

Growing

☒

Static

☒

Declining

**Approximate population of community:**

Members come from small towns and rural homes in a four-county area:

Downs 784; Cawker City 406; Osborne 1,230; Smith Center 1,572; Lebanon 198

**Church Profile: DISPATCH CRC**

**We are open to:**

☐ Male and Female pastors    ☐ Female pastors only    ☒ Male pastors only

**List all staff positions:**

Pastor - Full Time

Custodian - Part Time

**Position Available:** PASTOR

**Date of Vacancy:** April 4, 2021

**General position description:**

The role of pastor for Dispatch CRC (Cawker City, KS) focuses on leading worship services including preaching of the Word and providing pastoral care for the congregation. Establishing relationships with the congregation and the community is essential. It also includes involvement and leadership for ministries of the church such as education and outreach. A job description is available (pages 15-16) which provides more details.

☒ Full-time    ☐ Part-time

**Bi-vocational position?**

☐ Yes    ☒ No

**Number of years preferred of ministry experience of potential candidate:** NONE

**Required languages:** ENGLISH

**Church Demographics:**

**Average Sunday attendance:** 60

**Active adult professing members:** 40

**Profile of church members:**

**Age:**

16%	0-11	24%	12-18	0%	19-24	16%	25-34
6%	35-49	18%	50-64	30%	65+		

**Occupation:**

13% **Business**    15% **Professional**    2% **Trades**    4% **Stay-at-home parent**  
16% **Agriculture**    22% **Retired**    24% **Student**    5% **Other**

**Percentage of members belonging to the congregation:**

**Less than 5 years**    9%  
**5-10 years**    0%  
**10 or more years**    91%

**Racial/Ethnic composition of congregation and surrounding community:**

White

**Composition of congregation:**

**Mono-Cultural**



**Multi-Cultural**



**Specific Ethnicity (specify:)**

**List the last three persons in this position:**

1. Rev. Steven Boersma (2014 - 2021)
2. Rev. Patrick Hennen (2005 - 2013)
3. Rev. Harold DeJong (1995 - 2005)

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

We have a Worship Committee that meets quarterly and assists the pastor in planning special services and in discussion and implementation of various aspects of worship. We have six organists and pianists and also encourage the playing of a variety of instruments during the worship service. Members participate in providing special music, occasional choir numbers, scripture reading, prayer, litanies, children's messages, prayer requests, greeting, and in livestreaming of the services.

**Describe the worship services in your church:**

Morning (9:30am) worship follows a blended format that encourages a variety of worship styles and participation by all ages. We are currently not having evening services but have been using evening small group studies most of the year.

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

**attenders:** Sunday School is available for all ages and involves memory work and instruction in the Reformed Faith. We also have an active youth program of GEMS, Cadets, and VBS. In addition, there is a Women's Bible Study (Pray & Work) and a Men's Promise Keeper group, as well as small groups and Care Groups, along with "Bringer Events" that encourage outreach. There has been a renewed effort recently to reach out and attract new members.

**Building/Financial:**

**Present annual budget:** \$ 111,429.88

**Last year's annual budget:** \$ 119,860.36

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

**Budget** 100 %

**Denominational Ministry Shares** 100% (\$ 8,560.13)

**Classical Ministry Shares** 100% (\$ 1,800)

**Amount contributed above budget and ministry shares:** \$ 6,330.52

**Specify (optional):** Special Offerings – Various Causes/Missions

**Facilities:**

**Describe facilities:** (Pictures are available at the end of document)

The Dispatch CRC campus consists of a brick church building with an attached Fellowship Hall. There is adequate parking and an old schoolhouse on the property that is used for the Cadet program. The campus also includes a playground and a large open field. The church itself includes an AV room (capable of livestream), loft area for meetings, classroom, a three-stop elevator and a chairlift that operates from the ground floor to the sanctuary level. The basement of the church has a nursery, library, consistory room, functional

kitchen, and restroom. The main floor of the large open fellowship hall has a larger kitchen and men's and women's restrooms.

The campus includes a modern brick parsonage with two bedrooms, full bathroom, living room, dining room, kitchen, full laundry room, and study with half bathroom at ground level. The study has a separate entrance. The basement also has two bedrooms,  $\frac{3}{4}$  bathroom, large open area, and storage rooms. There is an attached two-car garage. All large appliances are included. The parsonage has a moderate sized, fenced backyard and plenty of garden space beyond.

The sanctuary has two large-screen TVs to project songs/announcements/etc. The church has full internet capability and a modern sound system. The parsonage has internet and cable TV options.

**Are your buildings adequate for your ministries?**   Yes   ☒   No   ☐

**If no, please explain:**

Is a building program projected? Yes ☐ No ☒

**If yes, describe what and when:**

Does the church own a parsonage? Yes ☒ No ☐

**Location of office or study:** In parsonage next to church

**Compensation:**           \$43,050

The salary range we are prepared to offer our new pastor is based on the CRC Minister

Compensation Survey for our area: ☒

If other, please specify:

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

\$ 1,016                           or                           2.4 %

**Housing:**

☐ Housing allowance

☒ Parsonage only

☐ Either of the above

**Benefits and expenses:**

☒ Pension

☒ Medical insurance

☒ Life insurance (Denominational Plan)

☒ Social Security or Canada Pension

☒ Travel/mileage

☒ Continuing Education funds

☒ Continuing Education time allotted (two weeks)

☐ Sabbatical policy in place

Annual vacation (# weeks) three (3) weeks

Other (please specify): Basic Utilities Paid and Parsonage Rental Allowance

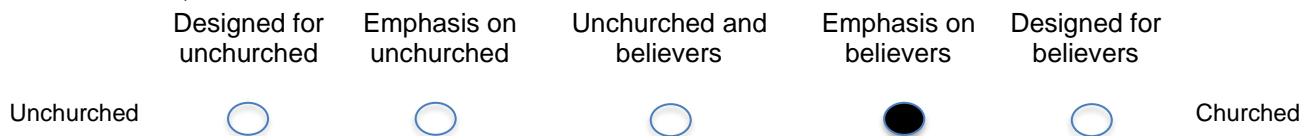
## **Church Characteristics:**

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

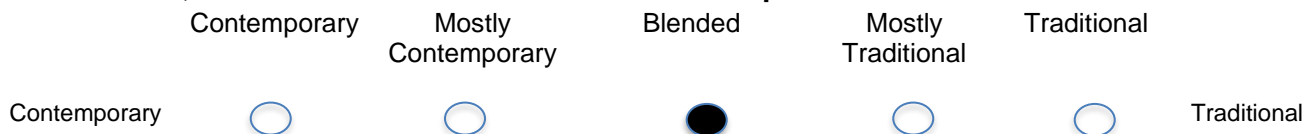
### **Presently, the FOCUS OF OUR CHURCH'S MINISTRY is**



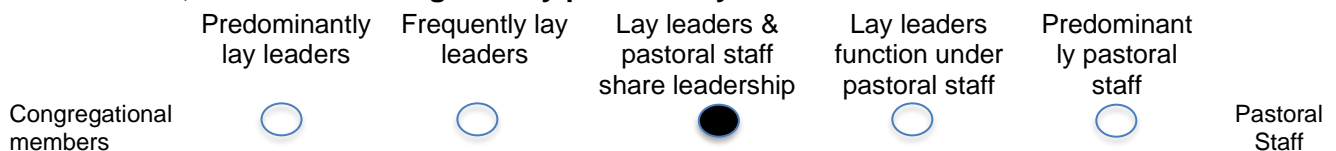
### **In our church, the WORSHIP SERVICE IS DESIGNED FOR**



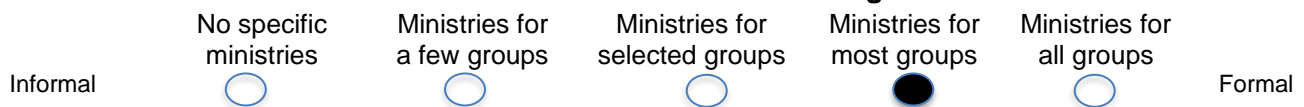
### **In our church, the STYLE OF MUSIC used in the worship service is**



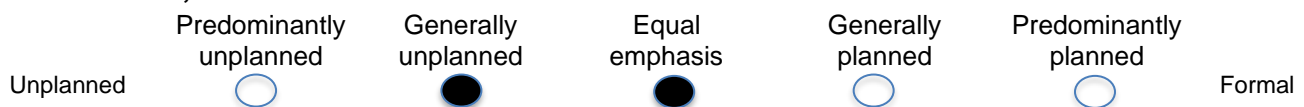
### **In our church, LEADERSHIP is generally provided by the**



### **Our church seeks to ENCOURAGE SPIRITUAL GROWTH through**

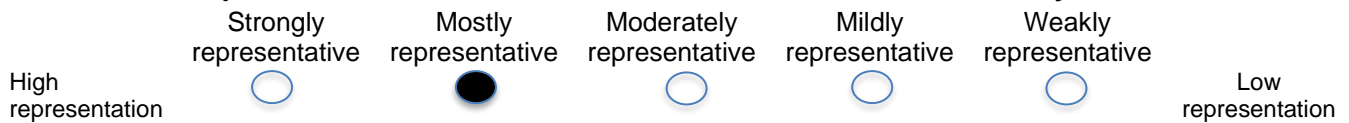


### **In our church, EVANGELISM STRATEGIES AND METHODS are**

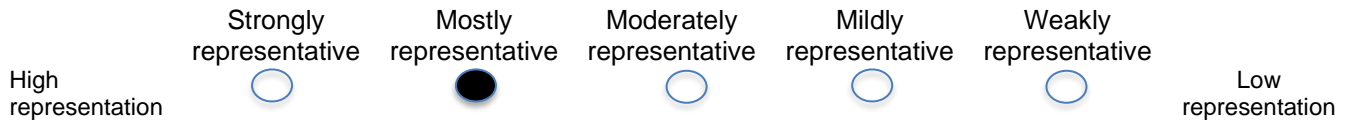




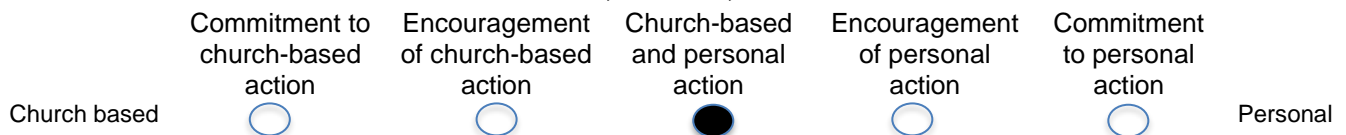
**Our church is representative of the ECONOMIC DIVERSITY of our community**



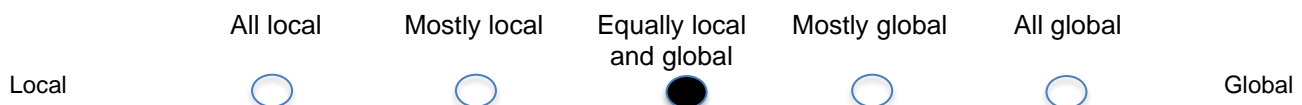
**Our church is representative of the ETHNIC DIVERSITY of our community**



**Our church's RESPONSE TO COMPASSION, MERCY, AND JUSTICE NEEDS is**



**Our church's MISSIONAL FOCUS is**



**Narrative:**

**In what ways does your church participate in ecumenical activities?**

- Men's prayer breakfast (twice monthly) rotating among six churches
- Downs Community Food Bank
- Thanksgiving and weekly Lenten services
- Downs/Cawker City Ministerial Association
- Christian Care Fund of Downs
- Agape Shop (used merchandise store to benefit the needy of the community)
- Heart Choices Pregnancy Center
- Promise Keepers group (twice monthly)
- Individual members participate in the following activities:  
     Gideons International, GriefShare Support, community youth club, Crossroads Prison Ministries, community service clubs (Lions, Rotary, etc).

**Reflect on your strengths/gifts as a church:**

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>• Music</li> <li>• Generous with Finances</li> <li>• Heritage/Upbringing in Christian Faith, and Reformed Faith and Tradition</li> </ul> | <ul style="list-style-type: none"> <li>• Met all Quotas (denominational &amp; classical)</li> <li>• Dedication/Commitment to Attending Worship and other church activities in spite of distance</li> </ul> |
|---|--|

**Reflect on your passions as a church:**

- Youth Ministry - Sunday School, GEMS (+/- 20 attending), Cadets (+/- 20 attending), Vacation Bible School (+/- 40 attending), until recently had a High School Youth Group
- Mission Support
- Music
- Worship (desire to attend church)
- Service to each other and in community
- Relationships

**List specific problems with which your congregation struggles**

- Open and Honest Communication - We are wrestling with that.
- "Unconditional Love" - We often judge each other and often have expectations to "adhere" to.
- "Passing the Torch" to younger members
- Two Article 17's (divorces) with most recent pastors have created hurt (as a Church and as Individuals). But this is also making us stronger as we examine ourselves and heal.

**Do you have a recently articulated mission/vision for ministry? Yes****"BELIEVE" – "GLORIFY" – "DISCIPLE"**

The new Dispatch CRC "Purpose and Mission/Goal" statement is attached as a tri-fold brochure.

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

- COVID affect on worship, finances, fellowship, etc, but we were able to begin livestreaming services to continue ministry for all.
- Two consecutive Article 17 Separations (2013 & 2021). These difficult times in the church have recently led us to a period of reflection and self-examination. With the assistance of Interim Pastors, we have held "round table" meetings and established small group studies for healing and encouragement. We dealt with our sins as individuals and a church through a "Day of Atonement" followed by a "Service of Commitment" to each other and the church. We completed a Purpose Statement and Goals/Mission for the church as we move forward.
- We are coming together and showing the willingness to try new things in order to reconcile with one another and move forward with God leading the healing. We continue to support each other and proceed into our future with prayer, anticipating God's clear leading.

**Describe your understanding of the relationship between the local church and the**

**Christian Reformed denomination:** The Christian Reformed Denomination is like the parent to the family of local churches. The local church upholds the current CRC beliefs and practices, receives advice and assistance as needed. The local church supports the denomination with prayers, monetary support, and time and provides input. We attend Classis meetings regularly and feel we are able to express our concerns as needed. Although we are isolated from other CRC churches, we feel supported and a part of the larger family of God.

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

**Our Mission is to: BELIEVE**

- ✓ Have Biblical Preaching and Teaching in the Truth of God's Word.
- ✓ Be a Family of Prayer to God, Each Other, and Our Community.
- ✓ Build Relationships with God and Each Other through Trust and Love.

**Our Mission is to: GLORIFY**

- ✓ Have God-Honoring and Spirit-Filled Worship.
- ✓ Be a Family that Cultivates Gratitude and Joy.
- ✓ Use OUR Time and Talents in Praise to God and for the Benefit of His Kingdom.

**Our Mission is to: DISCIPLE**

- ✓ Show Love and Genuine Concern for Each Other.
- ✓ Show Love and Compassion to Meet the Needs of Our Surrounding Community.
- ✓ Bring People of All Ages to a Personal Relationship and Saving Faith in Jesus Christ.
- ✓ As a Church, Provide Opportunities that Will Bring Others to Christ and Help Them Grow in Their Faith.

**Describe what being Christians of Reformed accent means to you:**

We are Saved by Grace. God is in every aspect of our lives (Sphere Sovereignty). The Bible is the inspired Word of God – the final authority.

T.U.L.I.P.: Total Depravity, Unconditional Election, Limited Atonement, Irresistible Grace, Perseverance of the Saints

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

The First Dutch Christian Reformed Church (Dispatch CRC) of Rotterdam, Jewell County, Kansas was chartered with nineteen members on November 18, 1880. With a long history spanning 142 years, we listed more than three important events.

- One of the most trying times was during WW II when 25 young men left this church and community to serve their country and their God.
- Dispatch CRC has a thriving youth program that began with “The Young People’s Society” in the early 1900’s. In 1964, the Calvinettes (now GEMS) girls club began, and the Cadets boys club began in 1967. Both GEMS and Cadet groups are thriving ministries with approximately 20 attendees each and most are community children.
- Although not currently functioning, the High School Youth Group attended numerous SERVE projects and this community hosted seven SERVE projects from 1998 – 2018. The hosted SERVEs required cooperation and coordination of local churches and many community volunteers.
- Celebration of our 125<sup>th</sup> Anniversary in November 2005. Not only a milestone in the history of the church, but this event followed completion of a new addition (Fellowship Hall, kitchen, elevator, etc.) to the church. Dispatch CRC had discussed and even voted (tie vote) on an expansion project, but damage from a 2001 Easter tornado required the church to come together to repair the parsonage and garage and to plan and construct the new addition that now serves us so well.
- Two consecutive Article 17 Separations in 2013 and 2021. But we trust in God’s plan and look to a blessed future.

By the **POWER** and

**WORKING** of the

**HOLY SPIRIT** in

each of us at

**DISPATCH CRC:**

**We**

**BELIEVE...**

**We**

**GLORIFY...**

**We**

**DISCIPLE...**

## DISPATCH CRC GOALS and MISSION

### **Our Mission is to: BELIEVE**

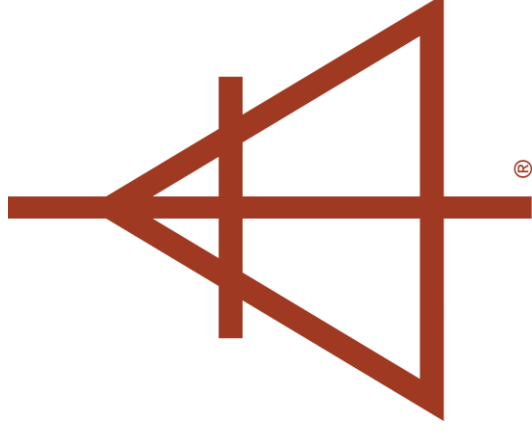
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# Dispatch Christian Reformed Church

298 N 10 ROAD  
CAWKER CITY, KS 67430  
[www.dispatchcrc.org](http://www.dispatchcrc.org)

## We BELIEVE:

In **JESUS CHRIST** – God’s only Son, our Savior

- John 3:16-17 “For God so loved the world that he gave his one and only Son, that whoever believes in him shall not perish but have eternal life. For God did not send his Son into the world to condemn the world, but to save the world through him.”

In the **POWER** of the **HOLY SPIRIT** to do all things

- Acts 1:8 “But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth.”

In **GRACE** and **FORGIVENESS** – the freely given and unmerited love of God

- Romans 3:23 “For all have sinned and fall short of the glory of God.”
- Psalm 130:3-5 “If you, Lord, kept a record of sins, Lord, who could stand? But with you there is forgiveness, so that we can, with reverence, serve you.”
- Acts 13:38 “Therefore, my friends, I want you to know that through Jesus the forgiveness of sins is proclaimed to you.”

In the **BIBLE** – the infallible Word of God

- John 1:1 “In the beginning was the Word, and the Word was with God, and the Word was God.”
- 2 Timothy 3:16-17 “All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the servant of God may be thoroughly equipped for every good work.”

In **FELLOWSHIP** – the significance of encouraging and enfolding others in the faith

- Acts 2:42 “They devoted themselves to the apostles’ teaching and to fellowship, to the breaking of bread and to prayer.”

## We GLORIFY:

✓ By **HONORING GOD** - in all things as individuals and as the church body

- 1 Corinthians 10:31 “So whether you eat or drink or whatever you do, do it all for the glory of God.”

✓ By showing overflowing **GRATITUDE** through:

- **Worship:** John 4:23-24 “Yet a time is coming and has now come when the true worshippers will worship the Father in the Spirit and in truth, for they are the kind of worshippers the Father seeks. God is spirit, and his worshippers must worship in the Spirit and in truth.”

- **Giving:** 2 Corinthians 9:7 “Each one must give as he has decided in his heart, not reluctantly or under compulsion, for God loves a cheerful giver.”

- **Service:** Ephesians 6:7 “Serve wholeheartedly, as if you were serving the Lord, not people.”  
John 15:12-13 “Love each other as I have loved you. Greater love has no one than this: to lay down one’s life for one’s friends.”

- **Fellowship:** 1 John 1:7 “But if we walk in the light, as he is in the light, we have fellowship with one another...”

✓ By living **JOYFULLY** for Jesus

- Philipians 4:4 “Rejoice in the Lord always. I will say it again: Rejoice!”

## We DISCIPLE:

✓ To **GROW GOD’S KINGDOM** in a welcoming and approachable way

- Mark 16:15 “[Jesus] said to them, ‘Go into all the world and preach the gospel to all creation.’”

✓ To be an **AUTHENTIC LIGHT** - reflecting the love of God which draws others to know Jesus in a personal relationship

- Matthew 5:14-16 “You are the light of the world. A town built on a hill cannot be hidden. Neither do people light a lamp and put it under a bowl. Instead, they put it on its stand, and it gives light to everyone in the house. In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven.”

✓ To **BUILD** relationships with each other - encouraging the demonstration of His love

- Hebrews 10:24-25 “And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another - and all the more as you see the Day approaching.”

✓ To be the **HANDS AND FEET** of Jesus: - assisting with the spiritual, physical, and emotional needs of others

1 Peter 4:10 “Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms.”

All scriptures are from THE HOLY BIBLE, NEW INTERNATIONAL VERSION®. Copyright© 1973, 1978, 1984, 2011 by Biblica, Inc.™. Used by permission of Zondervan.

## **PASTOR JOB DESCRIPTION**

DISPATCH CHRISTIAN REFORMED CHURCH, Cawker City, Kansas

Dispatch Christian Reformed Church of rural Cawker City, Kansas is seeking a full-time pastor to lead our congregation in carrying out our ministry in a rural county area of North Central Kansas. We have been praying for a man to come alongside us as we move forward from a difficult period in recent years to a vibrant renewed ministry of faith, growth and fellowship within the church and our community.

Throughout Dispatch's 142-year history, God has faithfully cared for our members and we have shown each other and the community that He is the Rock that our foundation is set on.

### **Experience and Qualifications:**

- No experience required but must be ordained or willing to become ordained as a Minister of the Word and/or Commissioned Pastor in the Christian Reformed Church.
- We are seeking a Spirit-equipped servant-leader who is committed to the Reformed faith.
- Who relates well with the young and older generations of our congregation.
- Teaches the truths of the Bible and lives them out daily. Messages will be biblically based and applicable to members daily lives.
- He will work alongside and support the church in carrying out our vision and purpose: "Believe, Glorify, and Disciple".
- Will communicate clearly with church members and the Council.
- Will lead and encourage the church to show the love of Christ within our community to meet their spiritual, emotional and physical needs.

### **Job Duties/Responsibilities:**

The calling of a minister of the Word is to proclaim, explain, and apply Holy Scripture in order to gather in and build up the members of the church of Jesus. (*C.O. Article 11*)

- Preaching the Word of God. Conduct Public Worship Services – includes Explaining the Word of God and Teaching the Creeds and Confessions
  - We currently hold morning service at 9:30am and have been using small group studies in the evening.
- Pastoral care and visiting – Includes counsel to the distressed and those with problems (or refer them to appropriate centers for assistance). He will visit those in the hospital, the shut-ins and the widowed. He will participate in home visits, offer comfort to the grieving and conduct funerals as requested or under the advisement of the elders. He will require

pre-marital counseling and conduct weddings under the discretion of the elders. He will encourage the members to live by faith, comfort them in adversity, and warn them against errors in doctrine and life.

- Administer the Sacraments (Baptism and Holy Communion)
- Education – The pastor shall help members develop their spiritual gifts and identify areas in which they can be used.
  - Catechize the Youth - The pastor, with the assistance of the elders, will oversee the instruction of the youth.
  - The pastor will take responsibility to guide baptized and new members to make profession of faith.
  - Train Members for Christian Service
- The pastor shall encourage and help equip members for Christian service
- Participate in supervision and discipline
- Evangelism
- Committees – The minister shall normally serve on the Outreach Committee, the Worship Committee, and the Education Committee. He is welcome to attend any other committee meeting of the church
- He will encourage members to use their talents in “outside the box” ways.

**Compensation:**

- SALARY - \$43,050

Salary range is based on the CRC Minister Compensation Survey for our area:

**Housing:**

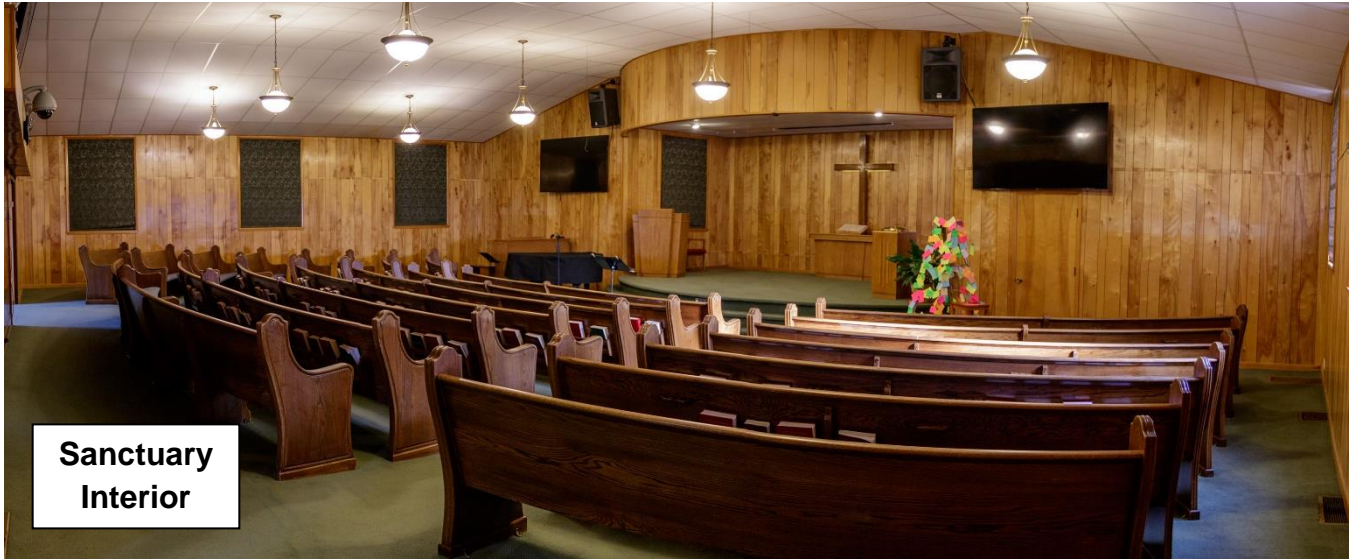
- Parsonage next to church
- Pastor Study located in parsonage

**Benefits and expenses:**

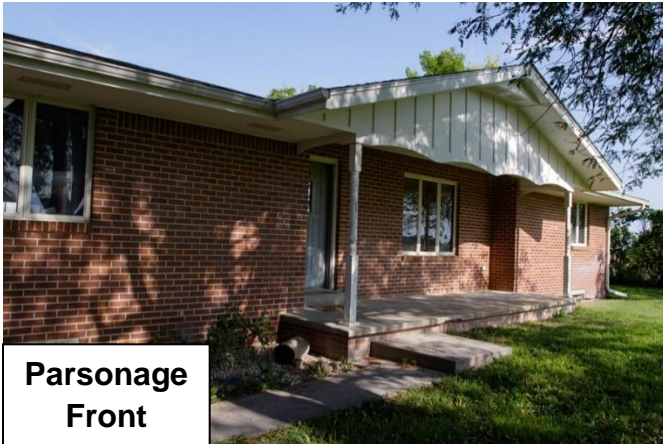
- Denomination Pension
- Medical insurance
- Life insurance (Denominational Plan)
- Social Security
- Annual vacation (# weeks) three (3) weeks
- Travel/mileage allowance
- Continuing Education funds
- Continuing Education time allotted (two 2 weeks)
- Other: Basic Utilities Paid and Parsonage Rental Allowance



**DISPATCH Church – looking southeast from north road.**



## DISPATCH PARSONAGE



**Parsonage  
Front**

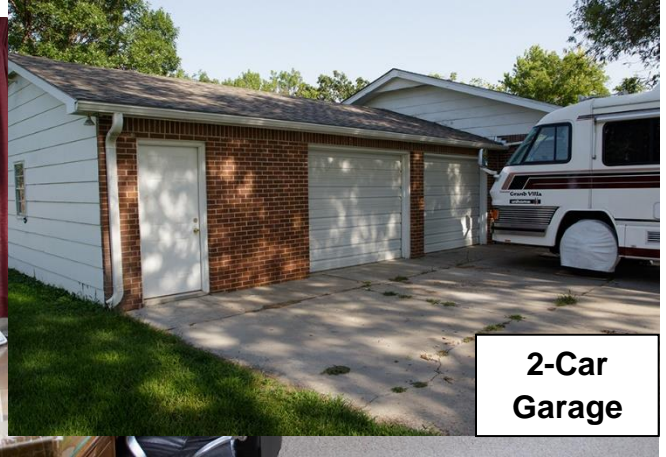


**Parsonage  
Back**

**Parsonage  
Pastor Study**



**Parsonage  
Kitchen**



**2-Car  
Garage**

**MORE Pictures Available On Request**