



## CHURCH PROFILE FORM

Overisel Reformed Church  
4706 142<sup>nd</sup> Avenue  
Holland, MI 49423  
(269) 751-8744

[www.orcministries.org](http://www.orcministries.org)

# CHURCH PROFILE FORM

Reformed Church in America



## Section A. Background Information

**Today's Date:** 7/12/2020

**Position to be filled:** Lead/Senior Pastor

**1. Name of church:** Overisel Reformed Church

**2. Web address:** www.orcministries.org

**3. Mailing address:** 4706 142<sup>nd</sup> Avenue  
Holland, MI 49423

**Telephone:** (269) 751-8744 **E-Mail address:** searchcommittee@orcministries.org

**4. Classis:** Zeeland Classis

**5. Classis Supervisor:** Rev. Dan Ackerman, Classis Executive  
**Address:** 100 S. Pine St.  
Zeeland, MI 49464

**Telephone:** (616) 748-6081 **E-Mail address:** dan@thechurcheffect.org

**6. Chair of search committee:** Dave Koopman  
**Address:** 4706 142<sup>nd</sup> Avenue  
Holland, MI 49423

**Telephone:** (616) 836-3308 **E-Mail address:** koopmand8@gmail.com

### 7. Membership:

Time of worship	Five years ago	Today
Active Confessing Members	441	337
Inactive Confessing Members	12	49

### Comment on significant changes:

The lower membership numbers are a result of our involvement in a new church plant called "Cultivate" in the Hamilton area. Many of our families felt called to be part of this outreach to the unchurched in our community. We have also been more intentional over the last few years in reviewing our membership roll and moving individuals to "inactive" status if demonstrated by their attendance and participation.

**Age of all active members (baptized and confessing)**

<b>27 %</b>	<b>0-20 years old</b>
<b>16 %</b>	<b>20-34 years old</b>
<b>17 %</b>	<b>35-49 years old</b>
<b>18 %</b>	<b>50-64 years old</b>
<b>23 %</b>	<b>65 years and older</b>

**8. Racial/Ethnic composition of congregation:**

<b>1 %</b>	<b>African American</b>
<b>%</b>	<b>Asian</b>
<b>99 %</b>	<b>Caucasian</b>
<b>%</b>	<b>Hispanic</b>
<b>%</b>	<b>Other: (please specify)</b>

**9. Worship schedule:****Average Attendance (includes adults and children)**

<b>Time of worship</b>	<b>Average attendance Five years ago</b>	<b>Average attendance Today</b>
<b>9:30 am</b> <input checked="" type="checkbox"/> <b>pm</b> <input type="checkbox"/>	450	375
<b>5:00 am</b> <input type="checkbox"/> <b>pm</b> <input checked="" type="checkbox"/>	45	35

**Comment on significant changes:** We also have a 5:00 p.m. Revolution service. In Revolution we meet as a whole group and then discuss and answer questions at round tables. The average attendance for this service is 80.

The change in morning worship attendance is a result of the launch of the "Cultivate" church plant (see #7 above).

**10. Describe a typical worship service (order of worship, music, etc.) What is your congregation's preferred style or styles of worship? Attach a bulletin, if available.**

The 9:30 a.m. service is a blended service.

The 5:00 p.m. service in the sanctuary is a traditional service.

The 5:00 p.m. Revolution service is a contemporary service.

**11. Financial Information: Attach a copy most recent Consistorial Report and Annual Budget if available.**

	<b>Five Years Ago</b>	<b>Today</b>
<b>Total RCA related contributions</b>	\$44,684	\$41,268
<b>Total other contributions</b>	\$152,993	\$169,698

**Percentage of total budget contributed by living donors:**

<b>100-90 %</b>	<input checked="" type="checkbox"/>
<b>75-89 %</b>	<input type="checkbox"/>
<b>60-74 %</b>	<input type="checkbox"/>
<b>45-59 %</b>	<input type="checkbox"/>
<b>44 % or less</b>	<input type="checkbox"/>

**12. Congregational Giving:**

**Number of those whose annual contribution is:**

<b>Less than \$500</b>	10
<b>\$501- \$1,500</b>	21
<b>\$1,501- \$2,500</b>	21
<b>\$2,501-\$3,500</b>	21
<b>Greater than \$3,500</b>	61

**13. Financial assistance: Do you receive financial assistance beyond the congregation? (rents, etc.) Yes ☐ No ☒**

**If yes, amount received last year: \$**

**List other fundraising programs that support the church:**

**14. Church/Sunday School:**

**Average Attendance**

<b>Average attendance Five years ago</b>	<b>Average attendance Today</b>
300	170

**Comment on significant changes:**

The change in attendance is due to some of our young families choosing to be part of the "Cultivate" church plant (described in #7 above).

**15. Describe briefly all educational programs (including children, young adult, adult).**

We offer Sunday School for all ages. Wednesday evening classes and activities are provided for all ages including Youth Groups for High School and Middle School as well as GEMS and Cadets for the younger youth. There are no Sunday School or regular Wednesday night activities during the summer months.

**16. Church groups/organizations: Briefly describe ministry purpose of each group. (use separate sheet if necessary)**

Name of group	Frequency of Meeting (i.e. weekly, bi-monthly, etc)	Attendance
Wednesdays with ORC	Weekly	225-250
Choir	Weekly	35-40
AM Mens' Bible Study	Weekly	6
PM Mens' Bible Study	Weekly	6
AM Ladies' Bible Study	Monthly	10-12
PM Ladies' Bible Study	Monthly	12-15
High School Youth Group	Weekly	30
Middle School Youth Group	Weekly	30-40
Hand2Hand	Weekly	20-25
Kids' Hope USA	Weekly	20
Moms in Prayer	Bi-Weekly	5-10
Moms in Prayer(College/Young Adult)	Bi-Weekly	5
Senior Breakfast	Monthly	20-24
Quilting Ministry	Monthly	15-20
Sportspersons' Club	Periodically	30-50

**17. Comment on one event or experience over the last year that has significantly contributed to the spiritual life of the congregation.**

- Youth Mission Trips
- Developed Gifts of Hope, a year-end gifting program to meet additional ministry needs of ORC-supported missionaries.
- Remodel of kitchen to support Wednesday night outreach to community
- The COVID crisis taught us the importance of reaching out to the congregation through virtual worship and through check-in calls to monitor how they are coping amidst our changed world.

**18. Buildings: Please describe church-owned or rented buildings and purpose.**

Attractive and well-maintained church building constructed in 1997 with sanctuary, offices, education/classroom wing, library, Family Life Center, and newly remodeled kitchen. There is a large, recently-remodeled parsonage on site. A separate building called "The Hall" is also on site and is used for youth activities and community use.

**19. Do you plan any capital expenditure during the next five years? Yes ☒ No ☐**

**If yes, please explain briefly:** We are just completing a project to completely remodel and enlarge our kitchen. We also plan to add a room and alter the roofline on the east side of the facility in the near future.

20. Is there a mortgage indebtedness? Yes ☐ No ☒

Amount: \$

Of how long standing?

Annual rate of repayment

21. Pastor's study:

In church ☒ in parsonage ☐ Other ☐ Not Provided ☐

22. List all paid staff in addition to the pastor:

Position	
Youth Pastor	Full time <input checked="" type="checkbox"/> Part time <input type="checkbox"/>
Worship Director	Full time <input checked="" type="checkbox"/> Part time <input type="checkbox"/>
Congregational Care Pastor	Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/>
Secretary	Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/>
Secretary	Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/>
Bookkeeper	Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/>
Custodian	Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/>
Custodian	Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/>
Custodian	Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/>

23. Consistory Membership: What method is used in selecting members?

Nominations are initiated by the congregation and the selection is made by lot.

Please list present Consistory members (Put a check in the box where appropriate):

Elder	Deacon	Male	Female	Occupation
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Business Owner, Construction
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Certified Public Accountant
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Business Owner (Retired)
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Agronomy Custom Applicator
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Automotive Technician (Retired)
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Engineering Manager
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Mechanical Design Engineer
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Police Officer (Retired), Dog Trainer
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Plumber, Self-Employed
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	HVAC
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Engineer
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Engineer
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Sheriff Deputy
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Commodity Trader
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Heavy Equipment Mechanic, Farmer
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Electrical Engineer
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Production Supervisor
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Landscape Design and Management

**24. What leadership roles do women currently fill in your church?**

Women serve in various education and youth leadership positions.

**25. In our congregation...(please check appropriate box)**

	Few have...	Many have...	Most have...
Had up to twelve years of formal education	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Had some education beyond high school	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A college degree	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A graduate degree	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**26. In our congregation...(please check a box)**

	Few are...	Many are...	Most are...
Scientists & Engineers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Farmers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Business People	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Students & Teachers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Industrial Workers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Office Workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other: Health Care	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**27. Special training/experience desired: (Describe briefly)**

Experience in discipling and outreach would be helpful.

**28. Languages:**

Should your pastor be fluent in any language other than English?

Yes ☐ No ☒ If yes, please explain.

**29. The salary we are prepared to offer our new pastor is \$** ORC follows the salary schedule as determined and recommended by the Regional Synod of the Great Lakes.

The average annual increase to our pastor over the past three years was

\$1.75%

**30. Is a parsonage provided? Yes ☒ No ☐**

If so, is it on site with the church? Yes ☒ No ☐

If the parsonage is not on site with the church, how far from the church is it located?

**31. Is a Minister's housing allowance in lieu of a parsonage a negotiable option?**

Yes ☒ No ☐

**32. The benefits/business expenses we will provide our pastor are:**  
(Please check those provided or give amount as requested.)

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

Yes ☒ No ☐ Retirement  
 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

**Annual Vacation (Number of Weeks):** TBD

**Necessary Comments regarding above:** All negotiable

**33. Community served: (please check one)**

<b>Rural: Under 2,500</b>	<input type="checkbox"/>
<b>Town: 2,500-9,999</b>	<input checked="" type="checkbox"/>
<b>Small City: 10,000-49,000</b>	<input type="checkbox"/>
<b>Metropolitan-Suburban: 50,000+</b>	<input type="checkbox"/>
<b>Metropolitan-Urban: 50,000+</b>	<input type="checkbox"/>
<b>Metropolitan-Inner City: 50,000+</b>	<input type="checkbox"/>
<b>Other:</b>	<input type="checkbox"/>

**34. Cooperative ministry: In what ways have you cooperated with other churches in your community during the past year?**

We maintain a close relationship and work together as occasions arise with Overisel Christian Reformed Church (Overisel CRC is located across the road from our facility). Hamilton Area Youth Ministries (HAYM), made up of several area churches, provides opportunities for working together in mutual support. We also participate in joint services such as a Love INC. service and prayer for schools service as well as occasional joint evening services with Overisel CRC.



**35. Community involvement: In what community programs or projects have you participated during the past year? (As an organization, not as individuals.)**

ORC is involved in the local Love INC organization, which reaches out to individuals and families in need. As a church, we support Love INC's bedding ministry and youth/small groups participate in various Love INC ministries in other ways. We maintain a collection of medical equipment to assist those in need. Additional ministry projects have included Kids Hope and Hand to Hand.

**36. What denominations or religions are present within three miles (in rural areas, consider the county) where your church is located?**

The majority of the churches in the greater Hamilton area (20-mile area school district) are Reformed (RCA) and Christian Reformed. Additional churches/denominations include Wesleyan, Baptist, Adventist, Presbyterian, and others.

**37. Outreach: What is your strategy to reach un-churched people in your community?**

ORC has demonstrated a heart for the community by hosting a community picnic for the last several summers in which we have enjoyed some success in welcoming and meeting new people. Another strategy that has developed relationships with members of our community has been our Wednesday evening programming, especially through the GEMS And Cadets youth programs and weekly community suppers throughout the education year. ORC also facilitates "Release Time" in two area elementary public school buildings where students are released five times per year and we are able to teach Bible stories and build relationships.

But, in the larger picture, we would like to be more intentional in forming a specific strategy to help us grow into the community more deeply. Our vision of Knowing Christ, Living Christ, and Giving Christ calls us to that, but we at times remain very busy in our focus on the growth within the church and we at times neglect the growth that needs to be happening outside our walls in our community.

**38. The income level of the people in our congregation tends to be: (please check one)**

<input type="checkbox"/>	<b>About average for our community</b>
<input type="checkbox"/>	<b>Somewhat below the rest of the community</b>
<input checked="" type="checkbox"/>	<b>Somewhat higher than the rest of the community</b>

**39. Describe the community and school system: (Provide website links where appropriate.)**

The Hamilton/Overisel community is a bedroom community with many people who are employed in neighboring towns/cities. It is also a rural/farming community and so many of our members are employed in agriculture or related businesses. This is a very close-knit community with a lot of family ties. ORC resides in the Hamilton Community School District, which is a strong academic system that serves the majority of our church's families/children. There are 4 rural elementary buildings (Pre-K - 4th grade), as well as a middle school (5th - 8th grades) and high school. The district has approximately 2,400 students. Even though we are in a public school system, students in our district have the opportunity to be involved in Release Time, Youth for Christ, Young Life, After-school Bible Club, Fellowship of Christian Athletes, Kids Hope, and many more. Area youth ministers are welcomed to meet with students during lunch periods. Other neighboring districts include Holland Christian, Zeeland Public, and Zeeland Christian.

Links to local schools:

Hamilton Community Schools - [www.hamiltonschools.us](http://www.hamiltonschools.us)

Zeeland Public Schools - [www.zps.org](http://www.zps.org)

Zeeland Christian (Pre-K - 8th grade) - [www.zcs.org](http://www.zcs.org)

Holland Christian Schools - [www.hollandchristian.org](http://www.hollandchristian.org)

**40. Record of last three pastors:**

<b>Name</b>	<b>Dates</b>
Rev. Randy Raak	2016 to 2020
Rev. Scott Lokers	2001 to 2014
Rev. Daniel Heemstra	1994 to 2000

**41. Please complete your profile with the following contacts:**

<b>Name</b>	
Jeff Snay	Vice President, Consistory
Rev. Dan Ackerman	Classis Supervisor

## Section B. Reflections

Please answer the following questions, adding your own experiences where appropriate.

**1) What is the stated mission, vision or purpose of your congregation?**

ORC has been guided by the statement of "Know, Live, Give" (see explanation below). We recognize that this statement does not provide a clear, focused or well-defined mission/vision. We have identified an often inward-focus in our programs and believe that God is leading us to be more intensely focused on "Being disciples of Jesus and making disciples of others." "Know, Live, Give" can serve to support this ultimate mission of being and making disciples. We see the need to be more intentional in being outward-focused and believe many of our ministries are supporting this need and vision and hope to continue to grow in this way.

Know - Every ministry passionately encouraging a personal relationship with Christ.

Live - Christ followers experiencing all the challenges and benefits of genuine community.

Give - Using our resources to show a passionate concern for our neighbors' spiritual and physical well-being.

**2) What goals have been developed from your mission and vision over the next 5 years? (Example: new programs or outreach ministries.) Include long range or strategic plan.**

The next few years will be critical for our mission and ministries as we transition from thinking along program lines to thinking about the needs of the people in our community. What will it take to bring them to know Jesus? We have been reaching out in some ways, but we need to make it a congregational effort rather than some individuals operating on their own. We know with the current issues confronting our communities and cities, our state and our nation, we have to find ways to Biblically engage with societal change as an insulated body of believers. We need to be intentional about inviting the community in and walking alongside people that are different than us.

We would propose the following:

a. Intense educational effort to get people trained in discipleship where we are walking alongside individuals who need Jesus. This can happen through preaching, our educational programs, and local service opportunities. We need to learn to serve and not just learn (Church Profile Form 16).

b. We will want to take advantage of existing local ministries as well as develop new ways to get us face-to-face and meet the needs of our community.

**3) Describe the strengths of your church, the best of what you are as a community, and what you can offer a new pastor.**

Overisel is a beautiful blend of young and old, family and neighbors, traditional and contemporary, action and prayer, saints and searching. We all work together to live out the faith we share in Jesus Christ. Our strengths lie in the ways we achieve balance in our style of worship, passion for our educational and youth programs and focus on world-wide missions. We seek ways to use our spiritual gifts, whether in ORC programs, volunteers in local agencies or full-time mission. We remain respectful of our long tradition, but keep an eye to the need to remain relevant to the next generation.

For our next pastor, we offer open minds to how God will lead us, willing hearts to participate in service to the church and a desire to make disciples of those who don't yet know Jesus. At this time of transition, we recognize that we are at a critical point in the life of our congregation and through this process, we look to take a bold step in faith for what God has for us.

We realize that the status quo will not carry Overisel into the future.

**4) Explain the strategies or ideas that most excite your church in becoming or remaining missional.**

Overisel Reformed Church is full of people who have a heart to serve. We also want to be challenged in the idea of what it means to be a missional church. We are blessed with many who are glad to take up a role to serve but we just don't have the strategies to put the wheels under that. We are becoming more and more a people who are looking for where God is at work and joining at that place. We have a passion for educating people, especially our youth. We support a large number of missionaries around the world including many from our congregation who have heard and responded to God's call. We also support Love, INC and many of our members work there as volunteers by teaching, mentoring and in other ways. By enhancing amenities like our community park and church kitchen area we hope to continue serving those in our immediate area through activities, meals and other community service. We are anxious to increasingly learn what it means to be the hands and feet of God for the people around us.

**5) Name three of your church's most passionate hopes and why they are significant.**

1. We want to be a church that is open and available for the needs of our community. What this means is that we want to become more about what others need and less about our own selfish desires. We want to be more about welcoming than about correcting. We want to love first and allow the Spirit to work more actively within our congregation and our community.

2. ORC maintains a long and beautiful tradition of equipping and sending workers into the mission fields. And so there is a special delight in hearing their stories and supporting them with finances, prayers, and visits to their mission areas.

3. God's grace and our passion for the education and equipping of our youth have become evident, as this ministry has significantly grown in numbers in recent years. You will quickly notice that our congregation enjoys teaching, supporting, encouraging and gathering with our youth.

**6) How do you hope someone who visits your church would describe what s/he considers to be most important?**

We would hope that a guest would delight in a church whose message and actions are based on the gospel that says we are all sinners who are worse than we understand and yet more loved and accepted than we could ever dream possible. And so guests, no matter where they are on their journey, would find a people who are warm and inviting and would be treated with love and a genuine care for their well-being. Regardless of the event, time and place, there would be multiple members who would introduce themselves and work to make a personal connection and serve them.

**7) Name at least one challenge facing your new pastor.**

A few of the greater challenges that will face our next lead pastor are:

\*How do we reach the lost in our community? We try to reach the community with programs or events; however, we know there is a real need to help focus on one-on-one spiritual conversations and develop relationships with our unsaved friends and neighbors.

\*How do we maintain relevance in worship and welcome and include newcomers and those who are not so involved? Our worship, with a balance of style and content, has been widely appreciated. But we also understand that we need to be more inclusive and open to newcomers and seekers in our worship services. We will also be challenged with how to go forward with two evening worship gatherings-one of which is a traditional service and the other is the Revolution service, which is an informal, contemporary gathering that (Church Profile Form 18) is suited for families and youth and serves as a springboard for their youth Sunday evening activities.

\*How do we get to the next level? Our congregation is at the size that it cannot depend on only one pastor to take care of everything. We have addressed these needs and have added a full-time Youth Pastor and a full-time worship leader, but we also need to continue to equip lay leaders in order to reach our goals for outreach and discipleship.

\*Where can we best continue our mission? We will continue to need guidance to help our church through the transitions in the next year to make sure we are in a solid place with respect to our Denomination, Classis and the social issues currently being brought to light.

**8) Describe your vision and hopes for your church and your pastor over the next 5 years.**

a. Our vision and hopes include positive transition toward becoming a more discipling congregation. We know that this will be challenging as we learn to move forward and let go of some traditions/past practices but it will also be exciting as new people are drawn into a relationship with Jesus. We will look for a leader who will understand our church/culture and will press, guide and maintain a wise tension between our current reality and God's preferred future. This wise tension will require a context of grace, unity and love.

b. Our vision and hopes involve an increasing love and passion for the lost, orphaned, widows, and the downtrodden and practical engagement to seek out and meet these needs locally. Our next pastor will need a track record/experience that demonstrates that he can lead and teach us how to be disciples who make disciples.

c. Our next pastor will hold up Christ and preach, teach and lead with the gospel so that we will act out of love for Christ. The pastor that will come to serve ORC should have a primary focus of creating disciples.

**9) Explain whatever else you would like your potential pastor to know about your church.**

\*ORC is a multi-generational church with strong family values and is made up of many lifelong members who have close ties to other congregation members.

\*It is evident that ORC places a high value on our youth through a full-time youth director, numerous youth leaders, and strong financial support for the excellent programs and mission trips.

\*A large percentage of the ORC family members find a place to serve and volunteer their time and talents for the sake of the church and various local ministries.

\*Current staffing positions:

\*Church Administrator (transitional) - Dirk Weeldreyer

\*Youth Director (full-time position) - Ty Hogue

\*Congregational Care (part-time position) - Ken Kleinheksel

\*Worship Leader (full-time position) - Kevin Kruizenga

## **Overisel Reformed Church Lead Pastor Job Description**

The principle work of the pastor is spiritual leadership through the preaching of the Word, communicating the vision and equipping/empowering our leaders/staff/members for ministry.

### **Specific responsibilities:**

1. Preach and teach so that Christ is held up as supreme and worthy of our love, life and obedience.
2. Continually lead and serve with an outward focus toward our mission.
3. Partner with the congregation and the consistory by supporting and implementing the decisions and policies of the congregation and the consistory.
4. Provide spiritual leadership for staff, consistory and the congregation by initiating, empowering, engaging, and equipping toward our vision.

### **Shared responsibilities:**

1. Work closely with pastoral and consistory leaders in discerning, developing, and communicating God's vision for ORC. This will include developing/refining our core values, goals, objectives and focus as we pursue God's preferred future for us.
2. Develop and implement disciple-making strategies that will effectively lead and equip us to connect with and draw our neighbors, family and friends into the kingdom.
3. Work closely with staff/leaders to ensure that our vision, outreach and disciple-making strategies permeate all aspects of our collective life.
4. Disciple, invest in and train leaders, elders, deacons so that they can effectively minister in their roles and equip others.
5. Plan/lead worship in conjunction with the music/worship leaders.

### **Other responsibilities:**

1. Provide leadership for elders, consistory, and executive committee meetings.
2. Serve, resource, equip and guide the staff and ministry leaders.
3. Cast vision for and support potential church-planting efforts.
4. Provide leadership for and assist with the welcome and assimilation of guests/new members.
5. Provide short-term counseling for members as needed.
6. Conduct wedding and funeral services as available and requested.
7. Other tasks as mutually agreed with the elders/consistory.

### **Requirements:**

1. Understands and is sensitive to the culture of our church.
2. Will guide and maintain a wise creative tension between our current reality and God's preferred future.
3. In agreement with RCA confessions.
4. Passionate about ORC's mission, vision and values—particularly disciple making
5. Ordained in the RCA or ordination recognized in RCA.
6. Become an active, committed member of the RCA Zeeland Classis.