

CHURCH PROFILE FORM

Church Information:

Name: First Christian Reformed Church

Location of church: Grand Haven, Michigan

Classical Church Counselor: Rev Bob DeVries

Search Committee Contact:

Name: Tim McCastle , Committee Chair

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Community Setting:

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

Approximate population of community: City of Grand Haven: 11,000
Grand Haven Township: 16,000

Church Profile:

We are open to:

Male and Female pastors X
Female pastors only
Male pastors only

List all staff positions: Pastor (*full-time*)
Youth Pastor (*full-time; non-ordained*) *not currently*
Discipleship Coordinator (*part-time*) *not at this time*
Secretary (*part-time*)
Bookkeeper (*part-time*)
Custodians (*2, part time*)
Worship leader
Elder visitation pastor

Position Available: Senior Pastor Date of vacancy: November of 2020

General position description: Preaching, Teaching, Equipping, Praying

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

Bi-vocational position [Y or N]: N

Number of years preferred of ministry experience of potential candidate: _____

Required languages: English

Have you completed the Denominational Survey conducted by the Center for Social Research? NO

If yes, post link to it here: _____

Church Demographics:

Profile of church members, based on an average of 125 weekly attendees:

Age:

10% 0-11 10% 12-18 6% 19-24 3% 25-34 11% 35-49
20% % 50-64 40% 65+

Occupation:

12% Business 14% Professional 6% Trades 2% Stay-at-home parent
0% Agriculture 40% Retired 26% Student % Other

Percentage of members belonging to the congregation:

Less than 5 years: 10%
5-10 years: 5%
10 or more years 85%

Racial/Ethnic composition of congregation and surrounding community: Primarily Caucasian

Composition of congregation:

Mono-Cultural X
Multicultural
Specific Ethnicity (specify: _____)

List the last three persons in this position:

1. Rev. Cory Nederveld 2017 - 2020
2. Rev Richard Hamstra: 1998-2015
3. Rev John Terpstra: 1990-1997

Worship:

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

The Worship Director plans the music, and coordinates volunteers to participate each week in every aspect of worship including, but not limited to: reading, technology, prayer, music, and testimony. Members volunteer in the technology booth, reading Bible passages, singing/playing on the worship team, prayer, children's messages, and coordinating usher/greeter schedules. Currently, the Interim Pastor and Leah VanderLaan prepare the liturgy for each week (the Lord's Prayer, Apostle's Creed, Heidelberg Catechism, etc.) A praise team is part of the weekly service.

Describe the worship services in your church:

The service is a combination of contemporary and traditional elements. It includes contemporary songs and occasional hymns led by a praise team and accompanied by keyboard, drums, guitars, and other instruments. There is a children's message each week after which the younger children leave for their own worship time, in which youth also volunteer as assistants. The liturgy may include responsive readings led by members of the congregation, pastor, or worship leader. The congregational prayer is led by a member or pastor. Services also include a sermon and an offering. Biblical passages are on the screen as well as announcements, song lyrics, and other supplemental enhancements.

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

(Pre-Covid) Discipling begins with Children's Worship for ages 3-1st grade and Sunday School for 1st-5th grade. Middle and High Schoolers have a catechism class after the morning service. Middle and High Schoolers also have groups that meet with the youth director, whose focus is modeling what it means to live as followers of Christ. Students also have the opportunity for participation in the local Young Life and Rooted programs, which our church supports. Presently we are using one hour, sermon based, Bible Study small groups. This is taking the place of Adult Education, which previously was held during the time directly after the service. An active Discipleship Team is currently consulting with denominational resources on faith formation. The team has also been the impetus for a variety of small group opportunities and is in the process of the formation of quads (more personal and accountable groups of 4 members each.) There are also opportunities for both men's and women's weekly Bible studies. Prayer groups meet weekly.

7Building/Financial:

Annual Budget:

2021 annual budget - \$343,276

2020 annual budget - \$358,230

Percentage of 2020 financial obligations met:

Budget	<u>90% (100% of expenses)</u>
Denominational Ministry Shares	<u>100%</u>
Classical Ministry Shares	<u>100%</u>

Amount contributed above budget and ministry shares: 0

Specify (optional): _____

Specify (optional): _____

Facilities:

Describe facilities:

We built our current building and adjacent parsonage in 1955. Thirty three years later, in 1988, we needed more space so we built an addition, adding more classrooms, a fellowship room, a church office and pastor’s office. In recent years we acquired a neighboring residence (the Colfax House) which we use for meetings, metal recycle ministry, local cadets, youth ministry and other outreach.

Are your buildings adequate for your ministries?

Yes X

No

In 2018 we updated our church building. We replaced the wooden pews with padded movable chairs that we can arrange according to need. We restructured the stage, added air conditioning, replaced the aging elevator and added handicap accessible bathrooms on the main level. We repainted the entire building and updated most of the floor coverings. We added tech improvements which enables people to view our services in the lower level, adjoining fellowship hall and online through Youtube.com.

We updated the parsonage in 2017 by remodeling the kitchen, painting all the rooms and replacing all floor coverings. We also updated the Colfax House by giving all the walls a fresh coat of paint and replacing the flooring.

Is a building program projected?

Yes

No X

Does the church own a parsonage?

Yes X

No

Location of office or study: In the church

Compensation:

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:

\$ _____ or 2 %

Housing:

- Housing allowance
- Parsonage only
- Either of the above

Benefits and expenses:

- Pension
- Medical insurance
- Life insurance
- Social Security (1/2)
- Travel/mileage
- Continuing Education funds
- Continuing Education time allotted
- Sabbatical policy in place

negotiable Annual vacation (# weeks)

_____ 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	_____	_____	<u> X </u>	_____	_____ 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	_____	_____	<u> X </u>	_____	_____ 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	_____	_____	_____	<u> X </u>	_____ Formal

In our church, EVANGELISM STRATEGIES AND METHODS are

	Predominantly unplanned	Generally unplanned	Equal emphasis	Generally planned	Predominantly planned
Unplanned Planned	_____	_____	_____	<u> X </u>	_____

Our church is representative of the ECONOMIC DIVERSITY of our community

	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	
High representation	_____	<u> X </u>	_____	_____	_____	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	_____	_____	_____	<u> X </u>	_____	Low representation

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	_____	_____	<u> X </u>	_____	_____	Personal

Our church's MISSIONAL FOCUS is

	All local	Mostly local	Equally local and global	Mostly global	All global	
Local	_____	_____	<u> X </u>	_____	_____	Global

3 Narrative:

Do you have a recently articulated mission/vision for ministry? [Y or N] YES

“Belonging to Christ, Belonging Together”

We developed our core values from this statement and we have posted them on our church website: Real Belonging, Gospel Centered Living, Ever Transforming, and Gratefully Serving

In what ways does your church participate in ecumenical activities?

We share with local congregations support for LOVE in Action, CROP walk, a counseling agency called Mosaic Counseling, Feeding America Food trucks, local community service, and a community Christmas observation called JOURNEY TO BETHLEHEM. A previous Youth Director split his time between our church’s youth and the local Young Life program.

Reflect on your strengths/gifts as a church:

We enjoy a high percentage of our congregational members being active in the life and ministries of our church which exemplifies a commitment to serve not only each other but also our neighbors. Our members are caring, warm, welcoming, and hospitable and we intentionally work to enfold new members into the life of our church. Ministry Teams, chaired and staffed by church members, run every aspect of our ministries. Our church members love to work and volunteers are ready and willing when there is a job to do.

We are consistent in supporting local and global missions, typically choosing missions that are connected in some way to our church and partnering with Resonate Global Missions.

We have a history of providing meaningful worship to children through our Children in Worship Program and utilize children’s gifts in adult worship through readings, music and Prayer

We completely remodeled our sanctuary and fellowship areas in 2019.

Reflect on your passions as a church:

First Grand Haven CRC is passionate about serving people in our community and we can see how God is working through each of these ministries.

1. Recycle Ministry

We established our metal recycling ministry in 2008 out of financial need as a way to pay for unbudgeted repair costs for an aging boiler. Since that time we have expanded our recycling program to include not only metal, but electronics, batteries, pop cans and ink cartridges. People from the community drop off such items at our Colfax House and volunteer crews go out into the community twice a week for pick up. We also provide three Paper Gators as a place for people to recycle paper and books. First Grand Haven has become a beacon in the community for creation care and environmental stewardship. We are known for being the “recycling church” and feedback from community members is consistently positive. Our recycle ministry provides a natural opening into people’s homes and lives. Volunteers connect with people in their need

and seize the opportunity when appropriate to pray with people, to hand out Bibles, children's Bibles and other devotional resources. Best of all there is the opportunity to hear people's stories about their lives which often include stories of how God provides for them. We tithe 10% of monies raised back to the community each month by donations to local nonprofits.

2. The Appliance Ministry

First Church began the Appliance Ministry many years ago in conjunction with Love In Action, a non-profit agency that works with area churches to provide used, donated appliances to those who need them. Love In Action screens the recipients and pickups and drop offs are coordinated in the church office. Our volunteers routinely give out Bibles, children's Bibles and devotional materials to our appliance recipients, according to what the family needs or requests.

3. Bicycle Ministry

First Grand Haven recently began a bicycle ministry. Many bikes were donated to our metal ministry and since we have a church volunteer who has a passion and skill for fixing up bikes to make them reliable, the ministry was born. Good working bikes are often needed by community members for transportation to get to work. We sell the bikes on the marketplace at fair prices. A reliable bike available for a fair price is a tremendous blessing for those who are in need.

4. Garage Sales

Many items that are donated to our metal recycling program have some life left in them so we sell them inexpensively to people in the community. These sales have become a main avenue for connecting with our neighbors, handing out kids Bibles and other devotional materials. We host two on-site sales per week plus our internet listings. We meet many people each week and they range from people who are shopping for resale, seasoned garage salers, and those who are in need of household goods who can't afford to purchase at regular retail prices. People express their gratitude for being able to purchase a needed or desired item at a small price.

5. Community Events

Pre-Covid we would sponsor 4 yearly community events such as Trunk or Treat, where families with children could congregate and enjoy a fun event. These events were well received and an enjoyable time for both volunteers and attendees.

6. School Partnership

Pre-Covid we were able to partner with a public elementary school located near our church. We partnered in a number of ways, most notably a tutoring and after-school program, where we worked with under-privileged and struggling students. We consistently received positive feedback from school personnel as to the efficacy of the interaction students had with these programs. .

7. Bibles for Grand Haven

Volunteers highlight Bibles to show the way of salvation and then place these Bibles in public venues around town for anyone to take.

8. Visitation Team

We have a faithful Visitation team who seek to care for those who have health or mobility issues, and also have an elder Pastor who helps to ensure that those who are sick or confined to home or facilities are regularly contacted and visited.

9. Love in Action

We are quite involved in many of the programs offered by Love in Action and their outreach into the community.

List specific problems with which your congregation struggles:

Our congregation traditionally has been mostly white and middle class, but diverse in that we hold widely differing beliefs about religious, social and cultural issues. Some of these issues have been politicized and people become polarized in their views.

Our struggle is to accept our diversity as a strength, listen well to each other so that we can learn from others' point of view and continue to work together in love in the ministry of the church.

The demographics of our congregation have changed over the last ten years with the loss of families with children. Because of this loss, we recognize the need to continue to develop leadership across the age spectrum as well as create a church environment that is attractive to young couples and families. We are encouraged by several young couples recently joining our church family.

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

The Covid-19 pandemic has been the most disruptive and challenging personal, social, and cultural event of recent history. During 2020, the church functioned at only a basic level as all programs and ministries had to be put on hold. Our church went through many changes in staff leadership as well. Our Youth Director moved out of the area to help with family and at this time has not yet been replaced. Our previous Worship Director left to pursue further schooling and our current Worship Director came on board during the height of the pandemic in July 2020. Our pastor took a call to another church in Nov of 2020 and a Strategic Transitional Minister was hired in Jan. of 2021.

In addition to the pandemic disruption there was unrest in the church due to a sermon that was preached and interpreted by some to be theologically incorrect while others interpreted it as a challenge to think about our orthodoxy in a different way. The interpretation of the sermon itself caused division but the resulting actions by church leadership caused further division and alienation for many church members. The Covid protocols which prevented face-to-face discussions seemed to aggravate the divide since Zoom discussions were not conducive to reconciliation. The simultaneous changes in staffing added to the challenge. Families left the church. Reparations are in process but deep hurt takes time to heal.

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

- First Church has formed a Pastor Search Team and we are actively in the process of seeking a new pastor.
- In late 2019, church leadership was in the process of re-organizing the Ministry Teams. This process was halted due to the pandemic and turnover of the church pastor and leaders. This work needs to continue.
- First Church needs to re-evaluate the position of a paid Youth Director and what youth programs should look like.
- We need to reinstate our community outreach programs to target both traditional and non-traditional families.
- First Church needs to reinstate our partnership with our local public school.
- We need to maintain our community outreach through existing recycle programs.

Describe what being Christians of Reformed accent means to you:

We believe that we as Christians are called to be involved in every part of our creation and culture as it belongs to Jesus Christ and has been redeemed by him. We believe that we are saved by grace alone through the atoning work of Jesus Christ and our acts of service come out of love and thankfulness for this undeserved salvation.

We are serious about being Biblically centered and ensuring that sermons are Biblically based. We support Christian day schools and provide religious education to children through church Sunday school and catechism. We believe that spreading the love of Jesus Christ in the community through our ministries is in obedience to Jesus' command to bring his kingdom to this earth.

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

We believe that the local church and the denomination work in tandem to meet the needs of our local community and the world. We try to do our part in supporting denominational ministries by being faithful with our ministry-shares obligation. We are also faithful in classical and synodical participation.

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

- How can we be salt and light in a country with wide political and social divisions on the following issues: abortion, immigration, racism, Christian nationalism, foreign policy, and use of force? These are issues over which Christians themselves disagree.
- How do we deal with people who have different sexual orientation and preferences keeping in mind the official stances of the church on membership and leadership? How do we reach out to such persons with the love of Christ, who was “full of grace and truth”?
- How can we create a welcoming and enfolding church that will meet people’s spiritual and social needs? We live in a consumer society and we find that people approach church life in that frame of mind. If the church doesn’t meet a person or family’s needs,

they are quick to switch to a different church. This mentality pressures pastors and church teams to not only worry about pleasing their own members, but also forces questions about how to attract new members. How can we be relevant and attractive while also being Biblically faithful and counter cultural to the prevailing social norm?

- How do we as a church manage the tension between materialism and spiritual values? Materialism often shapes our definition of success both as individuals and as a church.

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

- Bringing *LOVE in the Name of Christ* to Grand Haven. As a result, a number of active service ministries have been developed under the umbrella of a classical service committee, working very closely with LOVE. First Church, along with the other local CRCs, has been very active in the work of these ministries.
- Creating a recycling ministry. This has fostered a deep concern for environmental stewardship, resulting in a large group of committed volunteers, increased interaction with community organizations, and also interaction with individuals in the community.
- Hiring a Youth Director for full-time youth ministry, which includes working both with our church's youth program and the re-birth of Young Life in the Grand Haven Community.
- Forming a partnership with the local Ferry Schools, offering tutoring, classroom and school event support, joining in some service projects, and providing an afterschool program. Covid of course interrupted this.

Leadership:

How many council members does your church have?

18 members: 9 elders and 9 deacons

What is the length of term for council members?

3 years, with a recommended 3 year hiatus between terms.

How often does the full council meet?

Every other month

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

Executive Team: 3 elders and 3 deacons, consisting of the President of Council, Vice-President of Council, Chair of Elders, Chair of Deacons, Treasurer, Clerk.

The Executive Team meets every other month, alternating with council meetings.