

# Faith Community Christian Reformed Church Profile - 2025

## Preface

Faith Community Christian Reformed Church in Beaver Dam, Wisconsin, has experienced significant revitalization over the past seven years. Under Pastor Ruis's leadership, the congregation has grown from 40 regular attenders to 70-80, with membership reaching 90-100. The church has moved from crisis mode to a stable foundation, having established clear vision and mission statements and demonstrated sustained growth.

We now seek a full-time pastor who can build upon this foundation by developing the leadership infrastructure needed to sustain and expand our growth. While we have achieved numerical growth and financial stability, we recognize the need for stronger systems in leadership development, gift identification, and member mobilization.

Our congregation includes three ordained ministers: Don Slager (Minister of the Word with United Bible Society), Larry Meyer (retired Minister of the Word), and Bruce McMurry (Commissioned Pastor). These pastors remain committed to supporting our new pastor in every way possible.

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## Church Information

**Name:** Faith Community Christian Reformed Church

**Location:** Beaver Dam, Wisconsin

### Classical Church Counselor:

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# Community Setting

**Location:**  Rural  Small City

**Function:**  Industrial  Agricultural  Bedroom community

**Growth:**  Growing

**Approximate population:** 16,000 (growing community with new businesses continuing to move in)

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## Church Profile

**We are open to:** Male pastors only

**Contracted and Volunteer Staff:**

- Church Secretary (not personal) responsible for bulletins, website, prayer emails, church building calendar
- Custodian weekly cleaning
- Snow removal

**Position Available:** Full-Time Pastor

**Date of Vacancy:** Current

**General Position Description:** We seek a full-time pastor who will preach biblically each Sunday morning and shepherd the congregation alongside our elders and deacons. The pastor will mentor our council and lead wisely to maintain our Reformed theological grounding while implementing sustainable growth strategies. A key emphasis will be developing leadership infrastructure, identifying and developing member gifts, and creating systems for discipleship and outreach that can function organically rather than purely programmatically.

**Years of Ministry Experience:** No preference

**Required Languages:** English; Spanish helpful but not required

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## Mission Statement

**Worshiping the Triune God in community, as a community, for the community.**

Our comprehensive mission encompasses four dimensions:

- **Worshiping the Triune God:** All of life as worship, grounded in Word and prayer
- **In Community:** Connected to the Body of Christ across time and cultures
- **As a Community:** Using our gifts to build up the Body of Christ
- **For the Community:** Overflow of worship reaching our local and global neighbors

# Church Demographics

## Age Distribution:

- 0-10: 6.6%
- 10-20: 9.9%
- 20-30: 2.2%
- 30-40: 5.5%
- 40-50: 7.7%
- 50-60: 17.6%
- 60-70: 16.5%
- 70+: 34.1%

## Occupation (Active and Retired): 40% retired

- Business: 16%
- Professional: 25%
- Trades/Manufacturing: 29%
- Agriculture: 5%
- Student: 5%
- Other: 18%

## Length of Membership:

- Less than 5 years: 10%
- 5-10 years: 8%
- 10+ years: 82%

## Racial/Ethnic Composition:

- White: 89%
- Hispanic: 6%
- Black: 3%
- Other: 2%

## Previous Pastors:

1. Pastor Ruis (2018-2025)
2. Larry Meyer (STM) & Bruce McMurry (Commissioned Pastor) (2016-2018)
3. Dave Dykstra (2001-2016)

## Worship and Discipleship

**Worship Services:** Our weekly worship is flexibly structured, informal, and mostly traditional with contemporary elements. Services feature biblical preaching, congregational singing led by piano, and 1-2 times monthly by guitar-led praise team. A valued element is our Prayer Time where members share personal requests, answered prayers, and testimonies via microphone.

We typically hold joint Good Friday services with area churches and maintain connections with the local ministerial association.

### Current Discipleship Ministries:

- Children in Worship (during service for ages 5-12)
- Youth Group (middle and high school)
- Young Adult Bible Study
- Women's Bible Study
- Men's Bible Study
- Friday Morning Bible Study
- Together Living with Cancer (support group, 10-20 regular attendees)
- LIFT (phone ministry for homebound members and community members)
- Prayer Team
- Celebrate Recovery

### Fellowship and Service Programs:

- Elderberries (fellowship ministry)
  - It's Just Dinner
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## Building and Financial Information

**Annual Budget:** \$158,927

**Financial Position:** Strong surplus

**Facilities:** Built in 1980, our church is strategically located in a residential area near hospital, elementary school, and care facilities. The sanctuary holds approximately 175 people. Recent improvements include new carpet, paint, boiler, and other building systems. The facility includes a sanctuary with air conditioning, foyer, kitchen, study, nursery, church office, meeting rooms, and basement with additional meeting and storage space.

**Buildings adequate for ministries:** Yes

**Building program projected:** No

**Church owns parsonage:** No

**Pastor's office location:** In church building

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## Compensation Package

**Salary:** Commensurate with experience

**Benefits Include:**

- Housing allowance
- Pension
- Medical insurance
- Life insurance
- Social Security
- Travel/mileage reimbursement
- Continuing education funds and time
- 3 weeks annual vacation
- One Sunday off per quarter for pulpit relief

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## Church Characteristics

**Ministry Focus:** Current members/participants and community equally

**Worship Design:** Emphasis on believers

**Music Style:** Mostly traditional

**Leadership:** Lay leaders and pastoral staff share leadership

**Spiritual Growth:** Ministries for selected groups

**Evangelism:** Generally unplanned (area for development)

**Economic Diversity:** Moderately representative of community

**Ethnic Diversity:** Moderately representative of community

**Compassion/Justice Response:** Church-based and personal action

**Missional Focus:** Equally local and global

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## Strengths and Growth Areas

**Top 5 Strengths:**

1. The Triune God is recognized and honored in our worship services
2. God's Word is central to our meetings, services, and leadership decisions
3. The Bible guides us in resolving community problems and conflicts
4. Strong financial stewardship and generous giving from committed members
5. Welcoming atmosphere where people feel comfortable inviting friends and family

## Primary Growth Areas:

1. Leadership development and succession planning
2. Member gift identification and mobilization into ministry
3. Structured discipleship pathways beyond programs
4. Intentional evangelism strategies and training
5. Creating reproducible ministry systems

## Recent Successes:

- Numerical growth from 40 to 80 regular attenders over 7 years
  - Financial stability and building improvements
  - Together Living with Cancer ministry reaching 10-20 people regularly
  - Food for Kids serving community families weekly (*currently suspended*)
  - Strong biblical preaching and welcoming community culture
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## Narrative

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

a. Faith Community Church has been a part of the Beaver Dam Ministerium (an interdenominational group of pastors from the Beaver Dam area). The group has not met since COVID hit in 2020, and the churches that were involved have almost all had new pastors since 2020. It would be good to get a group started again!

b. We have worked with the Good News Club ministry to provide a “church home base” for Good News Club outreaches. We have joined with a few people from other churches in this ministry. This after school club has had permission from the school district to meet at Jefferson Elementary located a block from the church. Good News Club has also facilitated a “5 Day Club” (similar to Vacation Bible School) which has met with students from the neighborhood at Swan City Park, which is about 4 blocks away. Our church has partnered with Good News teachers (who are often trained high school students) providing snacks, supervision assistance, and the like.

c. We have partnered with the St. Vincent DePaul Dodge County ministry in providing for people in need in our congregation.

d. We host the Roca de Salvacion Hispanic ministry.

e. Our people have helped run the TLC (Together Living with Cancer) interdenominational support ministry for those who have cancer or have loved ones or friends with cancer.

f. Members of our church have taken part in a number of community ministries, including Celebrate Recovery groups, the Pregnancy Support Center of Dodge County, Church Health Services, Dodge County Right to Life and Heart and Home. We have hosted events as well, including some concerts and group meetings.

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

a. Faith Community Church is a truth-telling church. It values Biblical teaching, Reformed theology and tradition.

b. Faith Community Church is a prayerful church. Corporate prayer is part of every service. A prayer team meets weekly to pray. Individuals pray for one another as part of their daily spiritual discipline.

c. Faith Community Church is an open and welcoming congregation that has an ongoing desire for relational connections with its members and regular attenders. Members are largely non-judgmental, accepting everyone for who they are and where they are in their spiritual journey. Members show up for one another during tough times. They engage in hospitality, helping, and healing ministry at times of crisis for the people within and related to the congregation. People are treated with respect and dignity.

d. The composition of the congregation is largely retired with a broad range of backgrounds and experience that is ready to be reawakened and reunited in active ministry to its members and the community. These ministries should provide people of all ages with opportunities to use their gifts within the church and community.

e. Our congregation has a diverse ethnic background, but still appreciates the Dutch heritage of the denomination.

f. If problems arise, we strive to work out problems in a Biblical fashion.

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

Our church is a warm and welcoming community where people of all backgrounds are invited to belong and grow together. We are a Bible believing church, committed to living out God's Word and honoring the guidance of the Ten Commandments in our daily lives. Rooted in faith and love, we strive to be a family that supports, encourages, and cares for one another, reflecting Christ's heart in everything we do. Whether someone is new to faith or has walked with God for years, we welcome all who seek a place to connect, worship, and serve.

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

- a. Aging congregation
  - average age around 70 years
  - Not wanting to drive at night
  - Finding it harder to get out in bad weather.
  
- b. We are lacking an entire generation within our congregation. Many of the adult children of our older members took jobs in other communities or out of state. Others left to plant churches, some left due to differences in opinion with the pastor or council.
  - 20-30 is 2.2% of the congregation
  - 30-40 is 5.5% of the congregation
  - 40-50 is 7.7% of the congregation
  
- c. We struggle with having enough children to make children's programs more than just a "mom and dad running it" thing.
  
- d. The "retired" mindset. ("I did my bit when my kids were little, it's someone else's turn")
  
- e. Balance. As a church we are fully committed to singing worship songs that are God-glorifying and biblically rich. In terms of worship style, our congregation contains a healthy mix of those who prefer more modern worship and those who are drawn to traditional hymns. We include a mix of both modern and traditional worship during our services. As with any church, this can sometimes present challenges when preferences are not accommodated but we encourage humility and flexibility when it comes to worship style.
  
- f. We need to provide more recognition and encouragement for those who are working quietly behind the scenes. We also need to find people who are willing and qualified to serve in church leadership. Some volunteers are experiencing burnout.
  
- g. We struggle with how to minister to those that are only here intermittently. For example, alternating weekend families (families with kids who can only be here every other week).

5. *Do you have a recently articulated mission/vision for ministry? Yes*

Faith Community seeks to continue our trajectory of stable growth while addressing our need for sustainable leadership development. We have proven our ability to attract and retain people through faithful ministry, dynamic biblical preaching, and genuine community welcome. Our next phase requires building the infrastructure to convert attendance growth into ministry capacity.

6. *Recently, what has been the most interesting and challenging event in the life of your church?*

The most challenging event in the life of Faith Community Church in the recent past was when Pastor Jason, a young, strong man, contracted COVID 19. COVID 19 threatened to take Pastor Jason's life. Pastor Jason was hospitalized and placed in a coma on a ventilator. Thankfully, Pastor Jason recovered after a lengthy recovery period. Faith Community Church was without a pastor for many months.

Meeting the needs of the congregation and of Pastor Jason and his family during this time period was a challenge. The council and congregation rose to meet the challenge. The church regularly prayed for healing and the other expressed needs. Weekly worship services continued. Members supported one another meeting physical, spiritual, and emotional needs. The congregation financially supported Pastor Jason's family.

In the end we grew as a family of believers and were strengthened as a council, and a church.

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

Our goals as a congregation are multiple.

First, the congregation desires to renew connections with one another. We are interested in re-developing helping, healing, educational and hospitality ministries. We have begun a number of Bible studies, fellowship activities, and are returning to a more traditional CRC order of worship. Our prayer ministry has also been revitalized.

Second, the congregation of Faith Community Church desires to engage in outreach in the neighborhood surrounding the church, especially to reach out to families with school age children. The church is located in a neighborhood with a mixture of housing stock. There are several apartment complexes, multiple single family homes and two elderly care centers within walking distance to it. Many families with young children reside in this neighborhood.

Third, the congregation has also expressed its desire to increase the number of young families in the church. There is concern that the church is not presently ready to support incoming families as there are currently no active "programs" running in the church such as Sunday School (children, adults, or families), VBS, or other kid-focused programs. The Faith Community Church Young Peoples group has combined with another church due to limited participants at Faith (two siblings). We have a young adults ministry as well.

Fourth, several members supported Child Evangelism Fellowship, a para-church organization, that ran a fall and spring “Good News Club” for K to 4th grade students after-school program in the school. The woman who led that club for 17 years unexpectedly stepped down this fall due to family needs. Unfortunately, there was no transition plan and the program has ceased. The congregation attempted to provide an extension of this program for a Christmas program and several spring events at the church, however, these efforts were not fruitful in ways anticipated by the leadership and have been put on hold.

8. *Describe what being Christians of Reformed accent means to you.*

It means...

...that we acknowledge that we are saved by grace, not by anything we have done. Not by merit, not by deeds, not by personal decision, but solely by the grace of God.

...that any good deeds we do are the outpouring of our thankfulness and love for God. They are not done to earn merit, or win our salvation, but rather because everything we do is done for the Lord.

...that we acknowledge that God can save anyone, in any condition, from any background or any circumstance. There is no one who is unredeemable. We are all sinners, and we are all saved by God’s grace.

...that our world belongs to God.

...that God so loved the world that he gave himself up in the form of his son to redeem the world.

...that we have the responsibility to steward the earth and the resources we are given.

... that Christ has conquered sin and death through his death and resurrection.

9. *Describe your understanding of the relationship between the local church and the Christian Reformed Denomination.*

Local churches need to receive support and strength from the Christian Reformed denomination, while they also contribute time, treasure, and talent to the denomination to assure its success in strengthening and supporting local churches. Members of Faith Community have been and continue to be actively serving in significant roles in both the classis and denomination (to name a few, serving on denominational boards, the Council of Delegates, Classical Home Missions, attending Synod). Our relationship with the denomination is a healthy one as we both give and receive counsel, resources and support.

Faith Community pastors participate in a regional group of Christian Reformed pastors called the Six Team. This group has helped our pastors connect much better with the pastors in our local area!

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

Many people have not returned to the Church after the COVID 19 shut downs. Many secular activities are competing for the time and attention of people. Western culture does not place value on the message and teaching of the Church.

Aging population, the loss of the aged 40 to 60 age group (some to church planting, others for a variety of reasons), and a decline in the size of families are all challenges to the Church.

Our congregation tends to be all encompassing, but churches tend to be segregated as a whole, many seem to be composed of a primary ethnic background.

11. *What have been the three most important themes in the history of your church:*

Throughout our church's history, three major themes have shaped who we are today. First, our commitment to hospitality has been reflected in the many groups and ministries that have formed over the years—each serving a unique purpose for a season and leaving a lasting impact, even as the ministries completed their natural life spans.

Second, our church has experienced continuous building phases and expansions, responding faithfully to the needs of a growing congregation and God's call to widen our reach.

Finally, we are now in a significant period of post-COVID rebuilding and renewal, marked by fresh growth, renewed energy, and a deepened sense of purpose. Together these milestones remind us of God's provision and our church's enduring mission to welcome, serve, and grow in faith.

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## Leadership Structure

**Council:** 8 members (4 Elders, 4 Deacons)

**Term Length:** 3 years (Rotating appointments. One-third of the council is replaced each year.)

**Council Meetings:** Monthly

**Committee Structure:** Elder and Deacon meetings alternate months

**Active Committees/Ministry Groups:**

- Worship Committee (bi-monthly)
- Fellowship Committee (as needed)

- Building and Grounds (as needed)
  - Discipleship Committee (as needed)
  - Outreach Committee (dormant, needs re-visioning)
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### **What We Seek in Our Next Pastor:**

Since Jesus Christ is already employed in the ultimate supervisory position, we don't expect perfection. However, our ideal pastor would bring:

- **Biblical Foundation:** Reformed theological grounding with practical application
- **Leadership Development Skills:** Proven ability to identify, train, and deploy leaders
- **Systems Builder:** Experience creating sustainable ministry infrastructure
- **Relational Ministry:** Gifts with people across age groups, especially 20-40 year-olds
- **Community Vision:** Heart for both member care and community outreach
- **Collaborative Leadership:** Ability to work alongside existing ordained ministers
- **Gift Development:** Skills in helping people discover and use their spiritual gifts

### **Success Indicators (5-10 years):**

- Active leadership pipeline with multiple people in development
- Growth in 20-40 age demographic
- Increased community engagement and measurable evangelistic fruit
- Members actively using identified spiritual gifts in ministry
- Reproducible discipleship systems beyond pastoral dependency
- Continued numerical and spiritual growth built on solid infrastructure

## **Contact Information**

For more information or to submit your profile, please contact:

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