

## Church Profile Form



### Introduction

The Reformed Church in America's Office of Ministry Services provides information and services to ordained ministers who are seeking a call and churches who are seeking ordained ministers. It does not recommend any particular candidate or church but instead serves as a resource to both.

Though not all fields are required, please provide as much information as possible in order to give candidates an accurate understanding of the life of your church.

For further information, or if you have questions or problems while completing this form, please contact Ministry Services at [ministryservices@rca.org](mailto:ministryservices@rca.org).

### Helpful Hints for this Form:

- ❖ To move to the next field, hit TAB.
- ❖ To move the cursor to a desired field, left click on it with the mouse.
- ❖ To mark (x) in a box, left click with mouse.
- ❖ Hitting ENTER will move the cursor to the next line but keep you in the same field (essay questions).
- ❖ Spell check is not available in this format.
- ❖ The form will "paginate" itself as you complete it.
- ❖ If at any time you cannot include information important to you because of the "form field," please continue to complete the question in the comment box on the last page. Make sure to reference the question number.
- ❖ Please sign and return the **Release Statement** at the end of this form. You may scan it and email it as an attachment to [ministryservices@rca.org](mailto:ministryservices@rca.org).

**Section A. Background Information**

**Today's Date:** 2 /16 /2026

**Position to be filled:** Preaching Pastor

1. **Name of church:** First Reformed Church of South Holland

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

3. **Address:**

15924 South Park Ave

**Street**

South Holland, IL 60473

**City / State / Zip Code**

**Telephone:** (708 )333 -0622

**E-Mail address:** office@frcsh.org

4. **Classis:** Illiana

5. **Classis Supervisor:** NA

**Address:**

**Street**

**City / State / Zip Code**

**Telephone:** ( ) -

**E-Mail address:**

6. **Chair of search committee:** Roger DeGraff

**Address:**

2921 E Brunswick Rd

**Street**

Beecher, IL 60401

**City / State / Zip Code**

**Telephone:** (708 )308 -5325

**E-Mail address:** rogerdegraff54@gmail.com

7. **Membership:**

<b>Time of worship</b>	<b>Five years ago</b>	<b>Today</b>
<b>Active Confessing Members</b>	329	277
<b>Inactive Confessing Members</b>	15	22

**Comment on significant changes:**

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

18	%	0-20 years old
3	%	20-34 years old
15	%	35-49 years old
19	%	50-64 years old
45	%	65 years and older

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

15	%	African American
0	%	Asian
82	%	Caucasian
1	%	Hispanic
1	%	Other: (please specify) Bi-racial (Caucasian and Hispanic)

**9. Worship schedule:**

**Average Attendance (includes adults and children)**

Time of worship		Average attendance Five years ago	Average attendance Today
9:30	am <input checked="" type="checkbox"/> pm <input type="checkbox"/>	125	125
	am <input type="checkbox"/> pm <input type="checkbox"/>		

**Comment on significant changes:**

**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.**

Our typical Sunday worship follows a four-part structure: Approach, Word, Response, and Sending. While the exact structure may shift week to week, this basic framework is always present in corporate worship to ensure the Gospel is proclaimed and enacted at each and every gathering.

Worship at First Reformed Church is rooted in tradition but remains alive and flexible. We pray both ancient prayers that have shaped the Church for centuries and spontaneous prayers that come from our modern hearts. We sing the timeless hymns alongside contemporary songs, led sometimes by organ and often a more contemporary band. We honor our heritage while keeping worship relevant and engaging for our congregation and community. This means our worship style is fluid, adaptive, and always evolving.

On any given Sunday:

You will be invited to worship God through Scripture, responding in praise and adoration.

Music will include a mix of organ, contemporary band, and occasionally choirs or ensembles, including our Chancel Choir, Children's Choir, Jubilate Bell Ringers, a fledgling brass ensemble, and other small vocal groups.

Corporate prayers are offered by a rotating team of elders and members of our congregation, reflecting the wide variety of voices and experiences in our church.

Scripture, creeds, confessions, and ancient prayers will be read responsively, grounding us in the depth of our faith.

On the first Sunday of each month, we gather around the Lord's Table, where people of every age, background, and walk of life remember the unity we share in Christ through baptism.

Though the music, prayers, and elements may shift, our structure remains constant, ensuring that every service celebrates the Gospel of Jesus: His life, death, resurrection, and promised return.

**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>	\$13,177.38	\$0
<b>Total other contributions</b>	\$514,394.38	\$703,052.79

**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"/>

*(Please include a copy of your annual budget)*

**12. Congregational Giving:  
Number of those whose annual contribution is:**

<b>Less than \$500</b>	18
<b>\$501- \$1,500</b>	24
<b>\$1,501- \$2,500</b>	10
<b>\$2,501-\$3,500</b>	9
<b>Greater than \$3,500</b>	36

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

**If yes, amount received last year: \$76048.00**

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

Rent from Family Life Day Care (a ministry operated by First Reformed Church)  
Rent from New Covenant Assembly of Peace Church for worship space  
Rent from Midwest Underground Railroad Network for office space  
Additional Rent from Church Use (weddings, party rentals, etc.)

**14. Church/Sunday School:  
Average Attendance**

Average attendance Five years ago	Average attendance Today
50	25

**Comment on significant changes:**

Our children's and young adult Sunday School classes remain consistent in attendance on a regular basis and are supported by a robust volunteer group of leaders each week. Our adult Sunday School classes are on a temporary hiatus and look to return at the start of a new Sunday School year in September with anticipated attendance of 20-40 members and visitors.

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

Sunday School & Catechism classes for students in Pre-K through 12th grade.

Oasis: youth group for students in 6th grade - 12th grade.

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

<b>Name of group</b>	<b>Frequency of Meeting (i.e. weekly, bi-monthly, etc)</b>	<b>Attendance</b>
Womens Bible studies (2)	Twice a month	20-30
Men's Bible study (1)	Twice a month	10
Fellowship events	Once a month	25-200
Knitter's and Quilters	Twice a month	10
Oasis	Twice a month	40

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

One experience that has helped develop and deepen the spiritual growth of our congregation has been the expansion of our men's and women's Bible studies over the past year. Opportunities to participate in on-campus Bible study have more than doubled and attendance has not only increased, but has remained consistent and faithful.

These gatherings have created space for incredible engagement with Scripture, deep and meaningful discussion, and ongoing intentional prayer. As a result, we've seen relationships grown among participants and the ripple effect outward has strengthened our broader church family through shared prayer, member encouragement and spiritual growth.

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

Sanctuary and Chapel

Education Wing - Family Life Day Care classrooms and offices

Activity Center - multi-purpose gym and kitchen space

Church parsonage - 4 bedroom, 3 bathroom living space

19. Do you plan any capital expenditure during the next five years? Yes  No   
 If yes, please explain briefly:

Over the next few years, we have several capital expenditures planned that support both our facility stewardship and an expansion for community engagement. These include the renovation and resurfacing of the church parking lot, as well as the development of a community garden that includes greenhouse space. We are also exploring improvements to our outdoor recreation areas, including construction of a sheltered gathering space that includes seating and electric capabilities to support church and neighborhood events.

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	Full time <input type="checkbox"/>	Part time <input type="checkbox"/>
Dr. Anthony Bolkema - Interim Executive Pastor	Full time <input checked="" type="checkbox"/>	Part time <input type="checkbox"/>
Corey Buchanan - Associate Pastor	Full time <input type="checkbox"/>	Part time <input checked="" type="checkbox"/>
Nyla DeGraff - Church Administrator	Full time <input type="checkbox"/>	Part time <input checked="" type="checkbox"/>
Gerri VanBaran - Church Office	Full time <input type="checkbox"/>	Part time <input checked="" type="checkbox"/>
Jane Ackerman - Church Accountant	Full time <input type="checkbox"/>	Part time <input checked="" type="checkbox"/>
Steve Alexander - Church Custodian	Full time <input type="checkbox"/>	Part time <input checked="" type="checkbox"/>
Darcy Daly - Nursery Coordinator	Full time <input type="checkbox"/>	Part time <input checked="" type="checkbox"/>
	Full time <input type="checkbox"/>	Part time <input type="checkbox"/>
	Full time <input type="checkbox"/>	Part time <input type="checkbox"/>
	Full time <input type="checkbox"/>	Part time <input type="checkbox"/>
	Full time <input type="checkbox"/>	Part time <input type="checkbox"/>
	Full time <input type="checkbox"/>	Part time <input type="checkbox"/>
	Full time <input type="checkbox"/>	Part time <input type="checkbox"/>

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

Our current practice of determining elders and deacons for consistory includes a congregational nomination period, a pastoral and current consistory review of the nominees to ensure they meet the spiritual and practical qualifications for office, nominee contact and a time of prayerful discernment on whether they are led to serve, and a brief but impactful interview process between a leadership committee and those nominated. A final slate is presented to the congregation for a vote of approval finalized at our annual congregational meeting. Those elected are installed during a worship service with prayer and the laying on of hands.

This process is intended to reflect the belief that God calls leaders through the prayers and discernment of the whole church body.

**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"/>	Don DeGraff, Village Mayor
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Russ Paarlberg, Lawyer
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Clint Verhagen, Financial Advisor
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Roger DeGraff, Retired Banker
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Jim DeGroot, Retired Banker
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Joanne Hoeksema, Bible League International
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Anthony Bolkema, Interim Executive Pastor
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Jim Bosman,
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Corey Buchanan, Associate Pastor
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Sara Jabaay, Teacher
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Noreen VanDeursen, Administrative Assistant

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

- Consistory - both deacon and elder
- Sunday School instructors
- Bible study leaders
- Church Administrator
- OASIS youth group leaders
- All other areas of ministry and service within the congregation

**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 type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business People	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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

We are seeking a preaching pastor with a strong theological training and preparation for Word and Sacrament ministry. Our preferred qualification is a Master of Divinity from an accredited seminary, along with an ordination in the CRC or RCA, or a denomination with a transferable process.

**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 out new pastor is \$ classis recommendation  
 The average annual increase to our pastor over the past three years was \$ 3% increase

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.)

Base Salary	\$60000
Housing Allowance	\$
Parsonage provided? Yes <input type="checkbox"/> No <input type="checkbox"/>	
Travel Reimbursement	\$1000
Social Security (Amount)	\$5000
Book Allowance (Amount)	\$
Continuing Education Allowance (Amount)	\$1500
Provision for Sabbatical	\$1000
Other (Specify Below)	\$26000
Insurance (\$16k), Pension (\$1k)	
<b>TOTAL</b>	<b>\$94,500</b>

- 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) 4

**Necessary Comments regarding above:**

Above amounts will be determined based on type of Pastor. Preaching Pastor and Calling Pastor are two positions and roles we are seeking to fill.

Base salary, RCA Pension, and FICA will be commensurate with RCA guidelines based upon years of service and size of congregation. HSA provision provided at \$5,400/year. Large size parsonage is available. Housing allowance is negotiable.

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

<b>Rural: Under 2,500</b>	<input type="checkbox"/>
<b>Town: 2,500-9,999</b>	<input type="checkbox"/>
<b>Small City: 10,000-49,000</b>	<input checked="" 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?**

Oasis youth group: partnership with various South Holland churches for a communal youth group experience.

South Holland Ministerial Association: a group of churches and community organizations working together to promote faith, family and future In the Village of South Holland.

Combined worship services and special services: Family Church (located in Chicago Heights, Illinois) combined worship teams, speakers and pastors for multiple servies annually.

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

Partnership with a number of local faith based non-profits.

Annual trunk-n-treat: welcoming neighbors and our community to a safe Halloween event on our campus.

Annual Serve Saturday: distribution of Thanksgiving turkeys and food each year on campus, as well as off site service programs including non-perishable food packing, leaf raking, and local town clean ups.

Clothing Closet and Food Pantry: a twice monthly free experience for the community to receive clothings items, toiletries and food as needed.

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

- Reformed
- Christian Reformed
- Catholic
- Methodist
- Lutheran
- Non-denominational
- Pentecostal
- Baptist
- Presbyterian

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

Our strategy to reach the un-reached is centered on building relationships, invitation and visible service. We not only encourage members to share their faith naturally with those around them, but to also invite others into meaningful worship and genuine fellowship.

Our focus on community engagement through service projects and partnerships allow people to encounter our church in practical, welcoming ways. Examples include our large community events, like Trunk 'n Treat and Easter Egg Hunt, serving with local non-profits, including Chicagoland Prison Outreach and Suburban Access, on various projects throughout the year, supporting a food pantry accessible to those in need, and offering welcoming, high-attendance worship opportunities, like Christmas Eve and Lenten services, that are open to all and designed to be accessible for visitors.

Through both personal connection and consistent community presence, we aim to be a church where people can grow together in the grace of God.

**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 were appropriate.)**

The Village of South Holland is a village like no other, with a community founded in faith, family and the future. Some notable traits that make South Holland an enjoyable and unique community are:

- Quiet Sundays: Many businesses in South Holland are closed on Sundays, even though any retail business may be open. While no ordinance prevents yard work, etc. on Sundays, most residents choose to keep Sunday as a quiet day.
- Single Family Homes: There are no apartment complexes in South Holland. Here you will essentially find only single family residences.
- Well-Maintained Homes: Residents take pride in their homes and property. A strong Code Enforcement department works to protect residents' investments in their homes and properties.
- A Community of Churches: South Holland is home to over 30 churches of many denominations.
- Beautiful Parks: South Holland has 31 meticulously maintained parks ranging from small tot-lots to large community parks and a very large sports complex.

Community information from the Village of South Holland can be found here:  
<https://southholland.org/community/>

School options in South Holland range from Pre-K options all the way through college. Schools available include:

- 10 Preschools or day cares, both public and private
- Four (4) private schools ranging from Kindergarten through high school
- A public school system that includes:
  - Five (5) elementary schools
  - Three (3) junior highs
  - One (1) high school
- One (1) exceptional needs school
- One (1) college

Details and additional links on the schools of our community can be found here: +

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

<b>Name</b>	<b>Dates</b>
Rev. Jim Oord	2019 <b>to</b> 2025
Rev. Matt Waterstone	2008 <b>to</b> 2018
Rev. Albert VanderMeer (interim pastor)	2005 <b>to</b> 2007

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

<b>Name</b>	
Roger DeGraff	<b>Vice President, Consistory</b>
N/A	<b>Classis Supervisor</b>

## 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?

Growing Together in the Grace of Christ - To become a dynamic, growing congregation, glorifying God through inspiring worship and by being engaged in the missions of sharing the Good News of Jesus Christ to our local and greater community.

### 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.

First Reformed Church recently completed a nearly year-long strategic planning process, titled Now to Next, with the participation of our congregation, church staff and local partners. This plan has realigned our mission and ministry focus around five key areas: Vision, Prayer and Care, Faith, Fellowship and Outreach. Now in it's implementation phase, we are already seeing early fruit through the development of new leadership within these areas, the launch new ministries and congregational opportunities, and renewed reinvestment in long-standing ministries and areas of service.

One example is the formation of a dedicated Prayer and Care team, lead by two members of our congregation This team has developed a comprehensive approach to supporting members in need through structured visitation, as well as more informal and relational visits designed to strengthen connection within the church community. Additionally, this team is developing a prayer partner program to intentionally connect individuals across generations and stages of life, pairing young and old, new members and long-term members, to pray together and for one another and build meaningful relationships.

The Now to Next strategic plan is designed for implementation over the next three years, with the expectation that its impact will strengthen and shape the life of our church for many years to come.

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

First Reformed is a committed, healthy congregation with much to offer a new pastor. Our church is grounded in biblical preaching and meaningful, inspired worship, supported by a gifted Pastor of Worship and worship team. We are blessed with an excellent administrative and management team, providing steady support for ministry and day to day operations, and an engaged leadership team that is committed to the church's mission and future.

Our congregation is intentional in care, compassion and relationship building. Through a committed care ministry team and an engaged, friendly membership, we strive to ensure that people feel welcomed, supported and connected. We have vibrant youth and children's programs that prioritizes relationships and spiritual growth for young people.

In addition, First Reformed Church is financially stable and values diversity, reflecting a community that is both grounded and growing as we seek to serve faithfully together.

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

First Reformed Church is excited to continue growing and expanding our missional priorities through both local service to our immediate community and growing cross-cultural engagement. We are committed to serving real needs in our community as they are identified while also staying engaged with ministry partners beyond our immediate physical location. We view mission as an ongoing part of who we are rather than an occasional opportunity or activity.

Our congregation has been energized in recent years by the development of church-wide service days, mobilizing volunteers across generations with opportunities to serve within and outside of our church walls. Additionally, our missional cohort team maintains regular communication with local and international missionaries, creating opportunities for connection between those missionaries and our congregation for shared updates, prayer and conversation.

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

As a church, we are excited to look forward and think ahead to the future of our congregation and our campus. We plan ahead with joy while remaining rooted in a desire of continue to be faithful, relational and outward-focused.

One of our strongest hopes is to continue dynamic ministry in the Village of South Holland and it's surrounding communities. We believe that God has placed our church here to be a presence of truth and service for our neighbors.

A constant hope for our church is to grow both spiritually and numerically by strengthening the connection between members and non-members through worship, fellowship and outreach. We pray to cultivate a church culture where people are formed by Scripture, are welcomed into our church community and are encouraged to take meaningful steps of faith.

Finally, a third hope is to intentionally develop leaders and ongoing investment in the next generation. We believe the long term health and mission of teh church depends on raising up disciples of all ages who are equipped to serve, lead and carry the work forward.

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

A version of this question was recently posed to the majority of our congregation while engaging in strategic planning sessions and focus groups, and the responses of our members and church leaders were consistent. We want anyone who visits First Reformed Church to describe us as a community that is deeply inspired by the Word of God and by meaningful worship. We want visitors to leave knowing that they have experienced the preaching and worship that is Christ-centered and spiritually engaging.

Just as important, we long for all guests to see our church as genuinely welcoming, marked by warmth, care and intentional hospitality. Our prayer is that visitors would feel noticed, valued and invited, not as outsiders but as truly seen. Our commitment is to be a church that lives out authentic relationships and walks alongside one another.

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

First Reformed Church is blessed with a consistent and dedicated membership who deeply love their church and remain committed to its sustainability and growth. However, like many churches today, we face challenges in size and scale including a season of declining attendance.

For a pastor beginning a new role in our church, an anticipated challenge may be stepping into a congregation that carries both hope and fatigue. While members are looking for renewal and growth, there can also be understandable anxiety and uncertainty connected to past changes and the realities of decline. This can create natural tension - we long for revitalization but may also need time, trust building and steady leadership to feel confident in the changes that take place.

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

Our vision for First Reformed Church over the next five years is to faithfully proclaim the Word of God, to disciple believers, and to welcome all who seek a meaningful relationship with Jesus Christ. We hope to grow spiritually, relationally, and in outreach, equipping members to live out their faith in practical, Christ-centered ways.

Through the implementation of our Now to Next strategic plan - focused on Vision, Prayer and Care, Faith, Fellowship, and Outreach - we aim to strengthen leadership, expand ministries and deepen connections within the congregation and the wider community. We envision our pastor leading with wisdom and compassion, guiding meaningful worship and teaching, and facilitation thoughtful outreach, so that the church can continue to thrive and fulfill its mission to glorify God and make disciples.

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

First Reformed Church is excited about our future and we look ahead to this season of growth and newness with faith and a willingness to grow! Every church faces challenges in today's ministry landscape but we are not intimidated; instead, we view this time in our season as an important opportunity to develop our own spiritual life, to strengthen relationships and to continue serving our community.

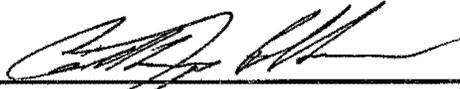
We want a potential pastor to know that we maintain a strong history of supporting pastors and their families into the life of the church and the wider community. We not only value healthy pastoral relationships, but we strive to create a church culture where leaders feel cared for and encouraged.

Our church is a meaningful place to serve withing a diverse community: we believe this is a strength and and opportunity. We desire to be a congregation that reflects the love of Christ across all backgrounds and life experiences. We have a strong relationship within the Village of South Holland and are know to be a church with strong internal leadership and active community engagement.

## Release Statement

We, <sup>(Full Church Name)</sup> First Reformed Church of South Holland, acknowledge that the information in this Church Profile is accurate and complete. We authorize the Office of Ministry Services (OMS) to release this profile to designated recipient(s) seeking positions as ordained Ministers of Word and Sacrament, including posting of this profile on the RCA website.

February 18, 2026



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Signature of Search Team Chairperson or Designated

Date