

CHURCH PROFILE

Church Information:

Name: *Immanuel Christian Reformed Church*

Location of Church: *Hudsonville, MI*

Classical Church Counselor: *Neil Jasperse*

Search Committee Contact:

Name: *Darrell Heuker*

Address: *6118 60th Ave., Hudsonville, MI 49426*

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Community Setting:

Location

☐ Rural

☒ Small Town

☐ Metropolitan

☒ Suburban

☐ Inner City

☐ Small City

Function

☐ Industrial

☐ College/University

☒ Agricultural

☐ Recreational

☐ Military

☒ Bedroom Community

Growth

☒ Growing

☐ Static

☐ Declining

Approximate Population of Community: *~7500 (city limits) or ~25,000 (broader community)*

Church Profile:

We are open to:

☐ Male and Female Pastors ☐ Female Pastors Only ☒ Male Pastors Only

List all staff positions:

Specialized Transitional Minister – Neil Jasperse
Worship Director
Kids Hope Director
Business Manager
Technology Director
Custodians
Administrative Assistant

Position Available: *Senior/Lead Pastor*

Date of Vacancy: *May 2025, Specialized Transitional Minister since September 2025*

General Position Description: *See attached document*

☒ Full Time ☐ Part Time

Bi-vocational Position?

☐ Yes ☒ No

Number of years preferred of ministry experience of potential candidate:

5-15 years preferred, but open to a seminary candidate

Required languages: *English*

Church Demographics:

Average Sunday attendance: *75-100*

Active adult professing members: *118*

Profile of church members:

Age:

4% 0-11	12% 12-18	9% 19-24	6% 25-34
15% 35-49	23% 50-64	31% 65+	

Occupation:

12% Business	14% Professional	11% Trades	2% Stay-at-home parent
2% Agriculture	33% Retired	26% Student	0% Other

Percentage of members belonging to the congregation:

Less than 5 years:	5%
5-10 years:	12%
10 or more years:	83%

Racial/Ethnic composition of congregation and surrounding community:

The surrounding Hudsonville community is predominantly White/Caucasian (estimated 85-90%), with smaller but growing Hispanic/Latino populations

Composition of congregation:

☒ Mono-Cultural ☐ Multi-Cultural ☐ Specific Ethnicity

List the last three persons in this position:

1. Jake Porter
2. Bob Huisman
3. Jack Stulp

Worship:

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

We have a Worship Committee that meets every quarter to discuss worship and liturgy. Face to face discussions/feedback from members also happen after services regularly.

Describe the worship services in your church:

We are dedicated to a Christ Centered and Biblical worship service, mixing contemporary worship songs and traditional hymns.

Layout is not set in stone, but right now we follow this layout regularly:

Opening Song, Pastor Greeting and Welcome, Call to Worship, Two Worship Songs, Offertory Prayer, Offering/Special music, Reading of God's Word, Sermon, Song of response, Announcements/Pastoral Blessing, Closing Song.

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

Bible studies, GEMS, Cadets, Worship Committee, monthly church-wide luncheons, youth participate in praise team monthly, prayer partners for youth, mentorship for individuals interested in profession of faith, children's ministry at all ages, elderly/senior ministry, monthly food pantry at local mobile home community, Bless Every Home prayer ministry, 1:1 discipleship.

Building/Financial:

Present annual budget: \$324,320

Last year's annual budget: \$384,091

Percentage of financial obligations met (last completed year reported):

Budget 100.4%

Denominational Ministry Shares 100%

Classical Ministry Shares 100%

Amount Contributed above budget and ministry shares: 0%

Specify (optional): N/A

Facilities:

Describe facilities:

Church building including main sanctuary, office area, classroom spaces, narthex/gathering area, Family Life Center (multi-purpose room), separate cadet building/workshop, and parsonage with attached garage.

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

If no, please explain: N/A

Is a building program projected? ☐ Yes ☒ No

If yes, describe what and when: N/A

Does the church own a parsonage? ☒ Yes ☐ No

Location of office or study: *Office/study in both the parsonage and the church building.*

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: *N/A*

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

\$_____ or 3.0/yr %

Housing:

☐ Housing allowance

☐ Parsonage only

☒ Either of the above – *living in the parsonage is preferred

Benefits and expenses:

☒ Pension

☒ Medical insurance

☒ Life insurance

☒ Social Security or Canada Pension

☒ Travel/mileage

☒ Continuing Education funds

☒ Continuing Education time allotted

☒ Sabbatical policy in place

☒ Annual vacation: *4 weeks*

☒ Other: Pastoral expenses including cell phone, hospitality, books, etc.

Church Characteristics:

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

Presently, the focus of our church's ministry is:

(External)

- ☐ Community exclusively
- ☐ Community primarily
- ☐ Community & current members/participants equally
- ☒ Current members/participants primarily
- ☐ Current members/participants exclusively

(Internal)

In our church, the worship services are designed for:

(Unchurched)

- ☐ Designed for unchurched
- ☐ Emphasis on unchurched
- ☐ Unchurched and believers
- ☒ Emphasis on believers
- ☐ Designed for believers

(Church)

In our church, the style of music used in the worship service is:

(Contemporary)

- ☐ Contemporary
- ☐ Mostly contemporary
- ☒ Blended
- ☐ Mostly traditional
- ☐ Traditional

(Traditional)

In our church, leadership is generally provided by the:

(Congregational members)

- ☐ Predominantly lay leaders
- ☐ Frequently lay leaders
- ☒ Lay leaders & pastoral staff share leadership
- ☐ Lay leaders function under pastoral staff
- ☐ Predominantly pastoral staff

(Pastoral staff)

Our church seeks to encourage spiritual growth through:

(Informal)

- ☐ No specific ministries
- ☐ Ministries for a few groups
- ☒ Ministries for selected groups
- ☐ Ministries for most groups
- ☐ Ministries for all groups

(Formal)

In our church, evangelism strategies and methods are:

(Unplanned)

- ☐ Predominantly unplanned
- ☐ Generally unplanned
- ☐ Equal emphasis
- ☒ Generally planned
- ☐ Predominantly planned

(Planned)

Our church is representative of the economic diversity of our community:

(High representation)

- ☐ Strongly representative
- ☒ Mostly representative
- ☐ Moderately representative
- ☐ Mildly representative
- ☐ Weakly representative

(Low representation)

Our church is representative of the ethnic diversity of our community:

(High representation)

- ☐ Strongly representative
- ☐ Mostly representative
- ☒ Moderately representative
- ☐ Mildly representative
- ☐ Weakly representative

(Low representation)

Our church's response to compassion, mercy and justice needs are:

(Church-based)

- ☐ Commitment to church-based action
- ☐ Encouragement of church-based action
- ☒ Church-based and personal action
- ☐ Encouragement of personal action
- ☐ Commitment to personal action

(Personal)

Our church's missional focus is:

(Local)

☐ All local

☐ Mostly local

☒ Equally local and global

☐ Mostly global

☐ All global

(Global)

Narrative:

In what ways does your church participate in ecumenical activities?

Immanuel is well connected with many of the various CRC churches in the area. We currently host All Nations CRC (a Hispanic church) in our church building. Our hope is that we continue to grow our relationship with our All Nations Church.

Reflect on your strengths/gifts as a church:

Immanuel is a caring and compassionate body of believers that offers a warm fellowship.

On a weekly basis, we enjoy that fellowship by spending time together in studying God's Word, having coffee time following the service and in sharing a meal at our monthly potlucks.

When a need arises, the church responds with generosity, and often offers support through visits, meals, and prayer.

There is a focus on missions through specific offerings and general fund support, prayer, and letters of encouragement. We also have a strong partnership with Park Elementary and Kid's Hope to provide mentors for students. There is also a monthly food distribution at a local trailer park which includes offering prayer and outreach to those receiving food. The church is also financially stable.

Reflect on your passions as a church:

We are passionate about the Word of God, prayer, and service. We are committed to having worship that is honoring to God.

Our commitment to giving 10% of our budget to advancing missions reflects its high priority and high value.

We have a heart for the children in our church, but also for those within our community that participate in Kid's Hope program and monthly food distribution at Presidential Estates.

List specific problems with which your congregation struggles:

While we have a shared ministry for our youth with other local churches, the result is that it is no longer in our facility.

Lack of young families

Do you have a recently articulated mission/vision for ministry? ☒ Yes ☐ No

Advancing God's kingdom in hearts, neighborhoods and the next generation.

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

Experiencing a painful separation with our previous pastor.

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

To find a pastor

To remain grounded in the word of God

Increase evangelism and the discipleship of new believers

Continue being a strong and caring congregation with the hope that we rebuild with more young families joining us.

Describe what being Christians of Reformed accent means to you:

Having a Reformed heritage, we treasure the Bible as God's inspired Word. We test all we believe and do by the Bible. Proclaiming the Word is central to our worship and education programs. We believe God's Word transforms us daily. The church should represent Christ's coming kingdom of love, joy and peace to our community.

Another Reformed accent is affirming that the Holy Spirit works in each believer. Church authority is not invested in just one person, such as a pastor. God-given leadership is shared between pastors, elders, and deacons and other members and we remain accountable to one another.

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

A church and its denomination partner to further God's kingdom and are accountable to each other. The CRC denomination and local classis provide resources to churches, such as educational materials, guidance, and consultation in challenging matters. Each church is held accountable to the denomination regarding matters of doctrine and its relevant decisions. The denomination also undertakes global evangelism, mission work, disaster relief, and community development in the name of Jesus. In turn, local churches provide ministry shares, offerings, prayers, and volunteers in support of these ministries.

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

Christian unity amidst differing political views.

Sexual immorality

Response to LGBTQ+ community

Breakdown of the nuclear family

Substance abuse

Mental illness, anxiety, and depression

Consumerism

Managing Wealth Ethically and Biblically

Negative reputation of Christians and the Church

Decline in biblical knowledge and principles in culture

No moral truth

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

During its lifetime, Immanuel CRC has birthed three additional CRC congregations in the community – Hillcrest CRC, Messiah CRC, and Georgetown CRC

The Covid-19 pandemic – coping with different perspectives on how to handle church operations during the pandemic. I.e. in person/online worship, etc.

Transitioning from a period of substantial growth to a period of contraction of the size of Immanuel's congregation.

Leadership:

How many council members does your church have? 12

What is the length of term for council members? 3 years

How often does the full council meet? Monthly

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

Administrative Committee - Elders & Deacons - meet monthly - responsible for building & grounds, education & safe ministries, finance, staffing, mission & outreach.

Pastoral Elders - meet monthly - responsible for pastoral care, worship

Pastoral Deacons - meet monthly - responsible for senior & singles care, benevolence, supporting Christian education, mercy, offerings

Executive Committee - Chair of Administrative Committee, Pastoral Elders and Pastoral Deacons - meet monthly - set full council agenda

Last updated: 6/21/26