

CHURCH PROFILE FORM

Church Information:

Name: Second Christian Reformed

Location of church [City, State/Province]: Randolph, Wisconsin

Classical Church Counselor: Rev. Matt Eenigenburg

Search Committee Contact:

Name: Gary DeVries

Address: 114 Windmill Way Randolph, WI 53956

Home: _____ Cell: (920) 296-3152 Work: _____

Email address: jag8892@gmail.com

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: 1,700

Church Profile:

We are open to:

Male and Female pastors

Female pastors only

☒ Male pastors only

List all staff positions:

- Janitor
- Bulletin Secretary
- Treasurer
- VBS Leader
- Music Coordinator
- Church Administer - Temporary

Position Available: Pastor

Date of vacancy: June 1,2026

General position description:

Second Christian Reformed Church, nestled in the heart of Randolph, Wisconsin, is seeking a faithful and energetic Pastor to shepherd our congregation. We are looking for a leader who eagerly and confidently proclaims the Word of God through inspiring preaching, engaging teaching, intentional prayer, and the faithful administration of the sacraments. Rooted firmly in an understanding and appreciation of Christian Reformed doctrines, our next pastor will serve God and our community through compassionate pastoral care and collaborative, visionary leadership.

☒ Full-time

Part-time

Bi-vocational position?

Yes

☒ No

Number of years preferred of ministry experience of potential candidate: 5 years preferred

Required languages: English

Church Demographics:

Average Sunday attendance: 75

Active adult professing members: 157

Profile of church members:

Age:

8% 0-11

8% 12-18

10% 19-24

18% 25-34

12% 35-49

19% 50-64

25% 65+

Occupation:

15% Business

9% Professional

20% Trades

1% Stay-at-home parent

5% Agriculture

24% Retired

26% Student

% Other

Percentage of members belonging to the congregation:

Less than 5 years	18%
5-10 years	7%
10 or more years	75%

Racial/Ethnic composition of congregation and surrounding community: White

Composition of congregation:

Mono-Cultural ☒

Multi-Cultural

Specific Ethnicity (specify:)

List the last three persons in this position:

1. Rev Keith Buist
2. Rev Karl Bratt
3. Rev James Admiraal

Worship:

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

Our services have been mostly pastor lead. We have two music coordinators that assist with some of the services, but only with the music planning of the service. We also have a Worship Committee that meets to discuss services and plan future services. Members of the congregation will participate, usually in special services.

Describe the worship services in your church:

We are best described as traditional Reformed services. Music and congregational singing lead by organ, piano, or guitar.

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

- PODS (multi-age groups that meet after the service 5-6 times/year).
- Church picnic
- Vacation Bible School
- Church Retreat
- WOW (Walk Out Worship-for ages 3 to 3rd grade, dismissed prior to service)
- Occasional small Bible studies
- Widowers' dinner
- Vespers (Young adult/couples Bible study)

Building/Financial:

Present annual budget: \$201,704.00

Last year's annual budget: \$191,310.20

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

Budget 100%

Denominational Ministry Shares Classical

Ministry Shares 100% of pledge

Amount contributed above budget and ministry shares:

Specify (optional): None

Facilities:

Describe facilities:

Church building is in good condition and is handicap accessible.

Are your buildings adequate for your ministries? ☒ Yes No

If no, please explain:

Is a building program projected? Yes ☒ No

If yes, describe what and when:

Does the church own a parsonage? ☒ Yes 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: \$65,000 - \$70,000

If other, please specify:

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

\$ or 3 %

Housing:

Housing allowance

☒ Parsonage only

Either of the above

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 (weeks) 3 weeks (3 Sundays)

Church Characteristics:

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

Presently, the FOCUS OF OUR CHURCH'S MINISTRY is

Community exclusively	Community primarily	Community & current members/ participants equally	Current members/ participants primarily	Current members/ participants exclusively
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External



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
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Unchurched



Churched

In our church, the STYLE OF MUSIC used in the worship service is

Contemporary	Mostly Contemporary	Blended	Mostly Traditional	Traditional
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Contemporary



Traditional

In our church, LEADERSHIP is generally provided by the

Predominantly lay leaders	Frequently lay leaders	Lay leaders & pastoral staff share leadership	Lay leaders function under pastoral staff	Predominantly pastoral staff
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Congregational members



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
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Informal



Formal

In our church, EVANGELISM STRATEGIES AND METHODS are

Predominantly unplanned	Generally unplanned	Equal emphasis	Generally planned	Predominantly planned
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Unplanned



Planned

Our church is representative of the ECONOMIC DIVERSITY of our community

Strongly representative Mostly representative Moderately representative Mildly representative Weakly representative

High representation



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



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



Personal

Our church's MISSIONAL FOCUS is

All local Mostly local Equally local and global Mostly Global All global

Local



Global

Narrative:

Do you have a recently articulated mission/vision for ministry?

Yes

☒ No

In what ways does your church participate in ecumenical activities?

GEMS

Vacation bible school

Prayer day service

Youth group

Area pastor breakfast

Right to life

Reflect on your strengths/gifts as a church:

The Congregation is supportive of the pastor

There is a sense of unity and cohesiveness among the members

The congregation loves music and singing

Emerging leadership

Reflect on your passions as a church:

Intergenerational relationships

Sound doctrine of teaching, staying true to gospel and foundations of the church

Meaningful music and worship

Development and inclusion of the youth

List specific problems with which your congregation struggles:

Willing to accept Status Quo in the absence of strong leadership

Outreach-being welcoming to newcomers

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

Women in council-currently only deacons

Addition/improvement of technology

Adjusting of worship structure/addition of worship leaders

Implementation of new group activities (PODS and WOW)

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

Staying true to reformed roots

Teaching and leading of youth/youth involvement

Continue the momentum to carry on the health of the church

Describe what being Christians of Reformed accent means to you:

Being a Reformed Christian means trusting in God's sovereignty, relying on His grace rather than my own efforts, and using the Bible as the foundation for my beliefs and daily life. It means recognizing that salvation is a gift through Jesus Christ and striving to live every aspect of my life in a way that glorifies God. It also means being part of a community of believers who encourage one another to grow in faith and obedience. Also, the importance of the sacraments as vital visible signs and seals instituted by Christ.

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

The Christian Reformed denomination provides oversight, support, and accountability to our church

while allowing us to maintain our own individual identity. It also allows us to combine resources with

other churches to create a more global impact.

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

Youth engagement-making them part of the church community

Social media-causing individualism and isolation

A shift away from the church being a central part of people's lives.

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

1. There have been two times when our church has experienced splits, with the last one occurring in 1994. Splits were due to the difference in worship styles.
2. Adaption and use of technology in our services.
3. Going from two services to one service per Sunday. We eliminated the evening service back in 2020.

Leadership:

How many council members does your church have? 11 (including the Pastor)

What is the length of term for council members? 2 years

How often does the full council meet? Monthly

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

The church has committees that report to the council on a regular basis. The committees mostly meet on an as needed basis. The Discipleship and Worship committees meet approximately every two months.

These committees are:

1. Building and Grounds
2. CARE
3. Discipleship
4. Executive
5. Finance
6. Kitchen and Hospitality
7. Pulpit Supply
8. Safe Church
9. Worship Committee

