

Our Story and Vision

Reformed Church in America — Office of Ministry Services

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 candidate or church but instead serves as a resource to both.

Section A. Background Information

Today's Date: June 8, 2026

Position to be filled: Part-Time Pastor, requiring 20 hour per week

1. Name of church: Readington Reformed Church

2. Web address: www.readingtonreformed.org

3. Address:

124 Readington Road, PO Box 1

Readington, NJ 08870

Telephone: (908) 534-2077

E-Mail: readingtonreformedchurch@gmail.com

4. Classis: Delaware/Raritan

5. Classis Supervisor:

Rev. Robert Fretz

Telephone: (201) 788-6601

E-Mail: rwfretz51@gmail.com

6. Chair of Search Committee: Dr. Larry J. Lelah

7. Membership:

	Five Years Ago	Today
Time of Worship	9:30 AM	9:30 AM
Active Confessing Members	44	43
Inactive Confessing Members	8	1

Comment on significant changes:

Age of all active members (baptized and confessing):

Percentage	Age Group
—	0–20 years old
5%	20–34 years old
10%	35–49 years old
35%	50–64 years old
50%	65 years and older

8. Racial/Ethnic composition of congregation:

Percentage	Group
5%	African American
—	Asian
95%	Caucasian
—	Hispanic
—	Other

9. Worship schedule:

Average Attendance (including adults and children):

Time of Worship	Avg. Attendance Five Years Ago	Avg. Attendance Today
9:30 AM	25-30	25-30

Comment on significant changes:

10. Describe a typical worship service:

Our church follows the typical service of the Reformed Church in America which includes approaching God, receiving God's word, and responding to God. The service often begins with a call to worship, followed by prayers, scripture readings, a sermon, and concludes with a benediction.

The style of worship which our congregation prefers leans towards very traditional with not much change in the order of worship.

11. Financial Information

	Five Years Ago	Today
Total RCA related contributions	\$89,000	\$93,000
Total other contributions	\$0	\$0

Percentage of total budget contributed by living donors:

Range	
100–90%	
75–89%	✓
60–74%	
45–59%	
44% or less	

(Please include a copy of your annual budget) – provided via email

12. Congregational Giving

Number of those whose annual contribution is:

Contribution Level	Number
Less than \$500	7
\$501–\$1,500	13
\$1,501–\$2,500	4
\$2,501–\$3,500	5
Greater than \$3,500	11

13. Financial assistance: Do you receive financial assistance beyond the congregation? (rents, etc.) **Yes**

If yes, amount received last year: \$34,000

List other fundraising programs that support the church:

- Women's Ministry Craft Fair
- Whitehouse Wind Symphony

14. Church/Sunday School:

Average Attendance:

Five Years Ago	Today
None	None

Comment on significant changes:

Currently, there is only one child who regularly attends worship with his parents. Our congregation consists of adults whose children are in the 20- to 50-year-old range. Like the decrease in our overall church attendance, the absence of a Sunday School program is due to a variety of reasons which many churches face today. Active family lifestyles force families to balance competing activities on a Sunday morning; children

are now active in sports, etc. throughout the weekend, drawing families away from church services. Our Sunday School program of 10 years ago had 30 or more children. We have resources available for a Sunday School program but are struggling to draw in families. Our congregation recognizes that to build a youth program we need to offer activities that today's younger generations would want to attend and be involved in as well as finding members of the congregation to support a Sunday School program, i.e., teachers and a superintendent.

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

RRC Women's Ministries hosts a women's conference in the spring having a speaker talk about a different biblical topic each year.

We have a bible study weekly from September through June led by a local lay leader from a neighboring Reformed Church. She also leads us in a women's conference in the fall.

Pastor Joel Davis, from The Loft Church—an evangelical congregation within the Christian & Missionary Alliance denomination that partners with Readington Reformed Church in shared ministry—leads a weekly Bible study as well as a monthly men's breakfast discussion. These gatherings offer accessible, relational spaces for exploring Scripture, asking questions, and strengthening Christian fellowship.

16. Church groups/organizations:

Name	Frequency of Meeting	Attendance
1. Women's Ministries	Monthly	8 people (average)
2. Building and Grounds/Cemetery	Quarterly	9 people
3. Camp Fire Ministries	Monthly	6–8 people
4. Finance Committee	As needed with open topics; Monthly reports submitted to Consistory members	3 people
5. IT Committee	As needed	2 people

Name	Frequency of Meeting	Attendance
6. Memorial Fund Committee	Quarterly	3 people
7. Spiritual Care Committee	Monthly	9 people
8. Hunterdon Quilting Guild	Monthly	45 people
9. RRC Quilting Group	Weekly	5 people

Women's Ministries: The purpose of the Women's Ministries is to foster fellowship among women of the church and community which include charity and outreach projects such as supporting the missions of the Reformed Church Home and the Good News Home for Women. Women's Ministries also support projects to improve the church as well as the parsonage.

Building and Grounds/Cemetery Committee: The purpose of the Building and Grounds/Cemetery Committee is the stewardship of the church building, the grounds surrounding the church building and the cemetery and memorial garden. The committee schedules "workdays" for caring for the interior of the buildings as well special exterior projects. Cemetery performs various duties including grave sales, interments, record keeping and maintenance.

Camp Fire Ministries: The purpose of the Camp Fire Ministries is to spend part of a Saturday night by the outdoor fire pit for informal discussions in connection with the lectionary readings for the following Sunday. The gathering is open to members of the congregation and outside community.

Finance Committee: The purpose of the Finance Committee is to ensure the proper counting for and handling the congregation's monetary gifts to God and His church to further God's work here on Earth. The committee prepares budgets, pays and tracks expenses, handles payroll, tax reporting and banking.

IT Committee: The purpose of the IT Committee is to oversee and support the church's technology infrastructure. This includes managing hardware and software systems, ensuring secure and reliable internet access, maintaining audiovisual equipment, and

assisting staff and volunteers with tech-related needs. The committee also helps plan for future technology upgrades to enhance worship services, communication, and administrative efficiency.

Memorials Fund Committee: The purpose of the Memorials Fund Committee is to make policies regarding memorial giving. The committee endeavors to identify suitable funds contributed to the church.

Spiritual Care Committee: The purpose of the Spiritual Care Committee is to ensure that the fellowship, worship and music needs of the church and its members are met. This committee coordinates coffee fellowship, special activities and other social events. It is responsible for ordering worship supplies such as bulletin covers, candles and communion cups and scheduling worship assistants. The Committee coordinates with the church organist on appropriate weekly and special events hymn selections.

Hunterdon Quilting Guild: The purpose of the Hunterdon Quilting Guild is the preservation and promotion of the Quilting Arts by educating members through lectures, demonstrations, workshops and all other appropriate means, stimulating a renewed interest in quilting, encouraging original design, and bringing these benefits to the public in the form of exhibits and demonstrations. Even more important is its mission to supply the community with service quilts to comfort those in need.

Readington Quilting Group: The purpose of the Readington Quilting Group is to craft handmade items to be sold at various church functions sponsored by RRC in order to donate funds collected back to our church. Members also contract to hand quilt for others. Quilters also demonstrate the craft at local events.

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

One of the most meaningful recent experiences in our congregational life was the series of spiritual journey discussions hosted by our Interim Part Time Minister and Classis Supervisor, Rev. Robert Fretz. Congregants signed up for small-group sessions held after worship over several weeks, creating a relaxed and welcoming environment for reflection. During these gatherings, members shared their stories of faith, what brought

them to Readington Reformed Church, how they found a sense of belonging within our church family, moments of spiritual insight that shaped their lives, and their hopes and concerns for the future of the congregation.

These conversations revealed shared experiences that many of us had never heard before, deepening our sense of community and mutual understanding. People were open in sharing their joys, fears, and hopes, and many found it meaningful to hear how their own stories resonated with others. The spiritual journey discussions reminded us that, while we are a small congregation, we are bound together by deep and authentic relationships with one another and with God. This experience strengthened our spiritual life by fostering connection, vulnerability, and a renewed appreciation for the faith that unites us.

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

The church has three buildings on our property as follows:

- Our main building built in 1864 includes a 3,750 sq. ft. church sanctuary that accommodates approximately 350 people in the pews and another 150 people in the balcony, and a Christian Education wing added in 1964 in which there are five class/meeting rooms on the ground floor, with two offices and four class/meeting rooms on the 2nd floor. A large, well-equipped kitchen is adjacent to an event hall (approximately 2,500 sq. ft.) on the ground floor. There are two sets of men's and women's restrooms on the ground floor. Exterior to the sanctuary is a parking area for approximately 100 vehicles. The purpose for the sanctuary and Christian Education wing is to provide the facility to host worship services and the infrastructure to mission to the community.
- Our second building is the parsonage that sits adjacent to the sanctuary/Christian Education building. It is a 2-story historic home with approximately 1,700 sq. ft. The 1st floor includes a living room, dining room, kitchen, family room, and full bathroom, while the 2nd floor has three bedrooms and a full bathroom. A small attic and basement for utilities completes the home. An approximately \$25K

upgrade was completed about 5 years ago. Its purpose is to provide housing for the pastor.

- Our third building is a 2-story vintage barn with approximately 3,000 sq. ft. of storage space. Its purpose is to store items used in activities hosted at the church, tools for maintenance of the church grounds, with available storage for the pastor or groups associated with the church to store items.

19. Do you plan any capital expenditure during the next five years? Yes

While we have no scheduled capital projects, we anticipate the following large projects that will be required in the coming years. These include:

- Reroofing of the Christian Education wing: the current roof is over 35 years old but still functioning appropriately. We estimate the work to be in the \$20–30K range, not including unexpected issues that may be found once the asphalt shingle roof is removed.
- Replacement of the oil burner that provides heat to the Christian Education wing. It is approximately 50 years old but still functioning. Replacement of the hot air blower heating system for the sanctuary will also need to be replaced. It is over 75 years old but still running effectively with yearly monitoring and upkeep. While formal estimates have not been obtained for these heating projects, cost is anticipated to be \$50K–\$100K.

A project with an ongoing fund-raising activity is handicap access. This project is envisioned to enable congregants to access Fellowship Hall on the 1st floor and the Sanctuary on the 2nd floor by elevator, modification of Fellowship Hall, and updating of the restroom facilities. Estimates were obtained a decade ago, so we anticipate a cost of \$250K–\$300K for the handicap access project.

20. Is there a mortgage indebtedness? No. However, there is an in-house indebtedness to Readington Cemetery of approximately \$15,000.

21. Pastor's study:

We have a pastor's office in the church; there is also space available in the parsonage which can be used as a pastor's study.

22. List all paid staff in addition to the pastor:

Position	Status
Music Director	Part-time
Custodian	Part-time
Contract Pastor	Part-time

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

The consistory appoints a nominating committee consisting of a retiring deacon and elder, and members of committees to fill the vacancies of those outgoing consistory members. The VP of consistory is the chairman of the committee. The committee comes up with a list of possible candidates and then asks those members of the congregation if they would accept the call. The consistory grants final approval of the slate before the congregation votes at the annual Congregational Meeting. The date of the meeting and the names of the candidates are posted in the Sunday bulletin for the 3 weeks prior to the election.

Present Consistory Members:

Elder	Deacon	Male	Female	Occupation
✓			✓	Retired
✓			✓	Retired
✓		✓		IT
	✓	✓		Chemist
	✓		✓	Retired
	✓	✓		Retired
✓			✓	Retired
	✓		✓	Chemical Engineer

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

Currently women serve as VP of consistory, deacons, elders, worship assistants, music director, officer of women's ministries, committee chairs, treasurer, and lay leaders.

25. In our congregation... (please check appropriate box)

	Few have...	Many have...	Most have...
Had up to twelve years of formal education			X
Had some education beyond high school		X	
A college degree		X	
A graduate degree	X		

26. In our congregation... (please check a box)

	Few are...	Many are...	Most are...
Scientists & Engineers	X		
Farmers	X		
Business People	X		
Students & Teachers	X		
Industrial Workers	X		
Office Workers	X		
Other: Retired			X

27. Special training/experience desired: none**28. Languages:**

Should your pastor be fluent in any language other than English?

Spanish would be helpful as a 2nd language

While fluency in Spanish is not required, it would be helpful given the changing demographics of the broader Hunterdon/Somerset region. Surrounding communities—

including Flemington, Somerville, and parts of Branchburg—have growing Hispanic/Latino populations who interact with local schools, community programs, and service organizations. Having a pastor who can offer basic communication in Spanish would support more welcoming outreach, strengthen relationships with neighbors who may feel hesitant approaching an English only environment, and expand the church’s ability to serve families in moments of pastoral care, community events, or mission activities. This skill would not change the traditional character of the congregation but would enhance its hospitality and accessibility to the wider community.

29. Salary and Compensation:

Item	Amount
Base Salary	\$32,625
Housing Allowance	\$0 (Parsonage Provided)
Parsonage Provided?	Yes
Social Security (FICA 7.65%)	\$2,495.81
Book Allowance	\$150
Continuing Education Allowance	\$627
Car Allowance	\$1,000
Pension Contribution (Placeholder)	\$5,024.25
Medical Insurance Premium (Placeholder)	\$10,000
Life Insurance Premium (Placeholder)	\$500
Long-Term Disability Premium (Placeholder)	\$500
TOTAL FULL BENEFITS PACKAGE	\$52,922

Notes:

- Medical, Life, and LTD premiums are temporary estimates until the RCA Board of Benefits provides official 2026 rates.
- The medical insurance estimate assumes single-tier coverage.
- Utilities for the parsonage are not included.
- If the pastor does not live in the parsonage, a \$2,000/month housing allowance applies.

30. Is a parsonage provided? Yes

If so, is it on site with the church? Yes

31. Is a Minister's housing allowance in lieu of a parsonage a negotiable option?

Yes

32. Benefits/business expenses:

Benefit	Provided?
Retirement	Yes
Major Medical Insurance	Yes
Health/Hospital Insurance	Yes
Life Insurance	Yes
Dental Insurance	No
Unemployment Insurance	No
Disability Insurance	Yes

Annual Vacation (Number of Weeks): 4 Weeks (2 Paid)

33. Community served: (please check one)

Category	
Rural: Under 2,500	
Town: 2,500–9,999	
Small City: 10,000–49,000	
Metropolitan-Suburban: 50,000+	X
Metropolitan-Urban: 50,000+	
Metropolitan-Inner City: 50,000+	
Other:	

The community surrounding Readington Reformed Church is best described as **metropolitan–suburban**, shaped by the combined populations and characteristics of Readington Township, Somerville, and Flemington. These three communities together exceed 50,000 residents and form a stable, well-educated, long-established suburban corridor along the Route 202/22 region.

- **Housing Stability:** Over **80% of homes in the valley are owner-occupied**, with many families remaining in their homes for decades. Flemington is the exception, where rentals make up about **66%** of housing. This stability means neighborhoods change slowly, and many residents have deep roots in the area.
- **Education & Occupations:** The region is highly educated, with many residents holding undergraduate and graduate degrees. Employment trends follow this pattern, with concentration in **science, engineering, management, teaching, and finance**.
- **Income Range:** Median household incomes range widely—from approximately **\$74,000 to \$165,000**—reflecting both affluent households and those who are “house-rich but cash-poor,” especially among retirees.
- **Population Characteristics:** Average age ranges from **34 to 49**, with **55–67%** of residents in the 18–64 working-age bracket. Youth populations (ages 10–19) are modest at **8–14%**, and there are **not large pockets of young children** entering the community.
- **Ethnic Composition:** The area remains predominantly **European non-Hispanic**, with Asian/Pacific Islander, Hispanic/Latino, and African American residents represented in smaller but meaningful proportions depending on the town.
- **Neighborhood Dynamics:** New housing tends to be **townhomes and condominiums**, while most single-family homes remain off the market for decades. This creates what Bob & Steve describe as “**static neighborhoods**”—stable, slow-changing, and deeply rooted.

34. Cooperative ministry: In what ways have you cooperated with other churches in your community during the past year?

- Soup and Scripture Bible Study — shared hosting by Reformed Churches in Somerset and Hunterdon County throughout the Lenten Season
- Women’s Ministry

- Bible Study with other churches: Loft/Wesleyan, North Branch Reformed
- Missions: Starfish, Family Promise, Reformed Church Home, Good News Home
- Easter Sunrise Service with Loft Church
- Classis Meeting Hosting at RRC

35. Community involvement: In what community programs or projects have you participated during the past year?

- Hosting of Wind Symphony Concert
- Missions: Starfish, Family Promise, Reformed Church Home, Good News Home

36. What denominations or religions are present within three miles?

Calvary Bible Church in Whitehouse Station is an **independent evangelical Bible church** historically associated with **IFCA International** (Independent Fundamental Churches of America).

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

Our strategy to reach un-churched people in our community is to increase awareness of the church in the area via two avenues:

- Through partnering with our local township and co-hosting community activities with them, and
- Hosting events independently

In partnering with the township, we anticipate being involved in planning and Hosting events, such as a community day. At this type of events organizations providing services such as social, emergency response, environmental, as well as religious groups could be present to reach out to the community and provide answers and support to them. In addition, we would continue to independently host events, such as community picnics, symphony concerts, inviting bell/singing choir groups into our church to perform during our worship services, and blood drives. With America's Semi quinentennial (250th commemoration of USA independence — July 4, 2026) occurring soon, we are investigating how we as a church can participate in local events as we continue to reach out to the community and make our presence known. We feel that this

more reserved approach allows our neighbors and visitors to approach us more easily, once they have heard about us, been in our buildings, and met with our congregants.

38. The income level of the people in our congregation tends to be:

About average for our community	X
Somewhat below the rest of the community	
Somewhat higher than the rest of the community	

39. Describe the community and school system:

Readington Township is a semi-rural suburban community in Hunterdon County known for its open space, farmland, and strong quality of life. The area is family-oriented, with high homeownership, stable neighborhoods, and a mix of long-time residents and commuters who work in nearby towns and metropolitan areas. The township offers a peaceful environment with parks, preserved land, and community events that foster a close-knit atmosphere. The population includes both families with school-aged children and a significant number of older adults, giving the community a balanced and multigenerational character.

The Readington Township Public Schools serve students in grades K–8 and are widely regarded for academic strength, community involvement, and well-rounded programming. The district includes two K–3 schools, an intermediate school for grades 4–5, and Readington Middle School for grades 6–8. Students then attend Hunterdon Central Regional High School, one of the strongest high schools in the region, offering extensive academic, arts, and extracurricular opportunities. The school system is a major draw for families and reflects the community’s commitment to education, stability, and student success.

40. Record of last three pastors:

Name	Dates
Raymond VandeGeissen	1991-1999
Catherin Gumpert	2002-2016
Elizabeth Estes	2019-2023

41. Please complete your profile with the following contacts:

Name	Title
Karen Weber	Vice President, Consistory
Robert Fretz	Interim Part Time Minister, Classis Supervisor

Section B. Reflections**1) Mission, Vision, or Purpose of the Congregation**

The mission statement of the congregation is to worship God and make the love of Jesus Christ tangible through care, service, and outreach. As expressed in the bulletin: "Above all, we exist to worship God... and make the love of Jesus Christ tangible by caring for one another and those around us and... spread the Good News of Jesus Christ." This calling is lived out through joyful worship, prayer, fellowship, and the practice of Christian values in daily life, with a commitment to serving both the congregation and the broader community in times of need.

This mission is biblically grounded, historically consistent, and centered on loving service. It is expressed through a welcoming and spiritually nurturing environment, while also engaging faith in ways that are meaningful and relevant through thoughtful preaching and worship.

2) Goals for the Next 5 Years

Founded in 1719, Readington Reformed Church has served its community for more than three centuries. As the congregation looks toward the next five years, it does so with both realism and hope. Having navigated a long season of transition with grace and faithfulness, the church believes that meaningful growth—spiritually, relationally, and numerically—is possible as it enters a new chapter of ministry.

The most immediate priority is calling a pastor who can provide steady, consistent spiritual leadership. The congregation does not expect one person to resolve every challenge, but it does believe that the right pastoral leader, working in partnership with committed lay members, can help rebuild momentum and guide the church toward renewed clarity and purpose.

A central goal for this period is developing a clear mission and vision statement that articulates who the congregation is, what God is calling it to do, and how it will pursue that calling. This work of identity and discernment will shape decisions, strengthen ministries, and unify the church around shared purpose.

The congregation also hopes to deepen its presence in the community through increased participation in local events, expanded use of church facilities, and collaborative partnerships with neighboring ministries. Members want the church to be known not only for its historic building and long legacy, but as a living, active, welcoming community of faith that embodies Christ's love in Readington Township.

Revitalizing youth, family, and music ministries is another long-term priority. The congregation recognizes that past models may no longer fit today's context and is open to exploring new approaches that foster connection, learning, and spiritual growth across generations.

Finally, addressing capital improvement needs—especially the handicap accessibility project—is both a practical necessity and an expression of the church's values.

Fundraising is underway, supported by congregational giving and community partnerships such as the Whitehouse Wind Symphony benefit performance. This work

reflects faithful stewardship and a commitment to ensuring that the church's facilities support worship, outreach, and service for generations to come.

Through all these efforts, the congregation seeks to remain a faithful, welcoming presence in the Reformed tradition, trusting that the same God who has sustained Readington Reformed Church for more than 300 years will continue to lead it forward.

3) Strengths of the Church and What It Can Offer a New Pastor

The congregation is characterized by a strong sense of care, hospitality, and commitment to one another. A spirit of fellowship, consistent prayer support, and a family-like atmosphere fosters a community where members attend to both spiritual and practical needs. The church remains grounded in Scripture and values traditional worship, humility, compassion, and generosity.

A new pastor will find a supportive and engaged congregation that is eager for leadership and partnership in ministry. There is a willingness to contribute time and talent, offer thoughtful input, and work collaboratively. Though modest in size, the congregation demonstrates resilience, dedication, and openness to growth under faithful leadership.

4) Strategies or Ideas That Excite the Church About Being Missional

The congregation's missional life is rooted in long-standing partnerships with local outreach ministries such as Starfish, Good News Home for Women, Family Promise, and Reformed Church Home. These relationships provide meaningful, hands-on opportunities to serve neighbors in need and reflect a steady, faithful commitment to mission that has shaped the identity of Readington Reformed Church for generations.

At the same time, the Self Study process revealed a genuine openness to renewed vision and leadership that can help the church imagine fresh, achievable ways of engaging the community. Members expressed interest in outreach efforts that are clear, tangible, and connected to the everyday needs of people in Readington Township. There is energy around initiatives that build relationships, strengthen community presence, and embody Christ's call to love our neighbors in practical ways.

The congregation recognizes that resources and energy are limited, yet there is hope that a called pastor—working alongside committed lay leaders—can help introduce new missional opportunities that align with the church’s gifts and capacity. Ideas that especially resonate include expanding community partnerships, increasing the use of church facilities for service-oriented events, and exploring mission projects that connect naturally with the church’s values, history, and location.

Across Self Study, one theme emerged consistently: the desire to be known not only as a historic building, but as a living, active, welcoming community of faith. Missional strategies that help the church embody this identity—through service, hospitality, and visible presence in the community—are the ones that most inspire and excite the congregation as it looks toward the future.

5) Three Most Passionate Hopes and Their Significance

Three hopes consistently shape the congregation’s vision for the future. First, the church longs to call a pastor who can offer steady leadership, nurture spiritual growth, and partner with members in discerning a faithful path forward. A called pastor is seen as essential for building momentum and strengthening the church’s sense of direction.

Second, the congregation hopes to welcome new individuals and families into its life together. Growth, especially among younger households, is viewed as vital to long-term sustainability and renewed vitality. This hope is closely tied to the desire for revitalized youth, family, and music ministries that can nurture faith across generations.

Third, the church hopes to deepen its presence and witness within the wider community. Members want to be known not only for their historic building, but as a congregation that embodies Christ’s love through service, hospitality, and meaningful engagement with neighbors. Strengthening community partnerships and expanding outreach reflect this aspiration.

Together, these hopes express a longing for stability, renewed energy, and a clear sense of mission—anchored in the congregation’s history and grounded in trust that God continues to lead Readington Reformed Church forward.

6) How Visitors Would Describe What Is Most Important

Visitors are welcomed into an environment marked by warmth, genuine care, and spiritual depth. Hospitality and a sense of belonging are central, with an emphasis on helping individuals feel valued and connected. Worship, preaching, and fellowship reflect a deep commitment to faith, community, and biblical teaching.

The congregation strives to be known as a loving, prayerful, and inviting community where people can grow in their relationship with God and one another.

7) Challenges Facing the New Pastor

The congregation enters this next season with hope, but also with a clear understanding of the challenges a new pastor will need to navigate. After an extended period of transition, the church is seeking consistent leadership that can help rebuild momentum and guide the congregation toward renewed mission and identity.

Demographic realities present another challenge. Membership has declined, the congregation is aging, and younger families are not yet present in the numbers needed for long-term vitality. Revitalizing ministries, especially those for youth, families, and music—will require creativity, patience, and a willingness to explore new models of engagement.

Limited resources, both financial and volunteer capacity, also shape the landscape. A small group of long-standing leaders faithfully carried much of the ministry, and there is a need for renewed energy, shared leadership, and sustainable patterns of service. The new pastor will need to help the congregation discern what is essential, what can be refreshed, and what may need to be approached differently.

The church also desires to strengthen its visibility and relevance within the community. While it has a strong history of local mission partnerships, translating this desire into practical steps will require thoughtful leadership and collaboration.

Finally, the congregation values its traditions and theological identity yet recognizes the need to adapt in ways that support growth and connection. Navigating differing

perspectives, honoring the past while embracing the future, and fostering unity will require wisdom, sensitivity, and a pastoral presence grounded in Scripture and grace.

These challenges are not obstacles for the pastor to face alone, but shared opportunities for pastor and congregation to discern, grow, and move forward faithfully.

8) Vision and Hopes for the Church and Pastor Over the Next 5 Years

The vision for the next five years is one of stability, renewed energy, and sustainable growth. The congregation seeks a pastor who is enthusiastic, collaborative, and grounded in Scripture—someone who can inspire spiritual development, strengthen community connections, and help the church live more fully into its mission.

There is hope for revitalized ministries that engage all generations, for deeper relationships within the congregation, and for a more visible presence in the community. The church desires to be known as a welcoming, active, Christ-centered congregation that serves its neighbors with compassion and purpose.

Given current realities, a part-time or shared pastoral model may be appropriate. What matters most is a strong partnership between pastor and congregation—working together to discern God's leading, set achievable goals, and build on the strengths already present.

The congregation trusts that with faithful leadership, renewed clarity of mission, and the dedication of its members, Readington Reformed Church can move confidently into the future God is preparing.

9) Additional Information for a Potential Pastor

The congregation is a caring, dedicated, and historically rooted community with a strong culture of mutual support and spiritual care. There is a desire for a pastor who will walk alongside the congregation, building relationships and fostering shared ministry. The church maintains a traditional worship style and a conservative theological identity.

There is a recognized need for renewed energy and leadership that understands both the congregation's limitations and its potential. The church seeks a pastor who will honor its history, engage its present realities, and help guide it toward a faithful and sustainable future.

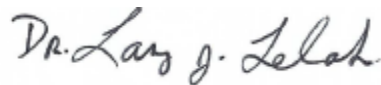
Release Statement

Readington Reformed Church

We, the members of the Search Committee, 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 recipients seeking positions as ordained Ministers of Word and Sacrament, including posting of this profile on the RCA website.

Signature of Search Team Chairperson: Date: June 8, 2026

Dr. Larry J. Lelah

A handwritten signature in cursive script that reads "Dr. Larry J. Lelah".

Members of the Search Committee:

Pat Chadwick

Ken Iselin

Sue Sohl

Imre Vitez