

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.

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.

Section A. Background Information

Today's Date: 7 /1 /2024

Position to be filled: Pastor

1. **Name of church:** Hope Church RCA

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

3. **Address:**

77 W. 11th Street

Street

Holland MI 49423

City / State / Zip Code

Telephone: (616)392 -7947

E-Mail address: office@hopechurchrca.org

4. **Classis:** Holland

5. **Classis Supervisor:** Rev. Dr. Gordon Wiersma

Address:

77 W. 11th Street

Street

Holland MI 49423

City / State / Zip Code

Telephone: (616)392 -7947

E-Mail address: gwiersma@hopechurchrca.org

6. **Chair of search committee:** Terry DeYoung and Susanne Jordan

Address:

960 E. 10th Street

Street

Holland MI 49423

City / State / Zip Code

Telephone: (616)406 -6085

E-Mail address: terry.a.deyoung@gmail.com

7. **Membership:**

| Time of worship | Five years ago | Today |
|------------------------------------|-----------------------|--------------|
| Active Confessing Members | 437 | 403 |
| Inactive Confessing Members | 196 | 228 |

Comment on significant changes:

Since the pandemic, we have seen an increase in attendance in worship and an increase in membership inquiries.

Age of all active members (baptized and confessing)

| | | |
|----|---|--------------------|
| 12 | % | 0-20 years old |
| 15 | % | 20-34 years old |
| 13 | % | 35-49 years old |
| 32 | % | 50-64 years old |
| 28 | % | 65 years and older |

8. Racial/Ethnic composition of congregation:

| | | |
|----|---|-------------------------|
| 1 | % | African American |
| 3 | % | Asian |
| 92 | % | Caucasian |
| 4 | % | Hispanic |
| | % | Other: (please specify) |

9. Worship schedule:

Average Attendance (includes adults and children)

| Time of worship | | Average attendance Five years ago | Average attendance Today |
|-----------------|--|--------------------------------------|-----------------------------|
| 11 | am <input checked="" type="checkbox"/> pm <input type="checkbox"/> | 210 | 233 |
| | am <input type="checkbox"/> pm <input type="checkbox"/> | | |

Comment on significant changes:

We have experienced an increase in attendance since the pandemic ended.

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.

The Sunday morning worship service draws on the RCA liturgy, the revised common lectionary, the liturgical year and the sacraments to form our worship event. Using the pattern of Approach, Word/Sacrament, Response, the liturgy is developed each week to reflect the lectionary scriptures and the liturgical season. It is an interactive service, engaging the congregation with responsive elements in the service, songs and responses. The music draws on the leadership of our organist and choir director, with the choir as music leaders along with a variety of musicians.

The worship music at Hope Church has expanded over the decades from traditional hymnody to also regularly include songs from Iona, Taizé and world languages, along with spirituals and hymns with more contemporary text. Inclusive and justice-grounded language is valued in our liturgy. With the covid pandemic , we have started streaming the worship services, as well continuing a weekly radio broadcast of our worship service.

Hope Church is open to exploring new directions in innovative ways for worship, particularly alternative worship services.

11. Financial Information: Attach a copy most recent Consistorial Report and Annual Budget if available.

| | Five Years Ago | Today |
|--|----------------|-------------|
| Total RCA related contributions | \$746,431 | \$1,713,343 |
| Total other contributions | \$37,769 | \$45,540 |

Percentage of total budget contributed by living donors:

| | |
|---------------------|-------------------------------------|
| 100-90 % | <input checked="" type="checkbox"/> |
| 75-89 % | <input type="checkbox"/> |
| 60-74 % | <input type="checkbox"/> |
| 45-59 % | <input type="checkbox"/> |
| 44 % or less | <input type="checkbox"/> |

(Please include a copy of your annual budget)

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

| | |
|-----------------------------|-----------|
| | |
| Less than \$500 | no answer |
| \$501- \$1,500 | no answer |
| \$1,501- \$2,500 | no answer |
| \$2,501-\$3,500 | no answer |
| Greater than \$3,500 | no answer |

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

If yes, amount received last year: \$ 12,000

List other fundraising programs that support the church:

We have recently completed a major capital campaign to update the building's HVAC system and kitchen update. Currently a major organ renovation is occurring.

The Hope Church Endowment Fund contributes \$35,000-\$40,000 annually to the support of the church budget.

Rent of \$12,000 is received from Child Development Services, which operates a childcare center in our education wing. This is a discounted rate through which Hope Church supports this community service.

Occasional rental of the church facility contributes to the support the church budget.

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

| Average attendance Five years ago | Average attendance Today |
|--------------------------------------|-----------------------------|
| | |
| | |
| | |
| | |
| | |

Comment on significant changes:

No significant change has occurred.

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

1. Adult Ed. Meets Sunday morning 9:40am (prior to worship). Offers a large variety of topics and presenters. Weekly attendance averages around 65 attendees.
2. Faith formation for children and youth occurs at the Sunday 9:40am timeframe.
3. Small groups. There are several womens' group that meet for Bible study and/or book reading. There are several mens' groups that meet for book reading and Bible study. "Fish Club" and "High Hopes " youth groups meet on Sunday evenings.
4. Children in Worship is a weekly gathering for children that parallels the worship themes happening in the sanctuary worship service.
5. Bible Pride is held on the Hope College campus aimed especially for college-age persons.
6. Pub Theology is held weekly at a local pub where various topics are explored and discussed.
7. REST is an ongoing care and support group for persons experiencing grief.

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

| Name of group | Frequency of Meeting (i.e. weekly, bi-monthly, etc) | Attendance |
|---------------|--|------------|
| | | |
| | | |
| | | |
| | | |
| | | |

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

Two developments have contributed to the spiritual life of the congregation this past year.

First, the adoption of the Hope Church Anti-Racism Statement. The process of the adoption has raised the sensitivity of members to the treatment of others in our past. But more importantly, in our relationships today.

Second, participating in the creation of an affordable-housing project that required the donation of a portion of our property to the building of a multi-dwelling facility and tenacity to the vision.

We have put our convictions for social justice into tangible action.

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

We have a significant piece of property in downtown Holland. Our building is flexible and fully accessible for functions. The building includes an education building that is used daily by a pre-school, child-development service. The church property includes a significant parking lot.

Hope Church does not own a parsonage.

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

Several ideas are always being considered in order to make the best use of our facilities, but no additional capital expenditures are currently planned.

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 checked="" type="checkbox"/> |
|-------------------------------|-------------------------------------|---|
| Assistant Pastor | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Music Director/Organist | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Operations Manager | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Administrative Assistant | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Communications Manager | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Hospitality/Custodial Manager | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Children's Ministry Director | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Kids' Hope Director | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Audio/Visual Technian/s | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| | <input type="checkbox"/> | <input type="checkbox"/> |
| | <input type="checkbox"/> | <input type="checkbox"/> |
| | <input type="checkbox"/> | <input type="checkbox"/> |
| | <input type="checkbox"/> | <input type="checkbox"/> |

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

Names for potential elders and deacons are solicited from the congregation. A nominating committee then interviews each potential candidate to determine their willingness and qualifications to serve.

A slate of nominees is presented to the congregation for its approval. Typically, a single slate is presented which fills the various openings.

Note: the list below does not provide enough spaces for list all consistory members.

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"/> | Retired minister |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Business consultant |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Registered nurse |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Hospital Chaplain |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | Retired consultant |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | City staff |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Teacher |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | Retired |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | Retired Missionary |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Retired Educator |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Certified caregiver |

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

We believe that leadership in the church must be open to all whom God calls. All genders serve side-by-side in all leadership roles of Hope Church.

NOTES:

* Embracing our pioneering value, we were early to ordain women deacons and elders. We are the first church in the RCA to call a woman as a senior pastor.

* We are intentional to use of inclusive pronouns for all who gather. Attendees pick their own pronouns for their nametag.

* We prefer to not use a male-exclusive pronoun for God.

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 type="checkbox"/> | <input checked="" type="checkbox"/> |
| A graduate degree | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

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

| | Few are... | Many are... | Most are... |
|------------------------|-------------------------------------|-------------------------------------|--------------------------|
| Scientists & Engineers | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Farmers | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Business People | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Students & Teachers | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Industrial Workers | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Office Workers | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Other: Ministers | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

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

- * We expect the candidate to hold a seminary degree and be ordained.
- * The preferred candidate would have sufficient experience to collaborate within a senior pastoral team.
- * The preferred candidate would be able to lead liturgical worship practices and have effective preaching skills.
- * The preferred candidate would be skilled at providing pastoral care.
- * The preferred candidate would show evidence of linking social justice with the gospel.
- * The preferred candidate must be trained or open to training in anti-racism.
- * The preferred candidate must demonstrate strong biblical studies.

28. Languages:

Should your pastor be fluent in any language other than English?
 Yes No If yes, please explain.

Spanish language fluency could be beneficial.

29. The salary we are prepared to offer out new pastor is \$ 84500 + years experie
 The average annual increase to our pastor over the past three years was \$ COLA

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 | \$***see below |
| Housing Allowance | \$ |
| Parsonage provided? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | |
| Travel Reimbursement | \$ |
| Social Security (Amount) | \$ |
| Book Allowance (Amount) | \$ |
| Continuing Education Allowance (Amount) | \$ |
| Provision for Sabbatical | \$ |
| Other (Specify Below) | \$ |
| TOTAL | \$ |

- 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:
 ***Salary & benefits will meet or exceed RCA and Holland Classis requirements.

We provide time for a sabbatical of three months every seven years.

One week of study leave annually.

33. Community served: (please check one)

| | |
|---|-------------------------------------|
| Rural: Under 2,500 | <input type="checkbox"/> |
| Town: 2,500-9,999 | <input type="checkbox"/> |
| Small City: 10,000-49,000 | <input type="checkbox"/> |
| Metropolitan-Suburban: 50,000+ | <input checked="" type="checkbox"/> |
| Metropolitan-Urban: 50,000+ | <input checked="" type="checkbox"/> |
| Metropolitan-Inner City: 50,000+ | <input type="checkbox"/> |
| Other: | <input type="checkbox"/> |

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

- * Formed a group with other faith leaders/churches, Faith Leaders for Justice, to impact our city.
- * Formed a group with other faith leaders and churches to address the political situation in our county.
- * Initially joined with First Methodist to create affordable housing coalition. This action evolved to include Community Action House and Dwelling Place Ministries.
- * Presently partner with Maple Avenue Ministries in cooperative ministries and community witness.
- * Have an ongoing ministry to LGBTQIA+ students at Hope College (initially with Grace Episcopal).
- *Participate in community services like Good Friday, Thanksgiving, Ash Wednesday, and CROP Walk.

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

- * Holland Pride – An annual event which celebrates and supports greater Pride community.
- * Juneteenth—an annual event in Holland that celebrates Black history and opportunities.
- * Affordable Housing – a concern and issue in the Holland community to provide housing for all persons. We have partnered with others to participate in a solution to this matter.
- * Testifying before City Council and County Board of Commissioners—Witness to the changes that are needed in our community for the care of all persons.
- * Welcoming unhoused persons to use our facility as a day shelter during the cold of winter and the heat of summer.

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

Methodist, Catholic, RCA, CRC, Assembly of God (both Spanish and English) Baptist (several variations), Episcopal, nondenominational/independent, Lutheran, Presbyterian, 7th day Adventist (Both English and Spanish), Four Square, Vineyard, Wesleyan, UCC, Apostolic, Mormon/Latter Day Saints, Quaker, Eastern Orthodox, Ba'hai, Buddhist, Hindu.

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

We recognize that our community is more diverse than “churched” and “unchurched.” There are among us those who find welcome in a church community as well as those who have found alienation and trauma. Some of us have a long-held faith; some of us are still finding our way. For this reason, Hope Church, in addition to holding liturgical worship services, Bible studies, small group gatherings, and fellowship events within our facility, also reaches beyond our walls. We livestream all of our services and adult education classes so that we can welcome those who are not physically near or are physically or emotionally unable to be with us in person. We collaborate in the leadership of Bible Pride, which is an inclusive group that meets on the Hope College campus. We have a long-running Pub Theology group that meets weekly in local establishments. We are present at community events like Holland Pride, Juneteenth, and are a sponsor of the Holland Chorale.

To witness to the inclusive love of our God, we participate--both corporately as a congregation and as individuals--in local nonprofits working toward inclusion, racial justice, food distribution, and opportunity for all of God's children. We coordinate a Kids Hope mentoring program with a neighborhood elementary school. We invite the community into our facility by making it available for organizations' meetings and events. These organizations range from the Audubon Society to the Ladies Literary Club to Camp Sunshine which works to overcome barriers to acceptance and joy for those with disabilities

38. The income level of the people in our congregation tends to be: (please check one)

| | |
|-------------------------------------|---|
| <input checked="" type="checkbox"/> | About average for our community |
| <input type="checkbox"/> | Somewhat below the rest of the community |
| <input checked="" type="checkbox"/> | Somewhat higher than the rest of the community |

39. Describe the community and school system: (Provide website links were appropriate.)

The Hope Church facility is located in downtown Holland -- a thriving urban center with shops, restaurants, theaters and galleries. Settled originally by Native Americans, then came Dutch immigrants in 1847, today Holland is much more diverse with active Hispanic, Black and Asian communities. The Holland area has great school options, including public, Christian, and public charter.

Adjacent to the downtown center is the beautiful Hope College campus, as well as neighborhoods full of Historic homes, all connected by 5 miles of a heated sidewalk and street system, commonly known as "Snowmelt".

Visitors from Chicago and other parts of the Midwest are attracted to Holland because of its amazing Lake Michigan beaches and its nationally recognized Tulip Festival, but the area also boasts great parks and miles of biking trails that connect throughout West Michigan.

40. Record of last three pastors:

| Name | Dates |
|----------------------------|--------------|
| Jill Russell | 2008 to 2024 |
| Beth Carroll | 2014 to 2022 |
| Katherine Davelaar VanRees | 1997 to 2006 |

41. Please complete your profile with the following contacts:

| Name | |
|----------------|-----------------------------------|
| Peter Boogaart | Vice President, Consistory |
| Gordon Wiersma | Classis Supervisor |

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?

HOPE CHURCH, RCA ~ STATEMENT OF MISSION

Initially approved in 1975; revised in 2012 & 2018

OUR FAITH Hope Church is called by God and equipped by the Holy Spirit to be a witness to the unity, reconciliation and justice given in the saving grace of Jesus Christ. These touchstones drawn from the Belhar Confession give voice to the historic Christian faith in our time and place.

OUR MISSION Hope Church affirms these values to be at the core of our calling:

TO GROW IN FAITH: We seek to grow not only in numbers but, most importantly, in depth of Christian commitment. We seek to identify and engage each person's particular gifts and to direct all our gifts in faithfulness to God's Word.

TO PIONEER: Founded as a pioneering congregation, Hope Church is willing to experiment courageously and to press ahead in new directions. We continue to seek creativity and excellence in worship, nurture, governance, and outreach.

TO BE OPEN: We celebrate and proclaim God's welcome of all people. Hope Church is blessed and strengthened by the rich diversity of background, race, ability, gender, sexual orientation, culture, gifts, and interests present among and around us.

TO LEAD IN CHRISTIAN ACTION: Hope Church is committed to service, both locally and worldwide, and we support the work of justice and compassion by all people of good will. We serve both as a congregation and individually through our daily living.

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.

As a community of faith, we balance the need for long-range thinking with the desire for agility in responding to needs as they arise. Our strategic planning led to the discernment of God's call to these themes: to provide provisions for the journey, to welcome all, to connect with and witness to the community, and to engender deep engagement with one another.

Our programs are typically developed or refined annually, taking into account what we've learned and what's emerged as possibilities. Current initiatives in support of our mission and themes are: Discernment regarding how we Live out our commitment to be an anti-racist church here in West Michigan and the development of an affordable housing project that will offer home and community for people with disabilities.

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

Hope Church Ministry Themes

Provide provisions for the journey. Hope Church as a community seeks to provide spiritual resources and encouragement to one another.

Welcome all. Hope Church aspires to be experienced as open and eager to include all of God's people. We envision many kinds of diversity reflected in our church body.

Connect with and witness within the community. Hope Church works to be engaged directly and through its members to be the presence of Christ in our community.

Engender deep engagement. Hope Church seeks to be a closely knit, yet highly permeable network of relationships, formed by people who support and learn from each other, and who share stories of our faith.

Collaborative Relationships. Pastor Gordon Wiersma began serving as a pastor at Hope Church in 1999. He brings experience, wisdom and is known for his puns. He is fully committed to collaborative relationships with staff members. Learn more about the Doctor of Ministry work that Gordon completed at www.christianstory.com

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

Hope Church has a long history of missional engagement in our world and in our community--thinking globally and acting locally. Perhaps especially in our current cultural context, we are called to bear witness to social justice as the real-world implication of God's love.

We were one of the early churches to roster with Room for All. Our early discussions of LGBTQIA+ people showed us the value of discernment together, and we've been able to reapply those lessons in exploring economic and racial justice, as well as our collective call to serve.

We make God's inclusive love visible in the community by sponsoring high school and community musical and theater productions, even advertising Micah 6:8 in our transit bus. Our Black Lives Matter and Gay Pride flags communicate our allyship and invitation within our community.

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

To respond to this question, the consistory was asked to submit words which suggested their passionate hopes. These words formed a "word cloud" for us:

Love(3) Goodness Understanding(2) Unity Shared-Vision Belonging(2) Justice(8)
Growth-in-Engagement(2) Community(6) Accepting(5) Discipleship Positive-Outreach
(2) Youth Share Give Joy(2) Integrity Kindness Mercy Humility Grace
Peace

(One option for word cloud (wordclouds.com))

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

*They would find that worship is at the center of the church's life. They would find that worship is intentional and done with excellence. They would experience worship as a congregational event, not just an "up-front" presentation. Worship follows the liturgical year and the common lectionary.

*They would recognize that the mandate "Do justice, Love kindness, and Walk humbly with your God" is embraced and valued by the gathered community.

*They would notice that someone greeted and spoke to them.

*They would depart from a gathering with the sense that "it's a place/group I want to connect with because I was valued."

*They would learn that the Hope congregation values both the journey inward and the journey outward.

*They would be embraced by a church that prays for others, cares about one another, welcomes the LGBTQIA+ folks. A church that seeks to live out the phrase: Blessed to be a blessing.

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

- * A challenge to stay focused while surrounded by lots of possibilities.
- * A challenge to establish meaningful connections/friendships with community members.
- * A challenge to be relevant to the next generation.

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

Much of what we hope for the next five years is to continue a solid base of care and connection in which we bring our whole selves, mind, body and spirit, as we seek justice, love kindness, and walk humbly with God.

We hope that over the next five years we can continue to have a thriving community and pastors who work closely together, care for one another, and thrive professionally and personally. We are working to realize our commitment as an anti-racist church.

Members of the congregation are very active in the community and so we hope to continue to provide provisions for the journey. We hope we can provide that spiritual wellness and wholeness that allows continued work toward God's wisdom. We intend to welcome and make room for all, and to speak truth to power.

Because we value the quality of pioneers, we value being open to new situations and challenges, and to hear God's word and will for our lives and our community.

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

- * We question things – ideas and movements.
- * We engage with one another – we talk, we listen, we learn.
- * We are diverse in our faith journeys, temperaments, and comforts and spirituality.
- * We are an organism where people can come with doubts and different viewpoints and find acceptance.

From our 2024 Consistorial Report: "We celebrate the vibrancy of our shared congregational life. In an era when churches are facing declining memberships and budget deficits, we are blessed by positive trends...we have regularly welcomed new members who are drawn to our witness of inclusive love. Participation and the vitality of in-person events have recovered from the effects of the pandemic, which we see in worship, education, discipleship, and social events. We have an active volunteer community serving on committees, ministries and task forces. The high level of engagement shows that Hope Church is more than a weekly Sunday worship service."

Release Statement

We, (Full Church Name) Hope Church RCA _____, **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.**

Signature of Search Team Chairperson or Designated

Date



Annual Consistorial Report

for the year ending December 31, 2023

The Book of Church Order requires that each consistory shall make an annual report of statistical information and on the spiritual state of their congregation. Information reported by consistories helps RCA assemblies to “equip congregations to follow Christ in mission” and also gives the local church an opportunity to examine and reflect on its mission and ministry.

Parts 1a and 1b ask for quantitative information that is for the benefit of the General Synod, regional synod, and classis.

Parts 2a and 2b are for the benefit of the classis and include open-ended questions to assist the consistory in reflection on the ministry of the church.

Hope Church

77 W 11th St
Holland, Michigan 49423-3297

ONLINE FORM

Please fill out this form electronically.
Visit crf.rca.org
and follow the instructions found on that screen.

Part 1a

MEMBERSHIP STATISTICS: Revision of membership rolls is to be made at the end of each calendar year. The figures are to be the totals in each category. Report only the RCA portion of your statistics. (For example, if you are a union congregation with one other denomination, the numbers you report should be 50 percent of your totals.)

| | | | |
|---|------------------|--|------------------|
| <p>1. Church Households: Indicate the number of households living as one family at one address, in which there is at least one confessing member. (Include single military personnel and students with their family at the home address.)</p> | <p>236</p> <hr/> | <p>6. Adherents: Indicate the number of individuals who participate in the life, work, and worship of the church but are not members.</p> | <p>76</p> <hr/> |
| <p>2. Confessing Members: Indicate the number of members who have received Christian baptism and have been received by the Board of Elders through profession of faith, reaffirmation of faith, or presentation of a satisfactory certificate of transfer of membership from another Christian church, and who make faithful use of the means of grace, especially the hearing of the Word and the use of the Lord's Supper.</p> | <p>399</p> <hr/> | <p>7. Average Worship Attendance: Indicate the average of the actual count of all persons present for weekly worship service/s. (Give the average for the entire year.)</p> | <p>224</p> <hr/> |
| <p>3. Inactive Members: Indicate the total number of members who have been removed by the Board of Elders from the active confessing membership roll.</p> | <p>228</p> <hr/> | <p>GAINS:</p> <p>8. Received on Confession: Indicate the number of individuals who have been received by the elders upon confession or reaffirmation of faith.</p> | <p>4</p> <hr/> |
| <p>4. Baptized Members: Indicate the number of members who have received Christian baptism, who may or may not participate at the Lord's Table, and who have not been received by the Board of Elders as confessing members. (This figure must be annually adjusted for baptized children who have been transferred with their parents into or out of the congregation.)</p> | <p>114</p> <hr/> | <p>9. Received on Certificate: Indicate the number of individuals who have presented a satisfactory certificate of transfer from another church.</p> | <p>10</p> <hr/> |
| <p>5. Total Membership will be auto calculated (the sum of 2 through 4).</p> | <p>741</p> <hr/> | <p>LOSSES: Indicate the number of confessing and inactive members whose names have been removed from the membership roll.</p> <p>10. Transferred</p> | <p>3</p> <hr/> |
| | | <p>11. Deceased</p> | <p>4</p> <hr/> |
| | | <p>12. All Other Removals from Roll</p> | <p>4</p> <hr/> |
| | | <p>BAPTISMS: Indicate the number of individuals baptized.</p> | <p>4</p> <hr/> |
| | | <p>13. Infants</p> | <p>4</p> <hr/> |
| | | <p>14. Adults</p> | <p>_____</p> |

Membership data collected in this section is for the benefit of the General Synod, regional synod, and classis and is reported at crf.rca.org/public.

Part 1b

FINANCIAL REPORT: *Please complete the following section with financial results from your church’s most recent fiscal year-end.*

Fiscal year-end: 2023-12-31 00:00:00 (example: June 30, 2023)

The dollar amounts listed below are in: **U.S. Dollars**

Union and federated churches should report only the RCA portion of their financial statistics, in the same proportion as they report membership statistics in Part 1a. A church that does not keep separate membership rolls should divide its full financial numbers by the number of denominations in the union or federation (for example, a church that is a union church of the RCA and one other denomination should report half of its full financial numbers). A church that keeps separate membership rolls should multiply its full financial numbers by the percentage of its membership that is RCA (for example, a federated church whose membership is 64 percent RCA should multiply its full financial numbers by 0.64).

Income:

| | |
|---|----------------|
| 21. Contributions received* | <u>1713343</u> |
| 22. Endowment gifts (gifts that are permanently restricted by the donor, from which only the earnings may be used) | <u>45540</u> |
| 23. Investment income and endowment appropriations | <u>7850</u> |
| 24. All other income (including, but not limited to: tuition revenue, rental income, grants from any agency) | <u>1766733</u> |
| 25. Total income (sum of lines 21-24) | <u>1766733</u> |

*Any gift received by the church, except for new endowed gifts. This includes, but is not limited to, contributions for the general operations, missions, benevolence, special designated funds, estate gifts, and capital campaign gifts.

Expenses:

| | |
|--|----------------|
| 26. Assessments paid to RCA classis, regional synod, and denomination | <u>41215</u> |
| 27. All other church expenses | <u>1655980</u> |
| 28. Total expenses (sum of lines 26-27) | <u>1697195</u> |
| 29. Net income (line 25 minus line 28) | <u>69538</u> |

Note: as of 2018, lines 18 through 18e, 19 through 19c, and 20 have been replaced with lines 21-29.

Financial data collected in this section is for the benefit of the General Synod, regional synod, and classis and is reported at crf.rca.org/public.

Part 2a

THE LIFE AND SPIRITUAL HEALTH OF THE CONGREGATION:

The following four questions encourage reflection as a consistory and are intended for the use of the classis. If necessary, please attach your responses on separate pages.

1. What signs of transformation have been visible in the life and ministry of your congregation this year?

Participation and the vitality of in-person events have recovered from the effects of the pandemic, which we see in worship, education, discipleship, and social events. We have an active volunteer community serving on committees, ministries, and task forces, a high level of engagement, too, that shows that the Hope Church community is more than a weekly Sunday worship service. We continue our faithful work on inclusion, including the development of an anti-racism statement that we intend to finalize this year. We partner with sibling faith organizations like Maple Avenue Ministries and with community organizations to take our mission into our community. A new Unifying Hope team is examining and facilitating our faith commitment to public and civic engagement.

2. How is your congregation actively ...
 - a. developing passionate and reproducible disciples who live and love like Jesus?
 - b. mobilizing emerging leaders for service in the church and in the world?
 - c. embracing your mission to the world and sharing the good news of the gospel with everyone?(Please share specific stories, experiences, and examples.)

We offer multiple opportunities for spiritual formation, education, small groups, and connections in the community for living our faith. We have remained tenacious in pursuing a disability housing project in our community, investing not only our time but our resources and property. We include voices and stories of reconciliation in our services between Advent and Lent, which are powerful in shaping the congregation. We've worked with area nonprofits to share compelling information during our Adult Education series to address food insecurity, racial justice, the formerly incarcerated, and more; we've provided education about White Christian Nationalism as a threat to faithful followers of Jesus.

We use a variety of communications channels to be a voice in our community, including social media, advertising, and sponsorships; our messages are based on Micah 6:8, to do justice, love mercy, and walk humbly with our God. We use our facility as outreach by welcoming community groups. We serve as a polling place during election cycles and host meetings for organizations as diverse as the Citizens Climate Lobby, Camp Sunshine, The Audubon Society, and Women's Service Day.

3. In what ways can your congregation more intentionally live out the call to cultivate transformation in Christ, equip emerging leaders of today and tomorrow, and engage in Christ's kingdom mission in the coming year?

We will continue our spiritual formation, education, and engagement opportunities, which includes groups like Men's Breakfast, Women's Circles, and Gentlemen of a Certain Age, all of which have long histories and are self-organizing. Our youth groups' activities in our community and on trips to other locations provide shared experiences that help our youth develop in their faith. We also expect to complete the adoption of our anti-racism statement and to incorporate it in our public witness.

4. What challenges, concerns, or celebrations does your congregation have right now?

We celebrate the vibrancy of our shared congregational life. In an era when churches are facing declining membership and budget deficits, we are blessed by positive trends in both areas. We have regularly welcomed new members who are drawn to our witness of inclusive love.

We are challenged by a transition in pastoral leadership given Rev. Russell's recent resignation. We also have some church staff transitions upcoming, and will be challenged to be future-focused in designing for what we pray to become.

Information regarding the spiritual health of the congregation and congregational indebtedness is collected to assist the classis in its supervision of the churches within its bounds.

Part 2a, continued

The remaining five questions are collected for the benefit of the General Synod and the classis and are available to appropriate General Synod entities.

Question 5 was added by the General Synod in 2017 and responses are available to the Commission on Race and Ethnicity and the Office of Race Relations and Advocacy.

5. How does your congregation reflect the racial and cultural context in which you conduct your ministry? What are you doing to build bridges that develop and deepen mutual ministry that is multiracial and multicultural?

We remain a mostly white church with a lot of Dutch ties even as we pursue anti-racism. We build bridges by engaging with other churches and area nonprofits that have built multicultural communities and can help us to be strong allies. We host Child Development Services daycare in our facility five days a week, which brings the diversity of Holland into our building. We also offer office space to Washington School Neighbors, a nonprofit neighborhood organization. We invite pastors from other backgrounds and communities to our pulpit to share their voices and perspectives, welcoming and encouraging them to say what they believe we need to hear. We can't do everything ourselves, but we can partner, facilitate, and resource.

Question 6 was added by the General Synod in 2018, and responses are available to the Commission on Christian Discipleship and Education.

6. How have those who serve in the spiritual formation or teaching arena of your congregation received ongoing or continuing education this year?

We provide funding for our pastors and other leaders to attend conferences, purchase books, or pursue other educational opportunities of their choosing. We encourage and support our pastors to engage with area clergy organizations, including the Unifying Pastors of Ottawa County, which brings ecumenical voices into our view of spiritual formation. We organized a sojourn at Iona, which was meaningful for one of our pastors and a number of our members. We have been represented at APCE by lay leaders who bring back information to share and incorporate, as appropriate, into our programming.

Question 7 was added by the General Synod in 2021, and responses are available to the Commission on Race and Ethnicity and the Office of Race Relations and Advocacy.

7. Has your congregation hosted or participated in an anti-racism training this year? (This could include participation in a training offered through your classis or regional synod, or through the Office of Race Relations and Advocacy.) If yes, what was the training, and/or through what organization?

We've had a year of discernment organized by our Justice and Reconciliation Ministry, working toward discernment about and development of an anti-racism statement. This has included book groups, recommended readings and viewings, Great Consistory discussions, Adult Education sessions, and an interactive wall for everyone to share thoughts and observations. We are blessed to have university faculty and strategic planning consultants who planned and organized this series with the help of ministry members.

Information regarding the spiritual health of the congregation and congregational indebtedness is collected to assist the classis in its supervision of the churches within its bounds.

Part 2a, continued

Question 8 was added by the General Synod in 2022, and responses are available to the Office of Disability Concerns and the Commission on Christian Action.

- 8. What barriers exist in your facilities that may prevent people with various disabilities (visible, hidden, or chronic) from full participation in all areas of church life? How is your congregation working to improve accessibility and hospitality to people with physical, mental, intellectual/developmental, and sensory impairments?

Question 9 was added by the General Synod in 2022, and responses are available to the Commission on Christian Action.

- 9. a. Does your congregation offer a food pantry or other local hunger program? If yes, please provide the name of the ministry, address, contact phone number, contact email address, and a brief description of the ministry.

We published 3 articles in a series in *Self & Light*, our periodical publication, by Terry DeYoung, who was a champion for inclusion in the RCA until his retirement. Our physical facility has incorporated accommodations for disabilities, as Terry notes in his articles. We have barrier-free access to all of the public areas of the facility. We have the T-coll loop system for hearing assistance in our two main meeting rooms, and offer closed captioning for Adult Ed sessions. We have ongoing education about how to be hospitable for people with various disabilities. We understand that inclusion is a continuing project, not a destination, so seek to be open to learning from those with disabilities (especially developmental and sensory) how to make them entirely included.

- b. Does your congregation support a local food pantry or other local hunger program (that is not directly connected to the congregation)? If yes, please provide the name of the ministry, address, contact phone number, contact email address, and a brief description of the ministry.

We continue a longstanding partnership with Community Action House, providing food collection and donation, volunteers, education. This has been a strategic partnership in supporting their excellent work rather than duplicating services or fundraising appeals. Community Action House has been a pioneer in providing services with dignity for recipients, and has expanded beyond food to housing and financial security. We also have members with connections to Bread for the World, and have found it meaningful to organize letter-writing campaigns in support of public policy that addresses food insecurity.

- c. Is your congregation engaged in advocacy for food justice? If yes, in what ways?

We continue a longstanding partnership with Community Action House, providing food collection and donation, volunteers, education. This has been a strategic partnership in supporting their excellent work rather than duplicating services or fundraising appeals. Community Action House has been a pioneer in providing services with dignity for recipients, and has expanded beyond food to housing and financial security. We also have members with connections to Bread for the World, and have found it meaningful to organize letter-writing campaigns in support of public policy that addresses food insecurity.

Part 2b

INDEBTEDNESS:

The following information is collected for the use of your classis in order to fulfill the directive from the Book of Church Order regarding indebtedness, which states, "the consistory shall not incur a total indebtedness which exceeds two-thirds of the prior year's expenditures for congregational purposes, as reported to the General Synod, without the approval of classis" (BCO, Chapter 1, Part 1, Article 2, Section 13; 2023 edition, p. 17).

- 1. Does your church have any indebtedness? yes no
- 2. If yes, what is the total indebtedness? \$ _____
- 3. Is your church delinquent in any of its debt payments? yes no
- 4. If yes, what is the amount of the delinquency? \$ _____

Information regarding the spiritual health of the congregation and congregational indebtedness is collected to assist the classis in its supervision of the churches within its bounds.

Annual Consistorial Report for 2023

Hope Church

church name

77 W 11th St Holland, Michigan 49423-3297

city, state/province

The information below will not be shared with any entity outside the RCA. It will be used by the Office of Ministry Services to send information to elders and deacons. Because the General Synod requires that gender statistics of ordained officeholders be reported (MGS 2002, R-32, p. 54), please use the check box to convey that information.

List only those elders and deacons elected in 2023.

| Name | Phone | Email | Office | Gender | Address |
|---------------------------|------------|---------------------------|--------|--------|---|
| David Van Doorne | 2483216664 | davidvandoome@gmail.com | Elder | Male | 662 Tennis Ct Holland Michigan 49424 |
| Josh Bochniak | 6072271408 | joshbochniak@gmail.com | Elder | Male | 618 Lawndale Ct. Holland Michigan 49423 |
| David Perez | 6163129238 | rdperez@charter.net | Elder | Male | 2020 Breeze Dr. Holland Michigan 49424 |
| Larry Schuyler | 6164030495 | larryschuyler51@gmail.com | Elder | Male | 10455 Bridgewater Drive Zeeland Michigan 49464 |
| Lois Maassen | 6168757070 | lois.maassen@gmail.com | Elder | Female | 5920 84th Ave Zeeland Michigan 49464 |
| Tammi Griswald | 5853295429 | mtammi61@gmail.com | Elder | Female | 10321 Summerwood Drive Zeeland Michigan 49464 |
| Peter Boogaart | 6167721659 | pboogaart@hotmail.com | Elder | Male | 325 N. Lindy St. Zeeland Michigan 49464 |
| Cindi Veldheer DeYoung | 6164031642 | cveldheer@gmail.com | Elder | Female | 960 E. 10th St. Holland Michigan 49423 |
| Linda Walvoord | 8483914942 | linda.walvoord@uc.edu | Elder | Female | 24 E. 14th St. Holland Michigan 49423 |
| Jared Lambers | 6162953429 | jared.lambers@gmail.com | Deacon | Male | 341 W. 20th St. Holland Michigan 49423 |
| Sara Hogan | 6164384459 | keithandsara@gmail.com | Deacon | Female | 377 Wildwood Dr. Holland Michigan 49423 |
| Anne Salliers | 6168481230 | anne.salliers@gmail.com | Deacon | Female | 561 Hiawatha Dr. Holland Michigan 49423 |
| Joy Zomer | 6165940088 | jrzomer@gmail.com | Deacon | Female | 1106 Ardmore Holland Michigan 49423 |
| Ric Beltran | 6169539776 | senseibeltran@yahoo.com | Deacon | Male | 218 W 15th St. Holland Michigan 49423 |
| David Alexander | 6167964426 | alexataiwan3@gmail.com | Deacon | Male | 76 W. 19th St. Holland Michigan 49423 |
| | | | | | |
| | | | | | |

The information below will not be shared with any entity outside the RCA.

It will be used to provide support for youth and discipleship ministry in RCA congregations, in keeping with the call articulated in Transformed & Transforming.

Primary youth ministry contact

Please provide information for the person who is the primary contact for youth ministry in your congregation. This person could be a paid staff member such as a youth minister or director of youth ministry, or he or she could be a volunteer if your congregation does not have youth ministry staff. If your congregation has more than one person in this role, please designate one as the primary contact.

_____ We have no youth ministry contact.

Name: Phil Quinn

Title: Pastor of Discipleship

Address:

Email: pquinn@hopechurchrca.org

Phone: 9062981702

Phone Type: Cell

Primary Christian education/discipleship contact

Please provide information for the person who is the primary contact for discipleship and/or education in your congregation. This person could be a paid staff member such as a Christian education director or pastor of discipleship, or he or she could be a volunteer if your congregation does not have Christian education or discipleship staff. If your congregation has more than one person in this role, please designate one as the primary contact.

_____ We have no Christian education/discipleship contact.

Name: Jocelyn VanHeest

Title: Christian education director

Address:

Email: jvanheest@hopechurchrca.org

Phone: (616) 212-1005

Phone Type: Cell