

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: 4 /9 /2025

Position to be filled: Associate Pastor for Faith Formation

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. Gretchen Schoon Tanis – Hope Church
Address:

77 W. 11th Street
Street
Holland MI 49423
City / State / Zip Code

Telephone: (616)392 - 7947

E-Mail address: gschoontanis@hopechurchrca.org

6. **Chair of search committee:** Same as above
Address:

Street

City / State / Zip Code

Telephone: (xx)xxx - xxx

E-Mail address:

7. **Membership:**

Time of worship	Five years ago	Today
Active Confessing Members	437	415
Inactive Confessing Members	196	228

Comment on significant changes:

Since 2022, 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 2022.

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. Since 2021, we have been streaming the worship services, as well continuing a weekly radio broadcast of our worship service. The Adult Ed sessions are also streamed each Sunday. Recorded sessions can be accessed through our website.

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="radio"/>
75-89 %	<input type="radio"/>
60-74 %	<input checked="" type="radio"/>
45-59 %	<input type="radio"/>
44 % or less	<input type="radio"/>

(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, kitchen, and organ renovation, as well as supplementing our building maintenance endowment.

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 70 with in-person and on-line attendees.
2. Faith formation for children and youth occurs at the Sunday 9:40am timeframe.
3. "Fish Club" and "High Hopes " youth groups meet on Sunday evenings.
4. Small groups. There are several women's groups that meet for Bible study and/or book reading. There are several men's groups that meet for book reading and Bible study.
5. Children in Worship is a weekly gathering for children that parallels the worship themes happening in the sanctuary worship service.
6. Bible Pride is held on the Hope College campus aimed especially for college-age persons.
7. Pub Theology is held weekly at a local pub where various topics are explored and discussed.
8. REST is an ongoing care and support group for people 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 for adoption of the statement 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 to make the best use of our facilities. Currently no additional capital expenditures are planned.

20. Is there a mortgage indebtedness? Yes ☐ No ☒

Amount: \$

Of how long standing?

Annual rate of repayment

21. Pastors' offices

In church ☒ in parsonage ☐ Other ☐ Not Provided ☐

22. List all paid staff in addition to the two senior pastors:

Position	
Associate pastor (vacancy)	Full time <input type="checkbox"/> Part time <input type="checkbox"/>
Music Director/Organist	Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/>
Operations Manager	Full time <input checked="" type="checkbox"/> Part time <input type="checkbox"/>
Administrative Assistant	Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/>
Communications Manager	Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/>
Hospitality/Custodial Manager	Full time <input checked="" type="checkbox"/> Part time <input type="checkbox"/>
Children's Ministry Director	Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/>
Kids' Hope Director	Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/>
A/V Technicians (2)	Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/>
	Full time <input type="checkbox"/> Part time <input type="checkbox"/>
	Full time <input type="checkbox"/> Part time <input type="checkbox"/>
	Full time <input type="checkbox"/> Part time <input type="checkbox"/>
	Full time <input type="checkbox"/> Part time <input type="checkbox"/>

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 slots to 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 with the 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 prefer 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 connect with families, children and youth.
- * The preferred candidate would be able to lead liturgical worship services and have effective preaching skills.
- * The preferred candidate would be interested in creative liturgy and worship styles in addition to the established liturgical service.
- * 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 \$
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:

***Salary & benefits will meet or exceed Holland Classis requirements.

33. (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 Holland Classis requirements.

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

One week of study leave annually.

34. 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"/>

35. 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.
- * Participate in community services like Good Friday, Thanksgiving, Ash Wednesday.

36. 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 individuals to use our facility as a day shelter during the cold of winter and the heat of summer.

37. 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, Baha'i, Buddhist, Hindu.

38. 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 stream 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

39. 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

40. 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.

41. Record of last three pastors:

Name	Dates
Phil Quinn	2022 to 2025
Jill Russell	2008 to 2024
Beth Carroll	2014 to 2022

42. Please complete your profile with the following contacts:

Name	
Peter Boogaart	Vice President, Consistory
Hope Church Pastor Gretchen Schoon Tanis	Classis Supervisor & Hope Church Pastor

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, considering 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. Both pastors on the senior pastoral team are fully committed to 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. Pastor Gretchen Schoon Tanis joined the senior pastoral team in 2025. She previously served as pastor of an English-speaking congregation in Hanover Germany. She brings fresh insights and a welcoming spirit.

We view our mission support recipients as partners in ministry.

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 displaying 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

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 with whom I want to continue to connect 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.

We hope that ministry with, to, and among all ages may be strengthened, and new ministries emerge.

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

For our Associate Pastor for Faith Formation, we envision this pastor: providing creative and strong leadership for the youth/college/young adult ministries; collaborating with the senior pastors for new worship and faith formation opportunities; working with leadership and the congregation to foster a community of connection and faithfulness.

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, comforts and spirituality.
- * We are an organism where people can come with different yet informed 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

(Full Church Name)

We, _____ 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

8 April 2025

Date

