

RCA Church Profile Form

Section A. Background Information

Today's Date: 10/17/2020

Position to be filled: Senior Pastor

1. Name of church: Third Reformed Church

2. Web address: www.trcholland.org

3. Address: 111 W. 13th Street
Holland, MI 49423

Telephone: (616)392-1459

E-Mail address: office@trcholland.org

4. Classis: Holland

5. Classis Supervisor:

Dan Griswold

Address: 513 East 8th Street #23
Holland, MI 49423

Telephone: (616)394-0550

E-Mail address: hollandclassisrca@gmail.com

6. Chair of search committee:

Jeff Munroe

4745 Brentwood Ct. Street
Holland, MI 49423

Telephone: (616) 298-8156

E-Mail address: jeff@westernsem.edu

7. Membership:

Time of worship	Five years ago	Today
Active Confessing Members	600	488
Inactive Confessing Members	265	154

Comment on significant changes:

Between 2008 and 2020, under the leadership of our current pastoral team, we have gone through both a period of renewal and a period of declining membership, and now our numbers seem to have plateaued. From 2008 to 2013, membership increased from about 590 to over 650 members. We engaged deliberately in creative neighborhood ministries for children and youth and young families. Beginning in 2013, we experienced several challenges. Younger families brought new ideas and wanted us to be more creative and flexible in worship. We were slow to adapt. Increasing secularization pressures took place in American society and took root even in Holland. Some of our young families left the congregation for other congregations or dropped out of church life entirely. We faced increased competition with the Pillar Church restart across the street from Hope College, which meant our usual pipeline of relationships with the college and the seminary were interrupted. Some young families left to become involved in the Pillar restart. Our congregation took a few years to realize that we were in a quite different place in relation to the Holland community. We have been coming to terms with this during the past 5 - 7 years and have been participating in the deep transformational change necessary for renewal and revitalization. That process has not always been easy, but it has led the congregation to a new and better place looking to the future with hope and an affirmation of our vision as a congregation in the midst of our community and our society. Significantly, we responded to these challenges by investing in neighborhood Spanish language ministry through creating a staff position and beginning a Spanish language worship service and bilingual Bible study.

Age of all active members (baptized and confessing)

17%	0-20 years old
10%	20-34 years old
10%	35-49 years old
16%	50-64 years old
51%	65 years and older

8. Racial/Ethnic composition of congregation:

3%	African American
1%	Asian
90%	Caucasian
5%	Hispanic
1%	Other: (please specify) mixed races through adoption

9. Worship schedule:

Average Attendance (includes adults and children)

Time of worship	Average attendance Five years ago	Average attendance Today
AM	370	325
PM	12	0

Comment on significant changes:

We transitioned to virtual worship because of the pandemic in March, 2020. The pastors, staff, and elders have worked hard to maintain personal connections with the congregation during this time. The experience with our Zoom worship, while not the same as being in the sanctuary, has been embraced for the most part by the congregation. The pandemic interrupted our Spanish language worship but we have added bilingual elements to our Zoom services. The new pastor will find a significant congregation excited to be together for worship. The new pastor and staff will find a congregation that embraces liturgical worship yet has a greater desire for creativity because of the new experiences and learning through our Zoom worship. For example, during the pandemic our congregation voted to install A/V equipment in the sanctuary. This will help us transition when we begin to meet in person while some will continue to watch electronically because of health concerns. But it also will allow us to do many more creative things in our space.

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 answers below apply to our traditional English worship service.

Third Reformed Church follows the 1968 liturgical revision of the RCA with the three-fold pattern of the Approach to God, the Word of God, and the Response to God. We have varied the headings for each section of worship at times. For example, we recently used UP, IN, and OUT. We have also used a four-fold pattern during special worship times and other worship patterns outlined in *Reformed Worship* magazine.

Preaching typically follows the Revised Common Lectionary, although we have used the Narrative Lectionary in two of the past five years. During the summers we've employed series preaching through different books of the Bible. We celebrate the Lord's Supper on the first Sunday of every month. One way our Reformed identity comes out is that the worship service is built around the sermon. Solid biblical preaching has historically been--and will continue to be-- a high priority at Third Reformed Church.

We favor classic hymnody accompanied by the organ, but we have added other forms of music including global songs, Taizé, Iona, African American spirituals, and contemporary songs, mostly from the hymnbook, *Lift up Your Hearts*. We have moved to widen our musical pallet so that we are reaching a variety of ages and spiritual temperaments.

Utilizing the great gifts of the laity, we have called forth a company of worship leaders this year for liturgy, prayers, and preaching along with the pastors. Zoom worship has led to more participation of the congregation, and we desire to bring this change to in-person worship when we are back in the sanctuary.

Rather than having a Youth Sunday, children and youth have led parts of the worship service throughout the year. We have sought to move from a performance-based worship to truly embracing the gifts of the whole people of God.

On high and holy days, our historic sanctuary in the center city draws people who do not regularly participate in worship with us. We do Easter and Christmas well.

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

	Five Years Ago	Today
Total RCA related contributions	\$ 59,700	\$ 72,271
Total other contributions	\$ 58,950	\$ 86,527

Percentage of total budget contributed by living donors:

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

12. Congregational Giving:

Number of those whose annual contribution is:

Less than \$500	106
\$501- \$1,500	51
\$1,501- \$2,500	47
\$2,501-\$3,500	23
Greater than \$3,500	108

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

If yes, amount received last year: \$ 30,000

List other fundraising programs that support the church:

- Denominational support for Japanese ministry = \$17,500
- State Housing Authority for rent subsidy = \$12,700

14. Church/Sunday School:

Average Attendance

Average attendance Five years ago	Average attendance Today
25 Youth	25 Youth
45 Children	40 Children
75 Adults	75 Adults
100 Wednesday Night LIFT	125 Wednesday Night Lift

Comment on significant changes:

The number of infant baptisms has not kept pace with the loss of older children who have shifted into our youth ministry. Adult education and youth education have remained somewhat stable. Our Wednesday night program has grown in attendance and emphasis and is one of the strengths of the congregation. One new feature of the Wednesday night program is a bilingual Bible study.

The transition of worship from a fixed form to something that is liturgical yet flexible, creative, and appealing to a variety of ages is something that we hope and pray will help attract young families and re-people our Sunday children's education. We saw some good results in 2019 with the addition of several young families.

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

Until the pandemic, we had 8:30 and 11:00 AM worship services with education time in-between. Currently, we are doing one service at 10AM with an education time for children and adults at 9AM. Attendance has been strong. Youth meet in small groups of 4-5 students during the week. This may be in-person or virtually. We have a Sunday night small group ministry organized around the Sunday morning scripture.

Our Wednesday night program prior to the pandemic took place from September to Spring Break. We would begin with a meal, opening devotions and song, and then had programs for children, youth, and adults. Choir would also meet on this night. This attracted both families of the church and families from the greater community. This has been one of the strengths of our church in the past decade.

The church has participated in summer ministries with a Vacation Bible School with about 125 children, and a Backyard Bash with the community with about 400 in attendance. Youth have had both a middle school and senior high trip or significant mission learning trip. We had two adult mission trips planned for the summer of 2020 to learn about issues on the US-Mexico border but these were cancelled because of COVID 19.

In addition to Sunday morning adult education classes, we traditionally have Lenten small groups, men's Bible studies, and women's ministry study groups. Some of our recent educational focus has been on white privilege, confronting racism, and environmental consciousness. We have had some recent book discussions and movie reflections dealing with racism.

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
Women's Ministry	Once a month	90 women
Men's study groups	weekly	35
choir	weekly	30
small groups	seasonally	50

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

Please see the responses for Section A, questions 9, 10, 15, 34, 35, and 37 and Section B, questions 1, 2, 3, 4, and 5.

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

- Parsonage (Sr Pastor residence) -- 134 West 12th St
- Rental house (affordable housing) -- 124 West 13th St
- Rental house (affordable housing) -- 276 West 14th St
- Rental house (affordable housing) -- 283 West 16th St

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

If yes, please explain briefly:

- Sanctuary Audio Visual upgrade
- Air Conditioning unit replacement
- Sanctuary roof replacement
- Parsonage remodeling

20. Is there a mortgage indebtedness? No

21. Pastor's study:

- In church
- In parsonage

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

Position	
Minister of Preaching	Full time
Minister of Congregational Life	Full time
Pastors of Neighborhood Outreach (shared)	Full time
Office Manager	Full time
Lead Custodian	Full time
Church Administrator	Part time
Youth Director	Part time
Director of Children's Ministries	Part time
Minister of Music	Part time
Calling Pastors (x2)	Part time
Director of Children's & Youth Music	Part time
Asst. Cust./Sun. & Special Events Custodian	Part time
Kids Hope Coordinator	Part time

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

We ask for nominations from the congregation in January; a nominations committee is put together consisting of people going off consistory and previous consistory members. They take seriously the input of the congregation, but the nominations committee may add people based on balancing age, race, and gender. A single slate is developed and approved by the consistory; nominations are made known to the congregation, and then voted on by the congregation at the annual congregational meeting in May.

Consistory members are elected to a two-year term with the possibility of re-upping for another two years. A person can serve on the consistory for only two, two-year terms. A person previously on the consistory must go off the consistory for two years before being renominated to the consistory.

Please list present Consistory members (Put a check in the box where appropriate)

Elder	Deacon	Male	Female	Occupation
		<input checked="" type="checkbox"/>		business owner-advertising/retired lawyer
<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	retired non-profit leader/professor
<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		retired doctor/dentist
<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	physical therapist/retired teacher
<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		retired teacher/leadership trainer
	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	retired nurse/client advocate
	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	technical writer/retired teacher
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		engineer/business owner - marketing
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		Greenway manager/business co-owner - insurance

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

About half of the elders and deacons are women. Several women have served as ordained pastors. A woman is slated to be the next vice-president of the consistory. Women serve as chairs of several consistory committees. Staff positions are filled by both men and women.

Third Reformed Church has historically been a strong supporter of women in all aspects of church leadership.

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

	Few have...	Many have...	Most have...
Had up to twelve years of formal education			<input checked="" type="checkbox"/>
Had some education beyond high school			<input checked="" type="checkbox"/>
A college degree			<input checked="" type="checkbox"/>
A graduate degree		<input checked="" type="checkbox"/>	

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

	Few are...	Many are...	Most are...
Scientists & Engineers		<input checked="" type="checkbox"/>	

Farmers	<input checked="" type="checkbox"/>		
Business People		<input checked="" type="checkbox"/>	
Students & Teachers		<input checked="" type="checkbox"/>	
Industrial Workers	<input checked="" type="checkbox"/>		
Office Workers		<input checked="" type="checkbox"/>	
Other: Retired Clergy		<input checked="" type="checkbox"/>	

27. Special training/experience desired: (describe briefly). None.

28. Languages:

Should your pastor be fluent in any language other than English? No

If yes, please explain.

29. The salary we are prepared to offer out new pastor is?

Please see below.

The average annual increase to our pastor over the past three years was?

Was at least sufficient to equal inflation.

30. Is a parsonage provided? Optional

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

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

32. The benefits/business expenses we will provide our pastor are: (Please check those provided or give amount as requested.)

Base Salary	\$60,000 to \$70,000 (Note A)
Housing Allowance	Up to 30% of base salary (added to base)
Parsonage provided? Yes No	Optional
Travel Reimbursement	Yes
Social Security (Amount)	Included in base salary (Note B)

Book Allowance (Amount)	\$250
Continuing Education Allowance (Amount)	\$1,250
Provision for Sabbatical	Yes (Note C)
Other (Specify Below)	
TOTAL	

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

Annual Vacation (Number of Weeks) 4

Necessary Comments regarding above:

Note A: Base Salary--The salary we are prepared to offer our new pastor will follow RCA salary guidelines (Synod of the Great Lakes) and be commensurate with candidate experience/qualifications.

Note B: The Base Salary already includes the Pastor and Church Social Security contributions.

Note C: Provision for Sabbatical--Initial eligibility after seven years of service. Duration up to three months. Full salary/ benefits remain in effect. Continuing ed. funds can be used for expenses incurred.

33. Community served: (please check one)

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

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

Our church values partnerships. We work with the denomination in global mission and world relief including Church World Service and the CROP Walk. We have done joint Vacation Bible School with a Hispanic congregation affiliated with the Assemblies of God. We have a joint Ash Wednesday service with our next door neighbor Roman Catholic congregation. We participate in an ecumenical Good Friday service each year. Our Kids Hope mentoring is done in partnership with Hope Reformed Church.

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

We partner with Good Samaritan Ministries to provide affordable housing. We work with partners to provide support and security for women in domestic abuse situations, and the community food bank. We partner with Hope College to provide Phelps Scholars with opportunities to serve; we have provided internships for Western Theological Seminary students and a home for many of the seminary's international students. Our congregation has been actively involved in refugee resettlement and immigrant advocacy, including supporting a church on the Mexican side of the border and providing transportation for people for immigration appointments in Detroit and Chicago. We host the Buen Pastor migrant ministry in the summer and host a disability ministry during the school year.

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

As mentioned, there is a Roman Catholic Church next door. There are Pentecostal Hispanic Churches within a few blocks as well as Methodist, CRC, and other RCA Churches (and two joint CRC-RCA Churches). There are Lutheran and Presbyterian Churches within three miles.

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

We understand our location not only as a place of worship but as a beachhead that is a resource to know Christ and to make Christ known. We open the building to the community, hosting the Buen Pastor migrant ministry in the summer and a disability ministry on Thursday night during the school year. Our Wednesday night program reaches into the neighborhood and the community.

When a person visits our congregation, the pastors follow-up with a letter, and a member of a lay group follows-up with a telephone call. If a person attends several times, one of the pastors makes a personal visit.

We strategically have some high-profile events such as Vacation Bible School, the Backyard Bash, and an Easter egg hunt which present our church in a positive light in our neighborhood and community. We have done targeted mailings a couple of times a year. This year our advertising is shifting to targeted social media emphasizing our online worship in a COVID-19 world.

In the past three years the congregation has encouraged and embraced Spanish language ministry. Worship in Spanish takes place on Sunday at 1:00 PM and is led by Angel and Janelle Lopez-Koolhaas. Angel and Janelle also lead a Wednesday night Spanish-English Bible study. Many of our families have children at Holland Language Academy with instruction in both English and Spanish. Third Church has moved in the direction of becoming more inclusive and we have a Spanish language option for our Zoom worship.

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

<input 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.)

- hollandpublicschools.org
- hollandchristian.org
- National Heritage Academy Charter Schools
- West Ottawa Public Schools.

- Black River Schools

40. Record of last three pastors:

Name	Dates
Kent Fry	2008 to 2021
Dick Bates	2006 to 2008
Steve Stam	1992 to 2005

41. Please complete your profile with the following contacts:

- **Vice President Consistory**
Steven Orlow
(260) 445-5955
steven@orlow.org
- **Classis Supervisor**
Dan Griswold
See Response 5 above

Section B. Reflections

1. What is the stated mission, vision or purpose of your congregation?

Our mission statement is: “To Know Christ and Make Christ Known with Heart, Head, and Hands.”

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 plans.

Third Reformed Church of Holland does not have a strategic plan in place. We look forward to a new pastoral leader helping define goals with us.

There are several initiatives the congregation has taken on over the past few years that merit attention because they serve as forerunners of directions we are heading.

In the area of discipleship, we are participating in the 3DM Ministries training program, which is a part of the RCA’s Transformed and Transforming initiative.

We have more intentionally engaged with our neighborhood by hiring two ministers in one full-time position to facilitate the growth of a multicultural ministry featuring a Spanish language worship service, a weekly bilingual Bible study, and have worked to incorporate Spanish into our traditional service as well.

During the pandemic, as our worship has been on Zoom, we have incorporated lay leadership into our services in new ways. In addition, in late summer 2020, about two dozen of our lay leaders participated in Saturday morning study sessions of the book *Foretaste* by Paul Dietterich. Many of our aspirations for congregational life and our desired leadership model are contained in this book.

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

Third is a very unique congregation. We combine classical liturgy and tradition with missional mindset and ministry. We attract a wide variety of people, including seniors living in Freedom Village and other locations as well as Hispanic families from our neighborhood. Our distinctive worship style has led some people to travel great distance to worship with us. We honor our past while walking boldly into our future. We are looking for a pastor who wants to lead by equipping the saints for ministry, imitating Jesus by discipling disciples. We are not interested in a leader who will be a “genius with a thousand helpers,” but someone who embraces collaboration and community. We are proud that we were founded over 150 years ago and occupy a historic building on the corner of 12th and Pine but are not stuck in the past. Our best days are ahead of us. We are an intelligent, intergenerational, and increasingly multicultural congregation who takes our mission to know Christ and make Christ known with hands and heart seriously. We do not have financial problems. We have wonderfully gifted staff in place. The way we are attempting to do our pastoral transition says a lot about us—we desire a smooth pastoral transition instead of an abrupt departure and time of vacancy. It should be noted that as we do this transition we have put a group of lay leaders in place to ensure the health of our retiring pastors—we are intentional about taking care of our pastors. To that end,

the Pastoral Search Committee will function as a Mutual Ministry Committee that walks with our new pastoral leader through the first year at Third and will work collaboratively to measure how the pastor is doing by how the congregation is doing.

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

Much of this has been stated above and is also stated in our Vision and Values statement as well as the book *Foretaste*. Briefly, they include a commitment to lay leadership, discipleship, outreach (not only around the world but in our neighborhood), a healthy collaborative climate that supports the dignity and giftedness of our members, and a kingdom vision for justice and creation care.

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

- A. Fully embracing our bilingual ministry. Our neighbors have increasingly become Hispanic and we believe love of neighbor is a core tenet of the Christian faith.
- B. Involving more of the congregation in intentional discipleship formation. We also see this as a core tenet of the Christian faith.
- C. Serving an aging population while moving boldly into the future with young families. Our traditional worship style attracts older members. At the same time, our church has many young families and we have taken intentional steps to "grow young." We do not see this as an "either/or" question, but "both/and." We honor and love both groups.

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

This will be answered through a video presentation.

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

The RCA is grappling now with issues around human sexuality. We recognize a wide variety of perspectives on this exist in our congregation and we have successfully lived together without letting this divide us. We accept each other, and this has not been a primary focus of our congregation. We believe our commitment to each other exceeds our individual perspectives. We believe our values of hospitality, justice and reconciliation will move us closer to a life lived as Jesus taught.

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

Third's reputation as an "intellectual church" can be intimidating. We have been the home of many Western Theological Seminary and Hope College faculty. Over the years, it has not been unusual for preachers to be making a theological point in a sermon and look out and see a few professors of theology looking back at them. But what these professors want is a pastor, someone who will walk with them and their families through the ups and downs of life, someone who is a partner with them in sharing the good news to a hurting world, and someone who will lead their church with a deep-seated faith, hope, and love.

Third Reformed Church, Holland, Michigan

Release Statement

We, the members and leadership of Third Reformed Church, 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