

Section A. Background Information

Today's Date: 10 / 12 / 2021

Position to be filled: Lead Pastor

1. **Name of church:** New Era Reformed Church

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

3. **Address:**

4775 1st St.

Street

New Era, MI 49446

City / State / Zip Code

Telephone: (231) 861 - 2501

E-Mail address: nerchurch@gmail.com

4. **Classis:** Northern Michigan

5. **Classis Supervisor:** Todd Bush

Address:

45 South Amber Rd.

Street

Scottville, MI 49454

City / State / Zip Code

Telephone: (231) 757 - 4597

E-Mail address: mcrcscottville@yahoo.com

6. **Chair of search committee:** Gordon VanderSlice

Address:

3575 Garfield Rd.

Street

New Era, MI 49446

City / State / Zip Code

Telephone: (231) 425 - 6797

E-Mail address: gvanderslice@charter.net

7. **Membership:**

Time of worship	Five years ago	Today
Active Confessing Members		209
Inactive Confessing Members		58

Comment on significant changes:

Covid has a significant impact on the number of attending members.

Age of all active members (baptized and confessing)

25	%	0-20 years old
10	%	20-34 years old
15	%	35-49 years old
15	%	50-64 years old
35	%	65 years and older

8. Racial/Ethnic composition of congregation:

.5	%	African American
0	%	Asian
93	%	Caucasian
6.5	%	Hispanic
	%	Other: (please specify)

9. Worship schedule:

Average Attendance (includes adults and children)

Time of worship	Average attendance Five years ago	Average attendance Today
9:30 am <input checked="" type="checkbox"/> pm <input type="checkbox"/>	177	70 (230)
am <input type="checkbox"/> pm <input type="checkbox"/>		

Comment on significant changes:

Includes online views.

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.

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

	Five Years Ago	Today
Total RCA related contributions	\$21888.56	\$17582.96
Total other contributions	\$	\$

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	71
\$501- \$1,500	14
\$1,501- \$2,500	7
\$2,501-\$3,500	15
Greater than \$3,500	49

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

If yes, amount received last year: \$ 9,600

List other fundraising programs that support the church:

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

Average attendance Five years ago	Average attendance Today
20	5

Comment on significant changes:

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

- Pursue God Kids - elementary Sunday AM
- Flame (k-5), Fuel (6-8) on Sunday evening, Flare (9-12) Wednesday evening
- Meals with Jesus (small groups) when they meet is dependent on the groups schedule
- VBS - elementary, one week during the summer
- Coffee Break - womens group, Tuesday mornings
- Love INC classes - they use our facilities - when they meet is dependent on enrollment

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
Mission Team	Monthly	6
Praise Team CCG	Weekly	6
Coffe Break	Weekly	~20
Fellowship	as needed	6

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

Vacation Bible School, first sign of getting back to normal.

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

Sanctuary, fellowship hall, gym, and classrooms in one location. One block away from a former church building used for a Spanish speaking congregation. Parsonage.

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

Possible roof repairs over library and a new gym floor.

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"/>
Youth Pastor	Full time <input type="checkbox"/>	Part time <input checked="" type="checkbox"/>
Church Secretary	Full time <input type="checkbox"/>	Part time <input checked="" type="checkbox"/>
Janitor	Full time <input type="checkbox"/>	Part time <input checked="" type="checkbox"/>
Music Leader	Full time <input type="checkbox"/>	Part time <input checked="" type="checkbox"/>
Organist	Full time <input type="checkbox"/>	Part time <input checked="" type="checkbox"/>
Middle School Youth Director	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"/>
	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?

Church members nominate, elders vet, consistory selects single slate, congregation approves the slate.

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 Lawyer
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Retired engineer
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Farmer
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Farmer and drywaller
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	CFO of a Dairy Corp.
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Retired dentist
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Mechanic
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	EMS paramedic
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Farmer
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Reitred
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Medical professional

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

Flare Director, Committe leaders, Volunteer coordinator, previously elders and deacons.

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

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

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

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

Good leadership skills, and some experience.

28. Languages:

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

Yes No If yes, please explain.

Spanish wouldn't hurt.

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 \$
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	\$
Housing Allowance	\$
Parsonage provided? Yes <input checked="" type="checkbox"/> No <input 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)

Necessary Comments regarding above:

To be negotiated, per RCA guidelines.

33. Community served: (please check one)

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

- Good Friday Service
- Prayer walk through town
- Trunk or treat
- Food boxes
- Coffee Break ministry

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

- Ladder Community Center
- Love INC
- Vacation Bible School
- New Era Fall Festival
- Ladies Christmas Tea
- Youth Programs

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

- Baptist
- CRC
- Bible Church
- Lutheran
- Weslyan
- Congregational
- 7th Day Adventist
- Jehovas Witness
- Morman
- Non-denom
- Methodist
- Catholic
- Assembly of God

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

- Youth Programs
- Disciples making disciples
- The Ladder
- Fall Festival
- Meet up and Eat up (Lake Tahoe)

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.)

Small town rural
Christian and Public
Agricultural
Passed large school bond recently
Poverty in areas
Large hispanic population
tourist area

40. Record of last three pastors:

Name	Dates
Rick Eschenburg	2010 to 2021
Scott Van Aarondonk	1995 to 2009
Bob Hitchcock	to

41. Please complete your profile with the following contacts:

Name	
John Grant	Vice President, Consistory
Todd Bush	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?

- Growing the family of God to the Glory of God
- A relational community living and loving like Jesus in order to make disciples

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.

- Growth especially with younger members
- No long range strategic plan in place

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

- Youth Programs
- Dedicated core of volunteers
- Good facilities
- Financial support
- Friendly and welcoming
- After church fellowship
- Small town charm
- Safe community
- good place for a family

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

- Youth programs
- continuing to support our mission
- building availability for local missions
 - Fountain Hill
 - Love INC

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

- Reach unchurched (growth and underprivileged)
- Build stronger Christian Education program for all ages
- Make disciples
- Changing lives
- United despite political beliefs

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

- Loving, caring, active community
- Loves God, loves others
- Engagement for all ages
- "I just heard the word of God"

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

- Covid repercussions (division in beliefs)
- Congregation divided
- Adding depth and breath
- Sustain young families

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

- Larger impact in our area
- growth
 - youth programs
- More visible in the community
- Teaching us how to share our Faith

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

- Ready for a fresh start
- We have people who Love to get involved
- Diverse/divide congregation
- We want our church to be a place people want to be, not just a place on Sunday