



CHURCH PROFILE

**First Christian Reformed Church
Waupun, WI**

waupunrc.com

Search Committee Contacts:

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Classis Wisconsin Counselors: Pastor David Katsma & Pastor Mark Pluimer

Community Setting:

<u>Location</u>	<u>Function</u>	<u>Growth</u>
<input checked="" type="checkbox"/> Rural	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Growing
<input type="checkbox"/> Small Town	<input type="checkbox"/> College/University	<input checked="" type="checkbox"/> Static
<input type="checkbox"/> Metropolitan	<input checked="" type="checkbox"/> Agricultural	<input type="checkbox"/> Declining
<input type="checkbox"/> Suburban	<input type="checkbox"/> Recreational	
<input type="checkbox"/> Inner City	<input type="checkbox"/> Military	
<input checked="" type="checkbox"/> Small City	<input type="checkbox"/> Bedroom Community	

Approximate population of community: 12,000

Church Profile:

We are open to:

Male and Female pastors Female pastors only Male pastors only

List all staff positions: Pastor
 Secretary
 Disbursing Treasurer
 Custodian

Position Available: **Pastor**

Date of vacancy: 06/2018

General position description: Full-time Part-time

Bi-vocational position? Yes No

Number of years preferred of ministry experience of potential candidate: No preference

Required languages: English

Church Demographics:

Average Sunday attendance: 232

Active adult professing members: 170

Profile of church members:

Age:

12% 0-11	6% 12-18	13% 19-24	13% 25-34
8% 35-49	22% 50-64	30% 65+	

Occupation:

5% Business	15% Professional	11% Trades	4% Stay at home parent
5% Agriculture	37% Retired	6% Student	18% Other

Percentage of members belonging to the congregation:

Less than 5 years	10%
5-10 years	8%
10 or more years	82%

Racial/Ethnic composition of congregation and surrounding community:

Community:

83.4% White, 7.4% African-American, 5.4% Hispanic/Latino, 1.6% Asian, 1.3% Two-plus races, 0.6% Native American

Church:

98.6% White, 1.4% Other

Composition of congregation:

Mono-Cultural	<input checked="" type="checkbox"/>
Multi-Cultural	<input type="checkbox"/>

List the last three persons in this position:

1. Craig Van Hill (2008-2018)
2. Ken Van De Griend (2001-2007)
3. Dan Brower (1991-1998)

Leadership:

How many council members does your church have? 14

What is the length of term for council members? Three years

How often does the full council meet? Bi-monthly

What subgroups of council exist, how do they function and how often do they meet?

Elders—Monthly, Deacons--Monthly

Building/Financial:

Present annual budget: \$270,817

Last year's annual budget: \$296,309

Percentage of financial obligations met (last complete year reported):

Budget 98.9%

Denominational Ministry Shares 34.2%

Classical Ministry Shares 70.1%

Facilities:

Describe facilities:

Our building was built in 1935, with an addition in 1987 and major renovations/upgrades in 1998 and 2018.

The sanctuary has outstanding acoustics, there is a comfortable narthex/welcome area, smaller-sized classrooms and nursery in the 1987 addition, while the basement houses the Council Room, flexible classroom space, and kitchen.

Are your buildings adequate for your ministries? Yes No

Currently community options and shared facilities are allowing us to get by, but future programs may create the need for expanded facilities.

Is a building program projected? Yes No

Does the church own a parsonage? Yes No

Location of office or study: In parsonage next door to the church

Compensation:

The salary range we are prepared to offer our new pastor is based on the CRC Minister

Compensation Survey for our area: If other, please specify:

Commensurate to experience/Classical Profile

The average annual increase for this position over the past three years is: 3.3 %

Housing:

- Housing allowance
- Parsonage only
- Either of the above

Benefits and expenses:

- Pension
- Medical insurance
- Life insurance
- Social Security or Canada Pension
- Travel/mileage
- Continuing Education funds
- Continuing Education time allotted
- Sabbatical policy in place
- 4 Annual vacation (# weeks)

Worship:

How are members involved in planning and participation in the liturgy/worship?

The Worship Committee at First CRC is very involved in the planning and participation of our worship services. Committee members meet monthly with our pastor in order to coordinate services with his sermons. When pulpit supply is needed the Worship Committee members make the contacts. Members choose songs for each service and select litanies when appropriate. After final approval from the minister, committee members also communicate the service details with the church secretary. In addition, committee members arrange Praise Team participants for our morning services, and coordinate volunteers to lead a time of singing and congregational prayer in our evening services. Committee members also coordinate and schedule special music. When special observances and holidays are celebrated committee members work to incorporate the occasions into services.

Describe the worship services in your church:

While First CRC maintains a primarily traditional structure to our worship there are occasional variations in structure, especially during observances and holidays. On a weekly basis the music in our worship services is a blend of both hymns and contemporary songs with an emphasis on the congregation's singing. Songs are usually accompanied by the piano but occasionally by percussion, organ, and guitar. The greeting, call to worship, opening songs, and congregational prayers are routinely led by members of the congregation.

Describe the discipleship practices in your church for all ages of members and attenders:

The discipleship practices of First CRC strive to reach all ages, from the cradle to the grave, so to speak. Three to six year olds in our congregation have the opportunity to attend Walk Out Worship each Sunday. Sunday School and catechism classes are held each Sunday during the school year for kindergarten through twelfth graders.

First CRC has made a commitment to Christian education as well through pledges to our Covenant Plan. Our congregation has committed to paying for the Christian education of all children in our church desiring to attend Central Wisconsin Christian School in support and partnership with the parents.

First CRC is blessed to have the opportunity to coordinate with neighboring Bethel CRC in numerous thriving programs for our youth. Third through eighth graders participate twice monthly in GEMS and Calvinist Cadet Corps groups. Those students also have the opportunity to participate in Camp Calvin, a week long Classis WI sponsored summer camp, each year. Our middle school SWaT (Service, Worship and Training) group meets twice monthly for fellowship and service projects. Our High School Youth Group meets each Wednesday night during the school year. First CRC and Bethel CRC have also continued the long-held Classis WI tradition of Winter Retreat. Members of First CRC and Bethel CRC now coordinate and host the three-day retreat open to all the Classis WI church youth groups.

For those seeking to become members of First CRC pre-profession of faith classes have been conducted by our pastor. Pre-profession class members have also been assigned a mentor from our congregation to build relationships and aid in their growth.

Adults in our church are active in numerous discipleship activities. Men's Bible studies, women's Bible studies, and multiple prayer groups meet weekly. Friendship Bible Study, coordinated with Bethel CRC as well, meets monthly throughout the school year.

Church Characteristics:

[Check which one(s) are closest to your church's characteristics]

Presently, the FOCUS OF OUR CHURCH'S MINISTRY is

	Community exclusively	Community primarily	Community & current members/ participants equally	Current members/ participants primarily	Current members/ participants exclusively	
External	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Internal

In our church, the WORSHIP SERVICE IS DESIGNED FOR

	Designed for unchurched	Emphasis on unchurched	Unchurched and believers	Emphasis on believers	Designed for believers	
Unchurched	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Churched

In our church, the STYLE OF MUSIC used in the worship service is

	Contemporary	Mostly contemporary	Blended	Mostly traditional	Traditional	
Contemporary	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Internal

In our church, LEADERSHIP is generally provided by the

	Predominantly lay leaders	Frequently lay leaders	Lay leaders & pastoral staff share leadership	Lay leaders function under pastoral staff	Predominantly pastoral staff	
Congregational members	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Pastoral staff

Our church seeks to ENCOURAGE SPIRITUAL GROWTH through

	No specific ministries	Ministries for a few groups	Ministries for selected groups	Ministries for most groups	Ministries for all groups	
Informal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Formal

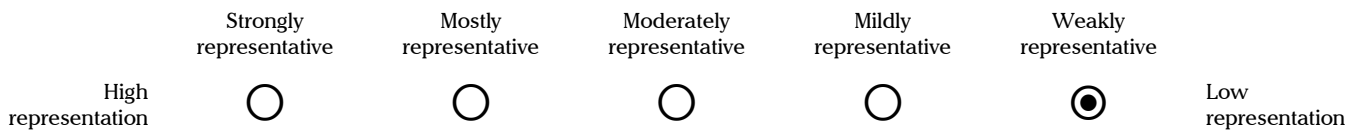
In our church, EVANGELISM STRATEGIES AND METHODS are

	Predominantly unplanned	Generally unplanned	Equal emphasis	Generally planned	Predominantly planned	
Unplanned	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Formal

Our church is representative of the ECONOMIC DIVERSITY of our community

	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	
High representation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Low representation

Our church is representative of the ETHNIC DIVERSITY of our community



Our church's RESPONSE TO COMPASSION, MERCY, AND JUSTIC NEEDS is



Our church's MISSIONAL FOCUS is



Narrative:

In what ways does your church participate in ecumenical activities?

Members of our congregation are active in ecumenical activities both close to home and around the world. In the community of Waupun our church has been active in supporting and staffing the food pantry. Congregation members donate and serve meals numerous times per year. Members also participate in the bag lunch program offered for school aged children during summer months.

Central Wisconsin Christian School's thrift store, Bargains Galore, is a fixture in the Waupun community. Members of First CRC help to staff and volunteer at the store that seeks to raise funds for CWC and also contributes to other nonprofit organizations in the community.

The community of Waupun is fortunate to have a very active Youth For Christ ministry. Members of First CRC have served as employees and board members. Many also volunteer to chaperone monthly middle school dances, lead weekly Campus Life meetings, and chaperone high school activities.

An exciting new local ministry, ONE Waupun, is being spearheaded by multiple members of First CRC. After a successful weekend event in spring 2019, the organization has set up a permanent meeting space and calendar of events to equip men to bless and bring joy to our community through Bible study, social events and service projects.

A number of annual events, including Relay for Life cancer charity walk, CROP Hunger Walk, and Salvation Army Bell Ringing, are organized and supported by members of First CRC.

Members of First CRC and Bethel CRC have twice coordinated what they hope to be an annual week-long event called Serve Waupun. Our congregations solicit needs in the community and coordinate volunteers to meet those needs. Yardwork and home maintenance services have been provided for dozens of church members and nonmembers in our community.

Twice each year First CRC's members donate, prepare and serve a meal in the inner city of Milwaukee at St. Ben's Community Meal program. The program provides hundreds of meals each night to homeless and needy persons. Members of all ages, from preschool to retirement age, regularly work and fellowship at the meals we serve each fall and spring at St. Ben's.

The co-founder of Open Hands 4 the Fatherless, a daughter of First CRC, has led our church to a deep relationship with the Myan Children's Village in Haiti. The Village, consisting of an orphanage, school and medical center, receives our financial support as well as volunteer groups from our congregation numerous times a year.

Reflect on your strengths/gifts as a church:

The strength of First CRC lies not only in the diverse abilities and skills of the body of believers, but in their willing hearts. Gifted leaders, skilled tradespeople, educated men and women, and willing laborers step forward without hesitation in a time of need. Whether the need is financial or spiritual, for food or shelter, for prayer or support, when the need is made known to our congregation it is promptly met.

Reflect on your passions as a church:

The first passion that comes to mind for both members and visitors to our church is the singing at First CRC. The blending voices, sanctuary acoustics, and musical talent of our young and old accompanists create a heart-resonating, God-glorifying time of worship each week. Whether traditional hymns or contemporary songs, our worship resounds with glorious singing.

The desire to minister through song is a passion for all ages of our congregation. For decades men have been involved in the local Friesland Men's Chorus. Each year the Central Wisconsin Christian School New Generation Singers abounds with high school students who attend First CRC.

Since helping found the Waupun Christian Home and Rehabilitation Center more than 60 years ago, the members of First CRC have endeavored to help it grow and prosper in our community. Members of our church have served on the board, worked, volunteered, convalesced, and entered into glory at the Christian Home.

The presence of four prisons in our community has led to a passion for prison ministry. While the number of members directly involved has diminished in recent years, it is an outreach in which we are continually working. Locally for more than 40 years members have sung, preached, and studied with inmates. During the last 25 years members of our congregation have become affiliated with Brother Bob's Outreach program, a Christian prison ministry working with inmates in both Wisconsin and the Philippines.

REACH Waupun (Reaching Everyone through Action with Community Hands), a local organization that strives to bring about positive, lasting change by mentoring at-risk Waupun area youth, is led and supported by members of First CRC.

Many of the passions of members of our congregation have already been mentioned in the description of our ecumenical activities. Other organizations that grasp our hearts and energy include Right to Life, Meals on Wheels, Gideons International, and Crossroads Prison Ministries.

List specific problems with which your congregation struggles:

Our church struggles with many of the same things as other older, established Christian Reformed churches. Many members have been a part of the local church their entire lives. As much as we want to welcome neighbors from the community, we find it difficult to welcome them as "family", especially those of different ethnic and economic backgrounds. We desire to change and have taken steps to become more involved in community-organized events and service. In August 2019 we held a neighborhood block party in the church parking lot, inviting everyone in a two-block radius of the church. It was well attended, and we were able to meet many who live close by.

We suffer from committee member burnout. It is hard to maintain enthusiasm for church activities when the workload falls too often on the same individuals. The church is no longer the social center of life for the majority of its members. Volunteering for school and other organizations often takes priority over church-related activities. Work and the busyness of life often crowds out any enthusiasm for anything more than Sunday worship services.

One segment of the congregation we struggle to engage are the young adults and young married couples. Instead of nurturing them, we tend to involve them by giving them responsibilities such as Sunday school teachers or Youth Group leaders. This approach has a varying success rate. Efforts have been made to create multi-generational small group Bible studies, also with varying success.

Conflict resolution is another matter with which we struggle. Change is difficult because of the fear of offending anyone. The consumer mentality of our culture along with the close proximity of other churches allows for escaping the conflict and its resolution by simply leaving and attending elsewhere.

Do you have a recently articulated mission/vision for ministry? Yes No

What has been the most interesting and challenging event in the life of your church in the last three years?

The most challenging thing our church has had to deal with in the last three years was the departure of our former pastor, Craig Van Hill, by way of an Article 17 separation. He informed us in early May of 2018 and moved back to Michigan by late June. After serving our congregation for ten years, he explained to the council he was unable to continue his duties as pastor of our church.

Through the difficulties and challenges of the last couple of years our church has grown. Ministries within the community continue to develop. Leaders are stepping forward to accept the challenge. We have become more aware of the stress associated with being a pastor and are more determined to be pro-active in our response. The development of a sabbatical policy is on the agenda of the council. "And we know that for those who love God all things work together for good, for those who are called according to His purpose." (Rom. 8:28)

List major goals that this congregation has set for itself or opportunities the congregation anticipates:

We have recently revised our Vision Statement to be more succinct and easy to remember. Our goal is to keep this vision before us in all our ministry and decision making.

We want to be more conscious of our neighborhood – who they are and how we can serve each other. We want to be more purposeful in our outreach.

We desire God to provide a pastor who will complement us and challenge us to live out our vision.

We are currently addressing the possibility of hiring a worship leader.

Describe what being Christians of Reformed accent means to you:

The Reformed accent to our faith is one of perspective. Our God is sovereign. He is in control of all things, including the complete working out of our salvation through the death and resurrection of our Lord Jesus Christ. There is nothing we can or need to add. He is a God of promises, and He keeps them all. To do any less would violate His very being. This confidence and assurance sets us free from worry and enables us to focus on His work here on earth. Because our world belongs to Him, we work to redeem every part of it and bring it under the influence of His rule.

While we understand it is the work of the Holy Spirit to change the hearts of people, we also experience God using each one of us to bring His message of salvation to our very needy world. We have not been saved to bask in the grace of God, just waiting for heaven to arrive. God has a purpose and plan for our lives. We count it a privilege to serve our Heavenly Father in this way.

Describe your understanding of the relationship between the local church and the Christian Reformed denomination:

As a Christian Reformed Church, we are proud of our heritage and deep roots in the Reformed faith. We look to the denomination and classis for guidance, structure and support. Our commitment to the greater work of the CRC both locally and around the world includes our service, prayers, and financial giving. We look forward to continuing leadership, guidance and support from the denomination as we strive to live out our mission in Waupun.

Identify some of the cultural challenges facing Christians and Christian churches today:

The prevalence of relativism is the main cultural challenge facing the Christian church today. God's love is the most powerful testimony to who He is. But to live in that love, we are asked to live after the manner He describes for us in His Word. To know Him is to know His ways are true and pure. Our culture would have us believe truth is whatever an individual decides it is, there are no longer any absolutes. When the church calls persons into relationship with Christ, including His claim on every part of life, our culture declares this to be over-stepping a person's individualism. Examples of this clash include thoughts on homosexuality, living together outside of marriage, standards of decency, and even business ethics.

Materialism and the pursuit of pleasure challenge the Christian life. Our culture bombards us through the media to buy more and to satisfy our every desire. Christians are influenced to accept this as a normal lifestyle. To live differently would be considered abnormal. Much of the time and energy required to purchase and maintain all that we have is diverted from the work of the church.

We live in a society today that is extremely polarized, especially in the political realm. Compromise, the willingness to work together, and the sharing of common goals are viewed as weakness. This attitude has crept into the church as well causing the fracturing of the body over non-critical issues. This in turn provides a poor witness to those outside of the church.

What have been the three most important events in the history of your church?

First Christian Reformed Church in Waupun has a rich and storied history of nearly 100 years of faithful and kingdom ministry. The growth of First CRC led to the establishment of a daughter church, Bethel Waupun CRC, in 1961. This significant event established a partnership between the churches which has continued for nearly six decades, and has strengthened even more lately in partnerships of shared ministry within the churches as well as outreach into the community.

A second key event was the departure of families in 1998 to establish Grace United Reformed in Waupun. This departure allowed families with vocal concerns about the CRC to have a place to go without jeopardizing First CRC's long standing loyalty to the denomination. This departure was quite peaceful, without the controversy and in-fighting that has characterized some departures. That is not to say it was without pain. Divisions within families took a long time to heal. However, with this group of families no longer a part of First CRC, there was more freedom given to making changes within the church and a growing tension was released.

Another key event in our history which has continued to play an important role was the establishment of Central Wisconsin Christian School in 1949. First CRC was the "planting church" of CWC, and throughout the last 70 years has been a powerful part of the development of the school. This long-lasting influence is reflected in faithful giving and involvement as well as in a very high percentage of our families continuing to be strongly committed to Christ-centered education for their children. First CRC truly plants a strong place in the home-school-church triangle.