

## 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](mailto: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](mailto:ministryservices@rca.org).

**Section A. Background Information**

**Today's Date:** 1 / 3 / 2024

**Position to be filled:** Pastor of Worship and Discipleship

1. **Name of church:** Midland Reformed Church
  
2. **Web address:** midlandreformed.org
3. **Address:**  
1100 N. Saginaw Road  
**Street**  
Midland, MI 48640  
**City / State / Zip Code**  
**Telephone:** ( 989 ) 835 - 4000 **E-Mail address:** pastorsearch@midlandreformed.org
  
4. **Classis:** Northern Michigan Classis
  
5. **Classis Supervisor:** Lee Pranger  
**Address:**  
1786 W. Arthur Road  
**Street**  
New Era, MI 49446  
**City / State / Zip Code**  
**Telephone:** ( ) - **E-Mail address:** lpranger1@hotmail.com
  
6. **Chair of search committee:** Tim De Vries  
**Address:**  
  
**Street**  
  
**City / State / Zip Code**  
**Telephone:** ( 989 ) 627 - 8404 **E-Mail address:** tdv79@gmail.com

7. **Membership:**

<b>Time of worship</b>	<b>Five years ago</b>	<b>Today</b>
<b>Active Confessing Members</b>	199	132
<b>Inactive Confessing Members</b>	5	12

**Comment on significant changes:**

Our membership has seen decline over the last five years due to the following factors:

- the COVID pandemic
- the departure of the former senior pastor in 2020 after 18 years of ministry at Midland Reformed Church
- Vision 2020 in the RCA
- moving away from paid musicians and a part time Music Director in June 2023 in favor of creating a new full-time, ordainable position of Pastor of Worship and Discipleship

**Age of all active members (baptized and confessing)**

27	%	<b>0-20 years old</b>
4	%	<b>20-34 years old</b>
18	%	<b>35-49 years old</b>
8	%	<b>50-64 years old</b>
36	%	<b>65 year and older</b>

**8. Racial/Ethnic composition of congregation:**

%	<b>African American</b>
%	<b>Asian</b>
%	<b>Caucasian</b>
%	<b>Hispanic</b>
%	<b>Other: (please specify)</b> Predominantly Caucasian

**9. Worship schedule:**

**Average Attendance (includes adults and children)**

Time of worship		Average attendance Five years ago	Average attendance Today
10	am <input checked="" type="checkbox"/> pm <input type="checkbox"/>	204	137
	am <input type="checkbox"/> pm <input type="checkbox"/>		

**Comment on significant changes:**

Refer to Q&A 7 for reasons for changes in worship attendance.

**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.**

Each Sunday at 10:00am we gather together to worship as a community. Participants are invited to worship in ways that are natural for them. This time together is characterized by a blend of contemporary and traditional elements, including music, liturgy and teaching, all presented in a comfortable and casual way.

Worship at Midland Reformed Church has a four-part flow:

- 1) Gathering - We praise God for who He is and what He has done and confess our sins to Him. This time unites our spirits in God's presence and prepares us to hear the word of God.
- 2) Hearing of God's Word - We spend an extended period of time reflecting on God's word to hear what He has to say to us (the sermon).
- 3) Response - We acknowledge that we have listened and heard what God has spoken through the Scriptures and sermon by offering back an appropriate response. Once a month we use this time to celebrate Communion.
- 4) Sending - We are given a blessing and a charge to do God's will as we go about our week.

Nursery is provided for infants and toddlers. During the school year, children ages 3 through 5th grade begin the service with their families and are dismissed for Worship and Wonder, Imagine, Wonder and Marvel classes before the sermon.

See attached documents for our theology and vision of worship at MRC.

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

	Five Years Ago	Today
<b>Total RCA related contributions</b>	\$558,088	\$570005
<b>Total other contributions</b>	\$	\$1917

**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"/>

*(Please include a copy of your annual budget)*

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

<b>Less than \$500</b>	
<b>\$501- \$1,500</b>	
<b>\$1,501- \$2,500</b>	
<b>\$2,501-\$3,500</b>	
<b>Greater than \$3,500</b>	

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

If yes, amount received last year: \$

List other fundraising programs that support the church:

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

Average attendance Five years ago	Average attendance Today
Grade School program	26
Middle School	8
High School Catechism	6

**Comment on significant changes:**

We do not have a regularly scheduled Sunday School program for adults. Some small groups and short-term studies meet on Sunday, but not church-wide programming.

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

- Infant Baptism
- Nursery
- Worship and Wonder (3-4 yr old)
- Dwell (K-5th grade)
- Taste and See (2nd grade course in preparation for the Lord's Supper)
- Dive (6th-8th grade)
- Heidelberg Catechism and Me (9th-10th grade)
- Faith and Sexuality (9th grade)
- Mentor Program - I Believe (11th-12th grade)
- Affirmation of Baptism/Profession of Faith (11th-12th grade)

There are a variety of congregant-led studies on Sunday and during the week such as Oasis Groups that gather to discuss questions from the previous week's sermon, Joy in the Morning Bible Study, the Gospel of John, and the current year-long class on Martin Luther and the Protestant Reformation. A group called Tuesday Travelers, comprised of mostly retired individuals and couples, meets monthly to fellowship and travel to a local place of educational interest.



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
Evening Women's Bible Studies (3)	weekly	20
Tuesday Travelers	monthly	25
Adult Bible Study	weekly	6-8
Oasis Groups	weekly/bi weekly	30% of congrega
Youth Group	bi weekly	10-15

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

In June 2023 the Consistory of MRC made the decision to move away from our part time Music Director position in favor of creating a new full time position of Pastor of Worship and Discipleship. The Music Director was asked to stay on for a period of time in order to help with the transition, but they left their position early. This gap in worship preparation and leading is currently being filled by several members of the congregation. It has been encouraging for the congregation to come together and play a more significant role in worship. It has also led to the creation of intentional time and space to listen to one another and discern God's leading especially around the question of who we are as a worshipping body.

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

We own one building with an extra lot across the street. In 2022 our basement area was renovated and now provides a bright, fun, and spacious environment for our children and youth to fellowship and learn about the Lord. We have a sanctuary that seats approximately 400 for Sunday worship, and a separate gym/fellowship hall where meals and other activities are held. We realize that the church facility does not belong to us; but to God, and exists to be a blessing to the community. Our desire is to serve the community through its use and is reflective of God's love for us.

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

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	Part time
Lead Pastor	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Director of Children and Youth Ministries	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Ministry Associate	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>
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	<input type="checkbox"/>	<input type="checkbox"/>



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

We solicit names from the congregation at large. Nominations are then discussed by each board (Governance Elders and Deacons, Shepherding Elders, Missional Deacons) for their respective boards and then Consistory as a whole. Candidates are contacted about their nomination and given the opportunity to accept the nomination or not. The Consistory then presents a single slate to the congregation and the congregation votes on the slate at the annual Congregational Meeting in November for the following year.

**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"/>	Jeff Bremmer
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Jon Dekker
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Jim Hop
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Joel Visser
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Sarah Stryker
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Mark Campbell
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Sue Wiersma
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Julie DeRuiter
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Beth DeVries
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Jill Lackey
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Nancy Ware

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

Any and all.

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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Industrial Workers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Office Workers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: Healthcare Workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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

See job description.

28. Languages:

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

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 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)	\$
<b>TOTAL</b>	<b>\$</b>

- 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 and benefits are in alignment with RCA guidelines.

**33. Community served: (please check one)**

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

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

Midland is a small town with a relatively high number of churches for its size. Area churches do an excellent job of supporting local organizations that meet the physical, emotional, and spiritual needs of people in the community. For example, our church gathered with other local churches for an information/planning session hosted by the Midland community (2-1-1) on how we can best come together to help people in need, especially as it relates to increasing prices of rent and groceries. Members of Midland Reformed Church also play a significant role in local chapters of Young Life/Young Lives, Phoenix Community Farm, Open Door, Bible Study Fellowship, and Community Bible Study. Our members participate in organizations such as LifeClinic, Caregiving Network, Via de Cristo, and Keryx Prison Ministry.

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

For several years Midland Reformed Church has offered an interest-free car loan program which helps individuals purchase and make payments on a vehicle.

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

A wide variety of Christian denominations are present in Midland including: Methodist, Lutheran (LCMS, Missouri Synod), Episcopalian, Baptist, Pentecostal, Church of Christ, Nazarene, Evangelical Free, non-denominational, Vineyard, Catholic, Church of the Brethren, Presbyterian (USA, Orthodox).

There are also other faiths and meeting centers in Midland such as Jehovah Witness, Latter Day Saints, Islamic Center, Reformed Jewish Synagogue, and Unitarian Universalists.

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

Part of Jesus' commission to his disciples before ascending to heaven is to "make disciples." We see our role as Christ's disciples incomplete if we are not making fellow disciples. This is something we would like to equip the people of Midland Reformed Church to do in their jobs, schools, community activities, and neighborhoods. It includes knowing the gospel intimately for ourselves, being equipped to share it with others, and creating safe and friendly environments for the un-churched to ask questions and explore the Christian faith. The Pastor of Worship and Discipleship will further grow this as the job description includes developing a 'discipleship pathway' which leads someone who doesn't have a relationship with Christ into a maturing disciple.

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

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

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

Midland Public Schools - <https://www.midlandps.org/>  
 City of Midland - <https://cityofmidlandmi.gov/>  
 Pure Michigan - Midland - <https://www.michigan.org/city/midland>

The Midland community provides the amenities of big city life with all the charm and security of a mid-size community. The city of Midland covers 36 square miles and has a population of 42,000 residents. Midland has light traffic, a healthy economy, a moderate cost of living, a great healthcare system, excellent school districts, and access to many recreational and arts opportunities.

**40. Record of last three pastors:**

<b>Name</b>	<b>Dates</b>
Michael McGowan	2022 to current
Mike De Ruyter	2002 to 2020
Larry Izenbart	1991 to 2002

**41. Please complete your profile with the following contacts:**

<b>Name</b>	
Jeff Bremmer	<b>Vice President, Consistory</b>
Lee Pranger	<b>Classis Supervisor</b>



## 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?

We are currently in a season of discerning God's leading in this next season of ministry at Midland Reformed Church. For the past 10+ years the missional focus of MRC has been "to bring hope and wholeness in Christ to distressed single parent families in Midland County." The COVID pandemic and departure of the former senior pastor has seen us move away from that missional focus. We are now heading in a direction where discipleship and equipping God's people for ministry will play a significant role in our mission and vision.

### 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.

Our desire is to equip God's people at Midland Reformed Church to live as maturing disciples who are sent into our community with the message of God's grace, truth, and peace in Jesus Christ. We live, work, and play in areas where a significant portion of the population is highly educated and affluent. Like the rest of the United States, we've noticed an increasingly divided population who do not profess faith in Jesus. There is great opportunity for ministry right now (the harvest is plentiful!), but God's people need to be equipped to minister in these complex times. A significant step we're taking is to hire a Pastor of Worship and Discipleship whose responsibility it will be to help train and equip the people of MRC to be sent out into the harvest field. A related goal is the development of a 'discipleship pathway' that will guide someone who doesn't have a relationship with Jesus into a maturing disciple.

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

The people of Midland Reformed Church are:

- Servants. Our people are eager to serve inside and outside of the church. Many of our members serve in non-profit organizations across the community, some even serving in board roles. We are generous with our resources and want God to use us to bless the Midland area.
- Hospitable. New attenders are recognized, warmly greeted and followed up with. We have a good mix of young, old, and in-between, so we are comfortable ministering to and interacting with a variety of people.
- Gospel-centered. There is a passion for Jesus Christ that motivates our study of God's word, our gathering as a church body, and our service in the world. Our backgrounds are diverse, yet we are united in the essentials around Jesus Christ.

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

For Midland Reformed Church to be missional means that we are ever aware of being sent from God out into the world for God's purposes. One of our top priorities as a church is to equip God's people for being sent out. This involves:

- formation of our hearts and minds through Sunday worship
- training in how to live out the gospel in our homes, schools, work places, and neighborhoods
- presenting opportunities to serve in the community, especially around areas of strength and passion
- opportunities to reflect on and learn from service experiences
- shared testimonies of God's work locally and globally before the gathered congregation
- remaining connected in prayer with the one to whom all mission ultimately points

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

Passion: To become a church where disciples are equipped to share and live out the gospel before a lost, broken, and searching world.

Why: Our call as Christ's church is to bear witness to Jesus, and we want to do this faithfully in word and deed. We want to be Christ to the community.

Passion: To keep God's word at the center of everything we do.

Why: The primary means God gives us to know him is the Bible. The most powerful catalyst for growing in maturity as Christ's disciple is reflecting on God's word. From our worship, to ministry programs, to individual lives, we are passionate to have God's word permeate all of our lives.

Passion: To raise up young believers into mature disciples.

Why: God includes infants in his covenant family and gives his people the responsibility of nurturing their growth in the faith. We want to be a place where children experience God's grace from a young age by engaging with stories from God's word, and a place where young adults are mentored and feel safe enough to bring their doubts, fears, and questions about the faith. By the time they leave MRC as high school graduates, our goal is to receive their commitment to Christ through the local church (here or elsewhere), provide guidance in finding a local church in their new setting, and remain connected as they navigate their faith through many of life's transitions.



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

Our hope is that anyone and everyone who visits Midland Reformed Church knows without a doubt that the gospel is the heart of who we are as a church. The gospel of Jesus Christ is what gathers us together on Sunday mornings; it's the content of our worship service; it's what has the power to transform our lives; and it's the message we're sent out to live and proclaim during the week.

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

A general challenge that will face the Pastor of Worship and Discipleship is managing expectations of the congregation. This is a new position--a position that is not common in a lot of churches--so there are a variety of expectations of how the individual should function in the position.

Worship Perspective: We've been without a paid staff leading worship since June 2023. This time has given us a chance to figure out who we are as a worshipping congregation. Our desire is to honor the existing worship DNA of the congregation while having the Pastor of Worship and Discipleship contribute their own in a healthy way.

Discipleship Perspective: We are trying to shift our outreach model from one of attracting people into the church to one of equipping our people to be sent out into the community. Over time this will happen, but it will take energy, patience, and prayer from our Pastor of Worship and Discipleship.

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

Our vision for the next 5 years is that all ages would be growing together in maturity as Christ's disciples for the purpose of being God's faithful ambassadors in the Midland area and beyond. It is our hope that our Pastor of Worship and Discipleship would facilitate for us a deeper connection with Christ through our participation in worship and that our discipleship would flow out of this transformation. As the gospel penetrates our hearts in deeper ways through worship, our lives will reflect God's love as we together care for and serve our community.

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

Midland Reformed Church Statement on Human Sexuality:

Midland Reformed Church embraces the Great Lakes Catechism on Marriage and Human Sexuality and God's unconditional love for all as the truth presented in scripture.

Furthermore, we value Unity of Christ's Body to the extent that we will do all it takes to remain defined and connected with those who may think differently, committing to engage in meaningful dialogue to better understand where another is coming from.

Just as Jesus Christ was described in John 1:14 as "the One and Only, who came from the Father, full of grace and truth", so MRC further values that the truth of God's Word be held in tension with a graceful response to others by refraining from judgement and loving all people made in the image of God.

## Release Statement

(Full Church Name)

**We, Midland 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.**



1-8-24

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Signature of Search Team Chairperson or Designated

Date