



HOLLAND

first 
REFORMED CHURCH

MICHIGAN



Dear Lead Pastor Candidate,

Greetings from First Reformed Church of Holland, Michigan.

As the First Reformed Church pastoral search team, we are excited that you are considering our Lead Pastor position. Our congregation is rooted in the history of the Reformed Church of America and in our community, but with our eyes and hearts set to the future. We pray that God will guide us to the right person to lead our congregation into its next season.

Our long stated mission is to Exalt, Equip, and Evangelize. While we hold tight to this mission, we have also commissioned a strategic vision team to project how we might best apply these values to serve a new generation. We strive to be a relational church, building relationships with God and with others through a variety of outreach ministries, serving our local community and ministries throughout the world.

We hope this church profile will give you a deeper understanding of our mission and values as we serve the Holland community. You can find additional information on our website at www.frcholland.org.

If you believe that your spiritual gifts and ministry passion align with the mission and values of First Reformed Church, please follow the application instructions provided in this document.

Thank you for your interest in this position, and together let us pray for God's leading and discernment.

Warm regards,

***The First Reformed
Church Pastoral
Search Team***



VANDOORNIK



ECKERT



FREDERICKSEN



AMON



GEERTMAN



HOOGEWIND



KLEINHEKSEL

Lead Pastor Job Description **FIRST REFORMED CHURCH, HOLLAND**

FUNCTION

The role of Lead Pastor is to lead the congregation of First Reformed Church in meaningful worship, discipleship, evangelism and service in order to maintain a spiritually vibrant community of believers who strive to share the Gospel with our community and our world. While this role includes significant individual responsibilities, the key to success in this role is leveraging the talents and energy of staff, leaders and congregational volunteers. He or she will have a passion for prayer and actively seek the leading of the Holy Spirit.

EDUCATION AND EXPERIENCE REQUIREMENTS

- A Master of Divinity degree from an accredited seminary
- Be an ordained minister of the Gospel in the Reformed Church in America (RCA) or a denomination with whom the RCA has an exchange of ministers
- Minimum five years of experience as a full-time ordained minister preferred

QUALIFICATIONS

- Commitment to Christ and His Kingdom work
- Ability to teach and preach the Word in clear and compelling ways
- Demonstrated ability in spiritual leadership, administration, and program development
- Ability to lead teams and accomplish ministry through groups
- Strong communication skills (verbal, written and interpersonal)
- Approachable management style that allows for healthy dialogue, teamwork, and accountability

RESPONSIBILITIES

Preaching and Worship:

- Faithfully preach God's Word on 40+ Sundays, including Easter plus three special services (Thanksgiving, Christmas Eve, and Maundy Thursday) in a manner that is biblical, relatable, applicable, and with excellence
- Plan worship service themes and content in collaboration with the music directors, the worship ministry team, and the Consistory
- Encourage congregational participation in worship
- Arrange pulpit supply for any absences
- Administer the sacraments with the Elders
- Develop and implement innovative programs to reach online worshipers of all ages to help with their spiritual growth and connect with the greater body of FRC

Lead Pastor Job Description **FIRST REFORMED CHURCH, HOLLAND**

Leadership:

- Lead the church (including the Consistory, Elders, Exec team, and Staff) in fulfilling First Reformed's mission and vision
- In partnership with the Congregation, give visionary leadership by presenting goals and dreams for First to the Consistory annually
- Lead with compassion, humility, and a servant's heart
- Lead, empower, encourage, develop, and inspire staff; fostering a culture of collaboration
- Faithfully represent the congregation within the community and the denomination
- Establish office hours and maintain a personal weekly schedule, with flexibility and boundaries as needed

Congregational Care and Counseling:

- Ensure that congregational care needs (including emergency or crisis calls) are met, either directly or via the services of staff or elders
- Conduct weddings and funerals as requested
- Provide individual short-term pastoral counseling for members as requested, and make referrals to other helping agencies and counselors as needed
- Be relational and get to know the church body

Administration:

- Provide for the organization of the Consistory including the equipping of Elders, Deacons, ministry team leaders, and staff to effectively fulfill their roles
- Provide regular and transparent communication to the congregation on behalf of the Consistory as needed for clarity, unity, and teamwork
- Exhibit strong organizational skills for meeting preparation, agendas, and follow up
- Work closely with the Consistory to conduct annual membership reviews and complete consistorial reports for the classis
- Ensure those responsible for maintaining church records and Consistory minutes do so in accordance with denominational standards
- Maintain an up-to-date understanding of FRC's financial position via reports and conversations, and assist in developing annual/ongoing stewardship programs
- Participate in the Stewardship & Finance committee's development of, and monitoring of, FRC's budget and finances
- Participate on FRC's Endowment Committee

Lead Pastor Job Description **FIRST REFORMED CHURCH, HOLLAND**

Mission/Outreach/Evangelism:

- Champion and model evangelism through preaching, leadership, and personal outreach
- Equip ministries and individuals for evangelistic and mission-oriented activities to grow the kingdom
- Encourage and walk alongside the outreach team and individuals for evangelistic and mission oriented activities
- Work with youth, leaders, and others in the church body to model and reflect FRC's mission, outreach, and evangelism inside and outside the community

Discipleship/Spiritual Formation:

- Provide guidance to children, youth, and adult Christian education ministry to align spiritual formation programming with overall FRC programming and Reformed doctrine

ACCOUNTABILITY

- Participate in annual performance evaluations as an employee of FRC
- Utilize professional development time and funding for continued growth
- Be a responsive, contributing, and accountable member of the Classis and strive to meet or exceed the recommendations of the Classis, Regional Synod, and General Synod (or whatever RCA structural units are formed in the new RCA restructuring format)
- Complete an annual self-assessment, and meet with the Executive Committee to review past performance and develop goals and objectives for the coming year
- Network with and seek the wisdom of colleagues, other pastors and church leaders

Compensation/Benefits Provided for the Lead Pastor

- Base Salary
- Housing Allowance – Parsonage is not provided
- Retirement
- Self-Employment Tax (7.65%)
- Medical Health Insurance
- Life Insurance
- Long-Term Disability Insurance
- Education Allowance
- Paid Vacation Time
- Mileage reimbursement for ministry travel
- Sabbatical available after 7 Years
- Cell Phone Allowance
- Paid Professional Development Time

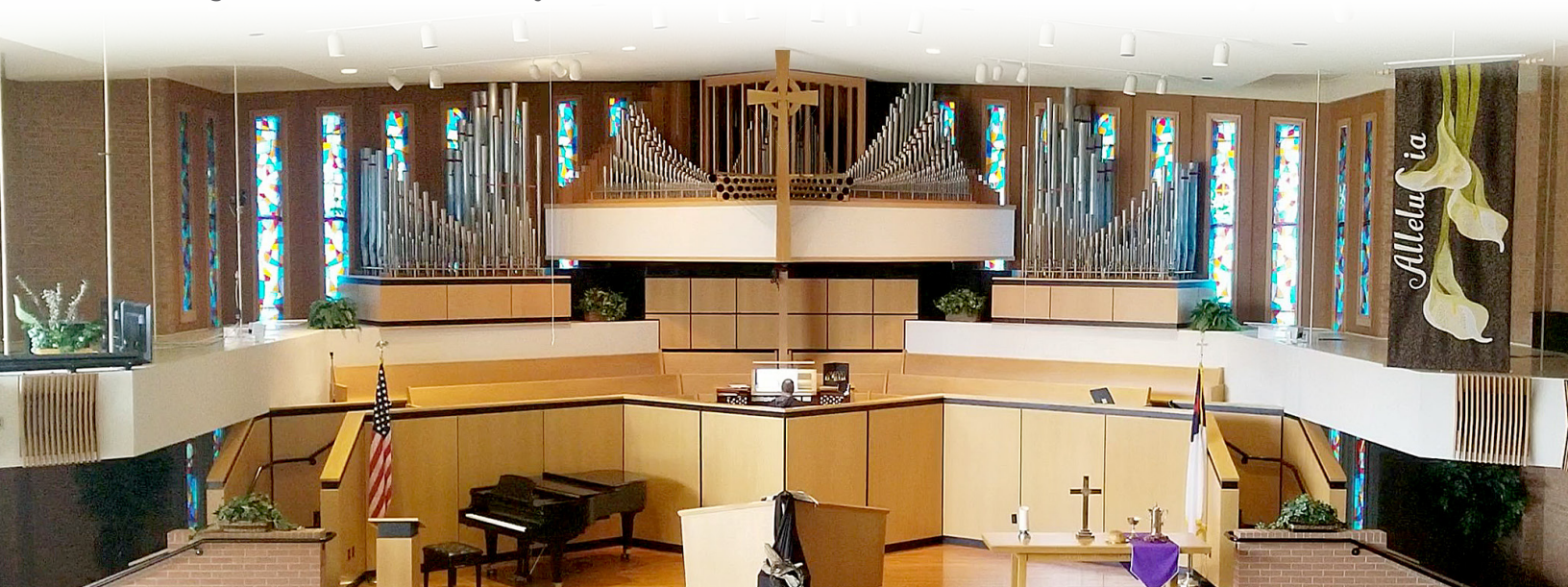


History and Facilities

On Feb. 9, 1847, the Rev. A.C. Van Raalte and a group of nine Dutch immigrants founded a “godly colony,” the new settlement of Holland, Michigan. The very next day, the newcomers established First Reformed Church. And a few years later, Van Raalte, who served as First Reformed’s inaugural pastor, would go on to found Holland’s Hope College and Western Theological Seminary.

From its beginnings in a log cabin to its current location at 26th and State Streets, First Reformed Church has served proudly as a spiritual leader for more than 175 years in the greater Holland and Zeeland area. First Reformed has planted, mentored and served as a mother church to countless other congregations, ministers and missionaries. The congregation still enjoys a close relationship with Hope College and Western Theological Seminary, often serving as a learning center for seminary interns and as a home church to faculty members. And 138 of our sons and daughters have been ordained to serve Christ in ministry around the world.

First Reformed Church’s historical roots are long and impressive. But we are a congregation that looks eagerly into the future, a church that is firmly committed to serving God’s people in the 21st century. Our congregation enjoys worshiping in the church’s impressive 600-seat sanctuary on Sundays. During the week, First Reformed Church offers its space – including a gymnasium and a commercial-grade kitchen – to outside groups. Garden clubs and chorales, pickleball teams and church start-ups, municipal elections committees and local schools have come to see First Reformed Church as a welcoming place. And our ministry extends beyond the building’s walls by means of a digital ministry, streaming worship services and concerts to viewers throughout Michigan and across the country.





Exalt

*We gather to worship, praise the Lord,
and celebrate God's love in community.*

Here at First Reformed Church we praise our Lord in person, while streaming online for those who can't make it. It is our hope that through our talents we can show God our love and gratitude.

- Sunday worship
- Special services
- Communion
- Baptism
- Special music
- Chancel Choir
- Bell choir
- Kids choir
- Kids Own Worship
- The Mitten tree





*Grounded in the Bible,
we train ourselves so
we can love others and
serve the Lord.*



By immersing ourselves in the Word, we grow closer to God. Using that knowledge, we can better serve each other within the church and in our neighborhood.

- Monday Bible study
- Men's prayer group
- Women of Faith
- Sunday school for all ages
- Shalom group (behavioral health support group)
- Youth Group
- GEMS
- Cadets
- Kingdom Kids
- Intern program

 *Equip*



We have taken our love for Christ into our community. Some events include block parties on our expansive lawn and a Halloween “flick or treat” event inside the building.

- Motor Ministries
- Thanksgiving boxes
- Kids Hope
- Church picnic
- Crop Walk
- Youth Group mission trips
- 3 Sixty neighborhood partnership
- Refugee resettlement
- Church plants

E³ *Evangelize*



We serve near and far, connecting others into a life-changing relationship with Jesus Christ.

*We also partner with **New Beginnings**, that is a Fresh Expression with a passion to take the gospel to the community. One way they are living this out is by being the church to residents inside WoodSpring Suites. They are a body of believers bringing hope to the lost, broken, and hopeless. They are living out what Jesus said to do: “Go”.*



Side Door Ministries

We have a longstanding practice of opening our doors to many groups in our community. We believe that allowing the community to use our building is just one of the ways we can show God's love, by sharing the blessings that He has given us.

- Free@3 concert series
- Voting location
- School testing
- Holland Chorale
- Holland Garden Club
- Blood drives

Fellowship

Our church family enjoys each other's company as well.

- Coffee fellowship after Sunday morning church service
- Chain gang (bike club)
- Chatter on the channel
- Annual camping trips
- Care packages
- Pickleball
- Prime time



Our Numbers

Faithful stewardship of our resources remains an important part of our beliefs and teaching at First Reformed Church. The congregation has faithfully supported our mission over the years and **we remain debt free.**

TOTAL REGULAR GIVING 2023

\$741,000

In addition, we collect monthly special offerings to support various outreach projects chosen by the Deacons.

DISTRIBUTION OF OFFERINGS - 2023:

Staffing	66%
Facility	14%
Administration	4%
Ministries	3%
Missions	6%
RCA assessments	7%

OUR MEMBERS

Active Members	352
Baptized under 23 yr old	110
Recent in-person worship attendance	192



LEGACY GIVING



In 1987 the church established an endowment fund to manage legacy gifts that were being received from church members. The trustees invest and manage these funds, some of which are designated for specific purposes and others at discretion based on needs. **The fund has grown over the years to exceed \$1.5 million.**

In recent years, the income from the fund was used for:

- College scholarships
- Capital improvements
- Camp scholarships
- Mission projects

FRC Staff



Rev. Dr. Steve Petroelje
Transition Pastor (full-time)



Rev. Louis Ford
Associate Pastor for
Spiritual Life (full-time)



Rev. Meghan Vanderlee
Pastor of Children's Ministries
(part-time)



Taylor Midkiff
Director of Youth Ministry
(full-time)



Elizabeth West
Minister of Music/Organist
(part-time)



Libby Riemersma
Office Manager (full-time)



Thom Samuelson
Lead Custodian (part-time)



Sarah Albin
Kids Hope Director (part-time)

OTHER STAFF

Reverends Sandra Cammenga, Steve Wing and Darrell Koopmans: Calling Pastors (part-time)

Currently Open: Bell & Chancel Choir Director (part-time)

Bonnie Eckert-Mooney: Hospitality Coordinator (part-time)

Marylynn Redder: Bookkeeper (part-time)

Mike and Steve Hopkins: Assistant Custodians (part-time)

Welcome

TO HOLLAND, MICHIGAN

With its picturesque setting and abundance of outdoor activities, it's no wonder people love to call Holland home. Holland is rich in culture, known for its Dutch heritage and home to the annual **Tulip Time Festival**, which began in 1929. The city extends over the Ottawa/Allegan county line, with 9.08 square miles (23.52 km) in Ottawa and the remaining 8.13 square miles (21.06 km) in Allegan. According to the U.S. Census Bureau the estimated population of the City of Holland was 34,368 in 2020.

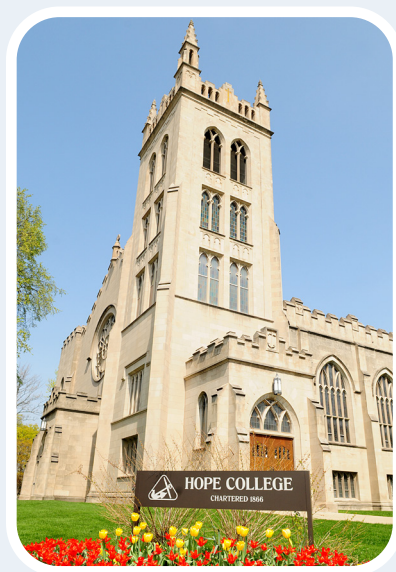
The greater Holland area includes Holland City, Holland Charter Township, Park Township, Zeeland City, Zeeland Township and Hamilton. Holland is approximately 35 miles from the Gerald R. Ford Airport in Grand Rapids, 186 miles from Detroit and 150 miles from Chicago.





Downtown Holland is home to some amazing boutiques, breweries and bistros. It has been named the nation's "Coolest Downtown," by America in Bloom, and is listed in the National Register of Historic Places. In the winter, Holland's snowmelt system, complete with 168 miles of tubing coiled beneath the concrete, uses waste-heat cooling water from the city's James DeYoung power plant, located blocks from downtown along the Lake Macatawa waterfront. This heats the streets and sidewalks to keep them free of accumulated snow.

Outdoor enthusiasts will enjoy over 1800 acres of parks for hiking, biking and playing, and lots of water for boating, paddleboarding, kayaking, fishing and frolicking. **Riley Trails** has 8 miles of mountain biking and hiking, and Holland State Park and Tunnel Park offer beautiful sandy beaches and plenty of space for sunbathing, swimming and family fun! Over 2 miles of wooded dune trails and high bluffs await your exploration at **Mt. Pisgah**. Once at the top you can catch stunning views of Lake Michigan and Lake Macatawa, along with **Big Red!** DeGraff Nature Center and Outdoor Discovery Center—both free and open to the public, feature several habitats, trails and learning opportunities in wildlife management, conservation and preservation.



Education The best school for YOUR child depends on their unique needs. Our area schools offer something for everyone! Whether you are seeking a Christian or private education, public school, online learning, hands-on learning or your child is in need of special assistance—you'll find what you are looking for in the Greater Holland Area. Not only can you find amazing pre-K—12 grade options, but choices in higher learning, as well. **Hope College** and **Western Theological Seminary** are nestled downtown, **Grand Rapids Community College** has a Lakeshore Campus, and **Grand Valley State University's** Allendale campus is less than 23 miles away! The **Ottawa Area Intermediate School District**, has several school options including Sheldon Pines School and the Ottawa Area Center. Both provide special education programs.

Holland

offers a small town feel and with its continued growth provides a place where people want to live, work and play.



Additional information can be found at:

[Holland Area Visitors Guide](#)

[Things to Do...](#)

[Census Quick Facts](#)

[Greater Holland Area School Information](#)

[Zeeland Christian Schools](#)

[Black River Public School](#)

[Charter Schools](#)

[iCademy Global Online Education](#)

[Holland Aquatic Center](#)

[Frederik Meijer Gardens & Sculpture Park](#)

[Holland LiveCam—Downtown Holland,](#)

[Kollen Park, Holland State Park](#)

Application Process

If after reviewing this profile, you believe God may be leading you to take the next step, we would like to hear from you. A candidate will be considered when we receive all of the following:

1. A letter of introduction including a brief summary of how you feel your gifts and ministry experiences may be a possible fit to serve as the Lead Pastor of First Reformed Church.
2. Your profile/resume.
3. References (at least three) that can speak to your gifts, character and/or ministry experience. These references will not be contacted without your prior permission.
4. Links to view two recent video sermons. Submitted sermons should be a good representation of your typical style/approach to preaching.

Please email all materials electronically in PDF or Microsoft Word format to frcpastorsearch@gmail.com

Thank you for your interest and prayerful consideration. We will confirm receipt of documents and contact candidates as we discern next steps.



630 State Street
Holland, MI 49423
(616) 392-8085

