

PART-TIME/BI-VOCATIONAL PASTOR
NEW HOPE CHRISTIAN REFORMED CHURCH
Lansing, IL 60438
(.5-.65 FTE Part-Time or Bi-Vocational)

New Hope Church is seeking a Part-Time or Bi-Vocational Teaching / Care Pastor to lead our church in its next season of ministry. The right person will be equipped to help us build on our 15-year history as a multi-ethnic neighborhood church, assist in planning with our worship team, and support a vision for outreach. This person would be committed to collaborating with the Church Leadership Council, New Hope staff (secretary, janitor, and volunteer leaders), and the church body. New Hope strives to be a welcoming church that provides a safe and nurturing space for all individuals on the discipleship journey, from those wrestling with faith, young in their faith, or mature believers.

New Hope Church would be a special home for you. Located in a small community adjacent to the southern edge of Chicago in Lansing, IL, New Hope was formed as a merger of a traditional CRC congregation and a developing Puerto Rican congregation. Both shared a passion for outreach in our community and envisioned mirroring the changing demographics of Lansing. Out of that passion, we created this vision statement: To bring a diverse community into a growing relationship with God and one another.

Since the departure of our previous pastor, we have transitioned through a two-year period of reflection and self-evaluation. Recognizing our shortcomings but still wanting to live out our vision, we have intentionally chosen not to call a full-time pastor at this time. Rather, we are committing a portion of our financial resources to birthing a church plant and providing the plant with continuing monetary support. This plant will operate as a separate identity from New Hope, with a local leadership team that better reflects our neighborhood.

AREAS OF RESPONSIBILITY

1. Worship Services: The Pastor will coordinate the Sunday services working with the volunteer worship leader, worship planning team and the elders. Services would be a mild contemporary style, for a multi-generational, multicultural congregation. In addition to any vacation time, at least one Sunday per quarter would be allowed as a non-preaching Sunday.
2. Discipleship: The Pastor will work with the council to relationally and systemically seek the spiritual growth of our members, provide pastoral care, integrate newcomers, and ensure that members are drawn into discipleship opportunities. Applicants must display a deep relationship with Christ and show a clear willingness to grow in their own faith and be willing to disciple others to do the same.

3. Outreach: The Pastor will be encouraged to participate in a local community organization, building connections within the community. Through discipleship, the pastor will help and equip New Hope members to increase their confidence to be witnesses of God's love to our neighbors, co-workers, and families. The pastor will support the council and the congregation in its efforts to establish and support the church planting initiative that may or may not use our building.

QUALIFICATIONS

1. Professing member of a Christian Reformed Church congregation, or willing to become a member of New Hope Christian Reformed Church; and able to agree with the doctrine of the church signified by signing a covenant statement.
2. Commitment to Jesus Christ and the mission of His church.
3. Evidence of exemplary Christian character and of personally practicing the spiritual disciplines.
4. Strong communication skills, both oral and written.
5. Demonstrated attributes and skills as a leader/pastor within a congregation.
6. Must have citizenship or a legal work-permit in the US.

EDUCATION AND EXPERIENCE

1. Theologically trained and/or with equivalent ministry experience;
2. Minimum of a Bachelor's degree and preferably a postgraduate degree in an area related to Ministry/Master of Divinity/Theology;
3. Pastoral experience of at least 3-5 years preferred.

COMPENSATION RANGE

Minimum \$3,000/month, commensurate with experience (20-25 hours/week – 0.5-.65 FTE) plus benefits.

Benefits may include: moving expenses, pension plan, life insurance, phone reimbursement, misc. reimbursable expenses, health and/or dental insurance, PTO/vacation and mental health care benefit.

WORK ENVIRONMENT

The successful candidate is expected to work at the New Hope Church Office in Lansing, IL on a part-time basis. Office hours to be determined.

For more information, view our church profile at <https://network.crcna.org/jobs>

Contact us: SearchteamofNHC@gmail.com

CHURCH PROFILE FORM

Church Information:

Name: New Hope Christian Reformed

Location of church [City, State/Province]: Lansing, IL

Classical Church Counselor: Dr. Bill Sytsma, New Life CRC, Highland, IN 46322

Search Committee Contact:

Name: Audrey Bendle

Address: _____

Cell: 708-990-1284

Email address: SearchteamofNHC@gmail.com

Community Setting:

Location

- Rural
- Small Town
- Metropolitan
- Suburban
- Inner City
- Small City

Function

- Industrial
- College/University
- Agricultural
- Recreational
- Military
- Bedroom Community

Growth

- Growing
- Static (slight growth)
- Declining

Approximate population of community: Village of Lansing: 30,000, 5-mile radius 230,000

Church Profile:

We are open to:

Male and Female pastors Female pastors only Male pastors only

List all staff positions:

Pastor: STM – Rev. Tom Swierenga
Worship leader – Carol Schaap (volunteer)
Administrative Assistant – Alita McRae-Eagles (part-time)
Custodian – Tim Jansma (part-time)

Position Available: Pastor

Date of vacancy: 7/1/2023

General position description:

New Hope Church (Lansing, IL) has completed a discernment process that will lead to a new pastor.

New Hope Church is a missional, multi-ethnic congregation in the Reformed tradition. It is known throughout the area as a caring congregation that desires to impact the community with the Gospel of Jesus Christ. We are seeking a part-time or bi-vocational Pastor to care for our Congregation.

The ideal candidate for this position is a general practitioner who not only loves to preach, but desires to lead the congregation, by word and example, into effective engagement with the community. As a general practitioner, the Pastor will plan and lead the worship services of the congregation, provide pastoral care for the congregation, and follow the prompting of the Holy Spirit as a faithful and diligent servant of the Lord.

It is expected that the pastor will, as a servant leader, create positive and productive relationships with the Council, and the congregation. As for personal skills, the ideal candidate will thrive in a highly relational and culturally diverse community and be adept at developing and communicating New Hope's vision for ministry.

In addition to a commitment to Jesus Christ and a desire to be more like him, a deep love for the Reformed faith, and evidence of meeting the Biblical requirements of an elder, the Pastor will be an ordained Minister of the Word or could serve as a commissioned pastor in the CRCNA.

In summary, the role of the Pastor of New Hope will include the following:

- Preaching the Good News, proclaiming it in word and deed.
- Leading the Congregation through the changes required to make the church plant mission a reality.
- Participate in meetings with elders, deacons, and full council.
- Interact with members through fellowship, discipleship, and compassionate care.
- Participate in at least one community organization outside of NH church sphere (this could be a volunteer, educational or other part-time commitment).

Supervision: The Pastor is accountable to the Council of New Hope

Full-time Part-time

Bi-vocational position? *Note:* the pastor may either be part-time (no other vocation) or bi-vocational (working in another position)

Yes No

Number of years preferred of ministry experience of potential candidate: 3-5

Required languages: English

Church Demographics:

Average Sunday attendance: 55

Active adult professing members: 88

Profile of church members: (baptized and professing)

Age	% of congregation
0-11	11%
12-18	7%
19-24	11%
25-34	8%
35-49	7%
50-64	20%
65+	36%

71% of the congregation are women, 51% of the congregation are unmarried/widowed

Occupation:

Business	2%
Professional	19%
Trades	13%
Student	22%
Retired	31%
Stay At Home Parent	5%
Other (child <5, other)	8%
Agriculture	0

Percentage of members belonging to the congregation:

Less than 5 years	8%
5-10 years	3%
10 or more years	89%

Racial/Ethnic composition of congregation and surrounding community:

Congregation: Black/African 17%, Hispanic 3%, Asian 1%, White 79%
Lansing, IL: Black/African 47%, White 39%, Hispanic 13%, Asian 1%

Composition of congregation:

Mono-Cultural

Multi-Cultural

Specific Ethnicity (specify:

)

List the last three persons in this position:

1. Rev. Alfonso Torres (2008-2013)
2. Rev. Daniel Roels (2013-2021)
3. Rev. Thomas Swieringa – Specialized Transitional Minister (7/2021- 7/2023)

Worship:

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

A worship team consisting of elders, the pastor, and worship leaders meets monthly to plan worship and the elements of worship (songs, readings, prayer, etc). The elders and the Pastor advise them on the themes of the message, the administration of the sacraments and the direction for the liturgical calendar e.g. Christmas/Easter. Currently, the elders and other members participate as leaders in worship and lead the prayers of the people/congregational prayer. We have been vacant of a formal worship leader since 2021. Currently, our current worship leader is a member who is a retired music teacher/choir director. Our worship team members regularly attend the worship symposium at Calvin University.

Describe the worship services in your church:

We meet on Sunday mornings at 10:00 a.m. for one worship service per week. Our worship reflects our church family and our broader community. We are a broad mix of people with various Christian, nominal Christian, and non-Christian spiritual backgrounds. We are also working to pursue the following vision: “to bring a diverse community into a growing relationship with God and one another.” This means we try to be seeker-sensitive and multi-ethnically purposed.

While we do seek to grow established Christians, Reformed teachings remain our doctrinal “playing field.”

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

Children's Worship, a classroom Bible story time for children 3+ during the service. (presently using the Faith Alive “Dwell” curriculum)

Nursery care is offered for children under 3

Adult Thursday night Bible Study

A prayer group meets before every Sunday Service to pray

An additional bible study group, led by an elder and open to all, is set to begin on Saturday mornings

Building/Financial:

Present annual budget: \$198,500

Last year's annual budget: \$201,000

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

Budget 91.6% of expenditures

Denominational Ministry Shares 100% @ \$9,000

Classical Ministry Shares Included w/denominational ministry shares

Amount contributed above budget and ministry shares: \$27,500

Specify (optional): this includes \$12,500 in Afghan Refugee support; and \$15,000 in mission fund giving.

Facilities:

Describe facilities: The original church consisted of a Sanctuary with a full basement and kitchen. An educational wing was added to the building in 1974 for offices, classrooms, a library, and a nursery.

Are your buildings adequate for your ministries?

Yes No

If no, please explain:

Is a building program projected?

Yes No

If yes, describe what and when:

Does the church own a parsonage?

Yes No

Location of office or study: The Pastor's office/study is located inside the church on the 2nd floor of the education wing next to the administrative assistant's office

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:

Compensation commensurate with experience and education

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

\$

or

%

Housing:

- Housing allowance
- Parsonage only
- Either of the above

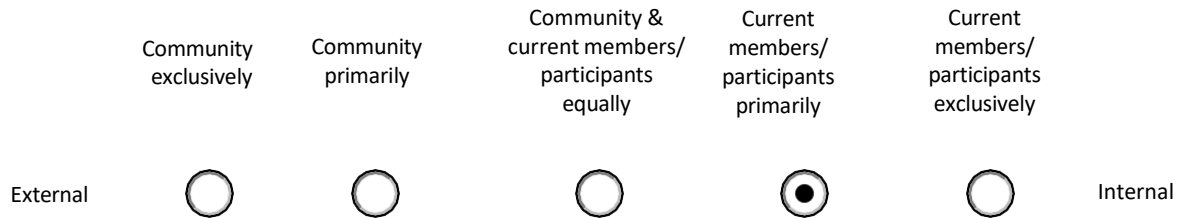
Benefits and expenses:

- Pension
 - Medical insurance*
 - Life insurance*
 - Social Security or Canada Pension
 - Travel/mileage
 - Continuing Education funds
 - Continuing Education time allotted*
 - Sabbatical policy in place*
 - 2 Annual vacation (# weeks)*
 - Other (please specify) Pulpit supply available once per quarter outside of vacation time
- *to be determined/negotiable

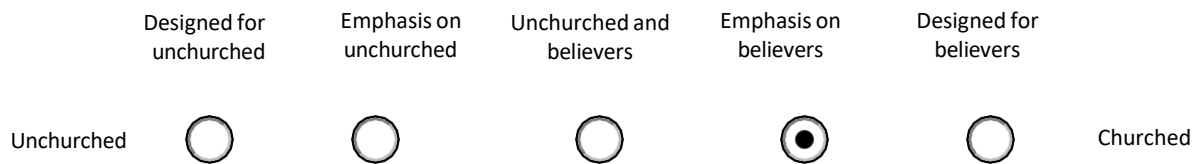
Church Characteristics:

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

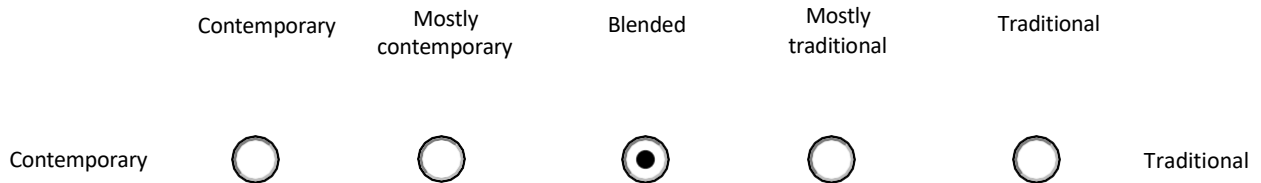
Presently, the FOCUS OF OUR CHURCH'S MINISTRY is



In our church, the WORSHIP SERVICE IS DESIGNED FOR



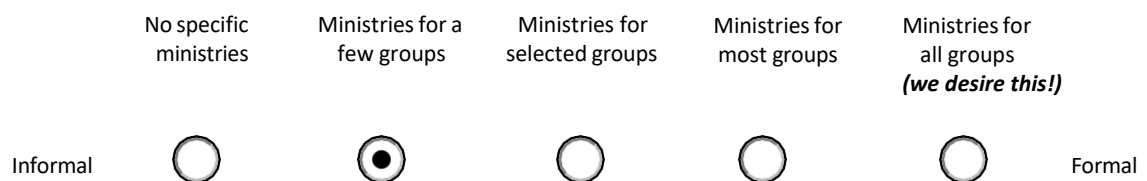
In our church, the STYLE OF MUSIC used in the worship service is



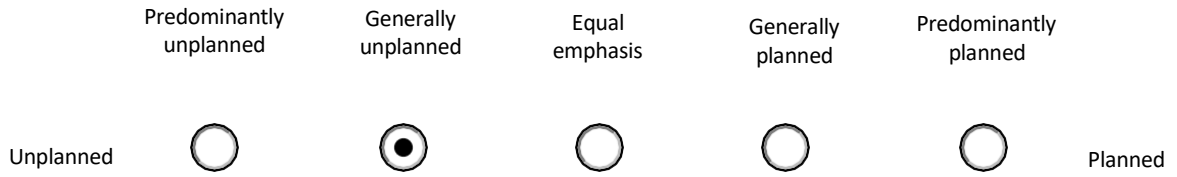
In our church, LEADERSHIP is generally provided by the



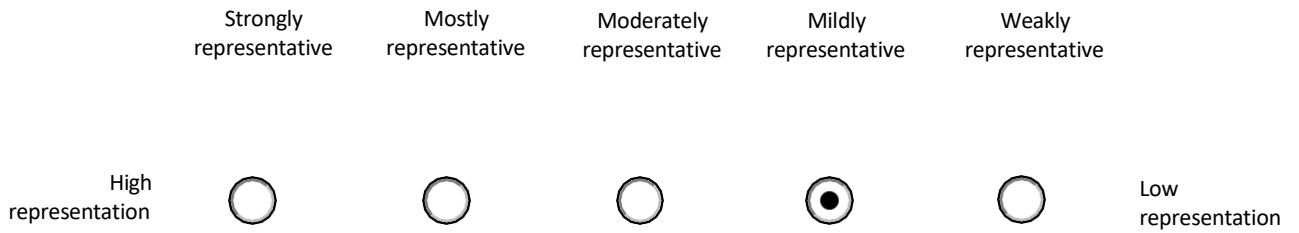
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through



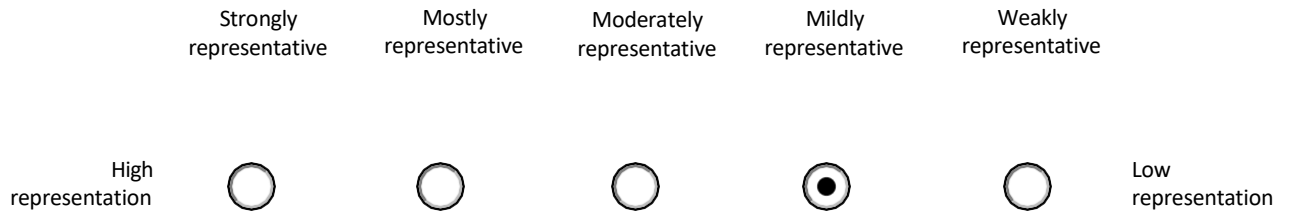
In our church, EVANGELISM STRATEGIES AND METHODS are



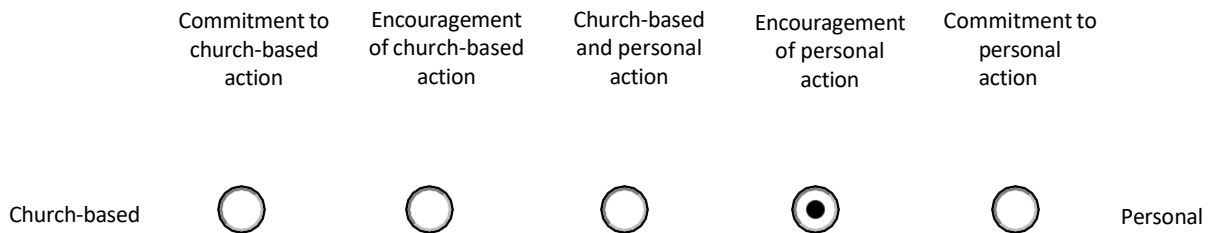
Our church is representative of the ECONOMIC DIVERSITY of our community



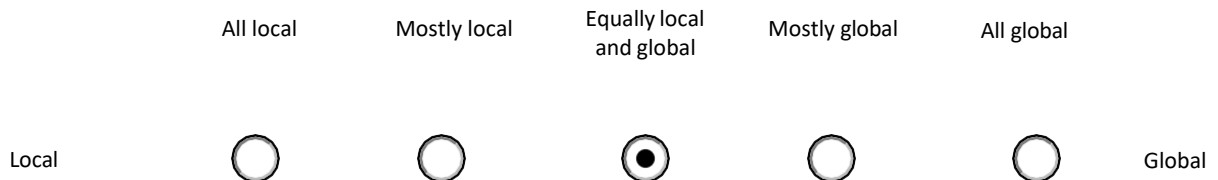
Our church is representative of the ETHNIC DIVERSITY of our community



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



Our church's MISSIONAL FOCUS is



Narrative:

In what ways does your church participate in ecumenical activities?

We recently committed to being the primary source of funding for birthing a separate church-plant with a preference toward an African American planter who can better reach out to our community.

Locally, we have been involved with the Welcome Network, which seeks to help refugees transition to life in the United States. Through an estate gift, we were able to provide a substantial contribution to purchase a house in Lansing that serves as longer-term transitional housing. This relationship is shared with other churches who together offer support to the Welcome Home and Welcome Network.

Many of our members are involved with Chicagoland Prison Outreach (CPO). Members participate in the Write-a-mate-program where they write letters to men in prison. This group meets monthly. We also participated in a Thanksgiving food drive benefiting the families who are supported by CPO .

Before covid, we held a combined Good Friday Service with a local Baptist Church and, in the past, we have shared activities (a run/walk to benefit our community center) with a local African American congregation and the local Lutheran congregation.

In 2022, 19 New Hope members attended the CRC Inspire Conference and 3 members attended the Calvin Worship Symposium.

Reflect on your strengths/gifts as a Church:

Our congregation cares deeply for each other.

Our congregation gives generously. We give faithfully to kingdom causes within and outside of our congregation.

Our members care about the Village of Lansing. We are a group of people who have been dedicated to staying and participating in the neighborhood; Our members participate in community organizations (thrift store, food pantry, historical society, meals on wheels, clean-up days) and have dedicated themselves to supporting and praying for our local leaders.

Reflect on your passions as a church:

Global Missions -- we are a church that has faithfully supported several missionaries over many years.

Supporting each other with cards, prayers, phone calls and meals.

We are welcoming and engaging to visitors.

List specific problems with which your congregation struggles:

We have struggled with different visions for enacting our vision to "bring a diverse community in relationship with God and one another."

We have struggled with leadership development.

The merger of 1st CRC with New Community Fellowship in 2008 started strong, but over the years much has reverted to the ways of 1st CRC. The degree of change and the pace of change we are being called to as a church has been a struggle.

Namely:

- There has been a failure to successfully merge congregations to form New Hope (1st Lansing CRC and New Community Fellowship). Only a few members of the original New Community Fellowship remain with us today.
- Members indicate a desire to be multi-racial in worship but have resisted the blending of worship styles.
- Difficulty implementing and sustaining decisions in leadership especially when pushbacks occur.
- We need to grow in developing healthy interpersonal relationships.

Do you have a recently articulated mission/vision for ministry?



Yes



No

New Hope's mission is to (include existing). A new mission/vision statement is in process.

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

Interesting:

Most recently, we see the spirit moving us in new ways in our neighborhood. We find that we have regular visitors who come in off the street, either because someone has invited them or just because they are prompted to do so. We also have had potential local leaders visit us who seem to have arrived only by the prompting of the Holy Spirit. We have regular pulpit supply from missional leaders who are serving in prison ministries and mission organizations and these individuals also bring us inspiration and encourage us.

This is a small thing, but most recently, we changed the location of fellowship time after service to upstairs. This post-worship fellowship is allowing us a broader opportunity to engage with newcomers in more meaningful ways.

Two years ago, when we began our transition time with Pastor Tom, we began the Crossroads Discernment Process. We had great participation in that by a wide range of our members (age, demographics - approx. 65 people). Many members also participated in The Network to understand their gifts more fully in leadership and service. We feel this has made us better equipped to handle the challenges that we presently face and gives us a better understanding of ourselves as a congregation.

Three years ago, women began serving in the role of elder and, while some did not fully agree with this decision, they have been receptive and more appreciative of women serving in that role. We found that women serving as elders and deacons have helped us in our ability to care well for our many single women, those who have suffered abuse, and widows. In the past, we have hosted women in pulpit supply.

Challenging:

Covid policy: Council agreed to follow State guidelines which led to closing the Sunday service and online-only services. To encourage the pastor during the taping of services, members created cardboard representations of themselves to be "seated in the pew". We held months of outdoor services before eventually returning inside. We had several members who were immune compromised or had fragile health conditions, so we maintained following the county guidelines. Many members were frustrated with our safety protocols like masking and seating restrictions. Some of our members left and attended other churches and never returned or just decided not to go to any church at all. Many of our people of color will attend online but not in person. We've found it difficult to maintain contact with people who have not returned to worship.

Some of our members have become impatient with the two-year transition process we have implemented (The Crossroads Discernment Process and Network assessments). Many believed that if we just hired a new pastor that would be the answer to our declining membership and leadership challenges. Our present leaders were challenged to complete a comprehensive review before moving forward. It has been difficult to define our next steps with an aging congregation and limited leadership.

Many of our leaders on council and in worship are doing multiple jobs while leading our congregation through this period of transition. Even though we have pared back our roles to a bare minimum, we find it difficult to fill basic vacancies in AV, nursery, and children's worship. This has limited us in providing well for the spiritual formation of all our members.

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

We are committed to being the primary source of funding for birthing a separate Church plant with a possible African American planter who we believe will better reach out to our local community.

The Network gifts assessment program could lead to more asset-based community participation.

Describe what being Christians of Reformed accent means to you:

- Sovereignty and providence of God in all aspects of life.
- Using our resources to benefit the work of the church and advance the kingdom.
- Applying and proclaiming the gospel message.
- Dedication to learning and studying God's word.

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

Members of our congregation have strong historical ties to the CRCNA; we appreciate aspects of our connection with the CRC including supporting its mission organizations and specific missionaries. We share the vision of the CRC including a commitment to Faith Formation, Servant Leadership, Global Mission, Mercy and Justice, and Gospel Proclamation.

As with the CRC's mission statement, we believe we are called to be witnesses of Christ's Kingdom to the ends of the earth. We appreciate aspects of mercy and justice and have several members who were immigrants to our area. Strong gospel proclamation is important to our worship, and we agree that faith comes through hearing God's Word. We seek to proclaim the saving message of Jesus Christ and seek to worship him in all that we do.

We have appreciated the support we have received from the denomination and sought out resources that could help our congregation. Pastor Church Resources has helped us identify our current Specialized Transitional Minister and aided us in consulting with our leaders. A few of our members are integrally involved in volunteering with the denomination and Classis Illiana.

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

There is fear because our society is changing rapidly. Covid 19 has dramatically redefined the way Americans participate in church. Our neighborhoods are becoming less homogeneous. For many, trying to save the past is preferable to embracing change. Society is isolated socially, politically, and economically and that stress bleeds into the church.

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

- 1) Birth of New Hope Church through a merger of First Lansing CRC and New Community Fellowship (2008) led by Rev. Torres.
- 2) The retirement of Rev. Ildefonso Torres and the subsequent hiring of Rev. Daniel Roels.
- 3) Since the merger in 2008, several women have served as deacons. In 2019, An invitation to preach was extended to Dr. Mary Hulst, Calvin University Chaplain; this led to a deep discussion about the role of women in the church office. Eventually, the Council voted and we now have women serving as elders and deacons.

Leadership:

How many council members does your church have? 8 (4 elders and 4 deacons)

What is the length of term for council members? 3 years

How often does the full council meet? Monthly

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

Deacons - Monthly

Elders - Monthly

Full Council meeting - Monthly

Worship Planning – Monthly