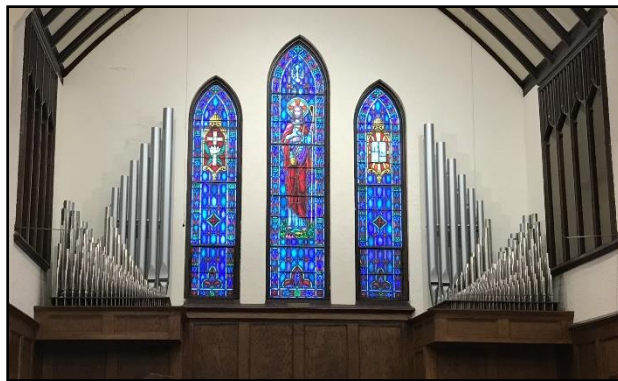


# *Hope Reformed Church*

## *Sheboygan, Wisconsin*

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*Authentic Worship + Generous Hospitality + Transforming Discipleship*

**Church Profile / Lead Pastor Position**

# Welcome!

October 2023

Greetings Lead Pastor Candidate,

Hope Church is glad you are taking time to read our profile and are considering applying to become our next Lead Pastor.

We are in beautiful Sheboygan, Wisconsin, a city of 50,000 located on the shores of Lake Michigan. People in our congregation also come from neighboring communities, such as Kohler, Sheboygan Falls, Howards Grove, and Plymouth. The total population of Sheboygan County is approximately 118,000.

Hope Church is committed to teaching God's word and to being a place of love, acceptance, and inclusion. We are blessed with strong and involved leadership, are financially sound, have a good number of young families with children, and enjoy steady attendance in person and through streaming platforms. We are ready for a new vision of how Hope can be a church for the next generation. We need someone who can "fill the stage", building on Hope's foundation and expanding our reach into the community.

The Leadership Transition Team looks forward to hearing from you.

*Fred Huerta, Jennifer Justus, Seth Kramer, Deb McDougall, Karel Voss, Betsy Warmus, John Warmus, Jesika Weigel, and non-voting members Pastors Tom Armstrong, Bill TeWinkle, and Donna VanOrden*

## **Co-Chair Contact Information**

John and Betsy Warmus

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## **Church Contact Information**

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# *Mission Statement*

**We are called to be a Pilgrim Community of Hope serving God in this City**

## *Values*

**Authentic Worship**

**Genuine Hospitality**

**Transforming Discipleship**



## *Vision Statement*

**We live out our Mission by:**

**Knowing and loving God and His people**

**Reaching out to and enfolding the searching  
and hurting**

**Being and forming more committed disciples**





# *Our Beliefs*

## **...about God:**

God is love. We are drawn to God by overwhelming, unconditional, irresistible love. God is one and three, Father, Son, and Holy Spirit.

## **...about Jesus:**

Jesus is the Son of God, fully God and fully human. Jesus is Lord of our lives. Jesus is a friend and a brother. Jesus saves. Jesus is alive.

## **...about the Bible:**

The final truth about our salvation is found in the Bible, God-inspired words, preserved by the Holy Spirit, to help us know God and God's will.

## **...about Salvation:**

Because of our sin we cannot save ourselves from eternal death. We are saved by the work of Jesus on the Cross. We are saved by grace alone, through faith alone.

## **...about the Church:**

We exist to worship God and to be the hands and feet of Jesus in the world. We are a covenant community accountable to God and each other.

## **...about Discipleship:**

All believers are called to be transformed and transforming followers of Jesus Christ, bringing mercy and compassionate justice to children, families, and communities.

## **...about Prayer:**

God offers us this most important way to engage in a two-way conversation with God. Prayer is vital for our lives and our families.

## **...about Serving Together:**

God calls both men and women to serve alongside each other as Teachers of God's Word and to the Church Offices of Minister of Word and Sacrament, Elder and Deacon.



# *Our Worship*

We follow the general outline of worship in the RCA Liturgy. The various elements have changed over the last 14 years, but the outline has been the same for most of the history of this congregation: Approach to God (Gathering), Word in Proclamation and Sacrament, Response to God (Sending).

We attach a bulletin which shows our basic Order of Worship from September – May, and then a summer bulletin, when worship time is abbreviated to about 45 minutes. For September- May worship time is 65 minutes. These services include highly popular Children’s Messages, after which children are dismissed to Children in Worship.



Our worship style is semi-liturgical, respectful but with a relaxed “feel”. Humor is welcomed. We want our congregation to leave feeling like ‘we were at church today’, but in a way that a first-time guest would feel welcome and a part of the worship experience despite their unfamiliarity with the order of worship.

We follow the Lectionary Calendar and celebrate the seasons of Advent and Lent including Ash Wednesday, Maundy Thursday, and Good Friday.

Preaching texts are usually drawn from the lectionary, but series or topics that diverge from the assigned readings are not uncommon, especially during the summer when a ‘Summer Sermon Series’ is often preached.

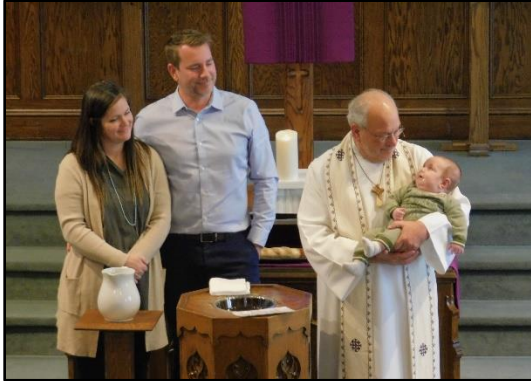
Hope Church changed its worship style in 2009 by bringing together two worship services into one. The result, called “Authentic Worship”, offers ‘psalms, hymns and songs from the Spirit’ (Eph. 5:19) each week, using a blend of favorite hymns and praise music, along with a reading of the lectionary Psalm. We are blessed with a talented team of musicians. (A choir is assembled for Christmas and Easter.) The worship service builds toward the reading and preaching of God’s Word. The Lord’s Supper is served on the first Sunday of most months.

The worship service utilizes media throughout as a PowerPoint presentation conveys lyrics, scripture, and other worship aids, along with the occasional use of videos and other mixed media. We are blessed with a strong Media Team to operate the equipment.

The worship services are livestreamed through the website, YouTube, Facebook, as well as on Apple TV and Roku TV channels. We also televise the services on one-week delay through a local cable channel.

# *Our Strengths*

**Strengths of Hope Church:** Biblical Teaching; consistent attendance patterns; hospitality offerings; a welcoming attitude; Christian friendships formed; a congregation which has fun together, is caring toward each other, and enjoys unity in spirit.



**Best of what Hope Church is as a community:** Welcoming to all our guests; Bible-based messages; community-based outreach; spiritual connections through prayer and Bible study; meals “we are big on food!”; supportive and generous with finances and time.

**What Hope Church offers a new pastor:** Prayer support; encouragement; open to new ideas and changes; unity in purpose and functions; opportunities for personal and professional growth; dedicated to continuing the vision and mission of the church; ability to provide financial support and volunteer support to programs; problem-solvers who offer resources and expertise; members have a sense of ownership and involvement in the life and future of Hope Church.

Most significantly, perhaps, is that the Leadership Transition Team is committed to continuing to meet with the new pastor and offer support for a one-year period after the Call begins.





# Leadership and Staff

Our Consistory has twelve members serving 3-year, staggered terms. The pastor serves as president of the Consistory. The Consistory strives to place two names for each position into nomination. The names are then drawn by “lot”. The congregation is offered the opportunity to give advisory nominations to the Consistory. Bylaws permit submitting a single slate if there are insufficient numbers of qualified candidates to present a double slate.

## **Currents Elders:**

Female, Retired Teacher  
Male, Retired Electronics Technician  
Male, Veterinarian/Preaching Elder  
Female, Hospice Chaplain  
Female, Project Manager  
Male, Retired Factory Worker

## **Currents Deacons:**

Female, Retired Factory Worker  
Male, Sales Manager  
Female, Hospitality/Customer Service  
Male, Attorney  
Female, Sales/Public Relations  
Female, Office Assistant

Our belief statement includes “God calls both men and women to serve alongside each other as Teachers of God’s Word and to the church offices of Minister of the Word and Sacrament, Elder and Deacon.” Currently women preach, teach, serve on Consistory, lead teams, committees, and ministries.

In addition to our Pastor, we employ staff in the following part time positions:

- Assistant Pastor, Tom Armstrong
- Pastoral Assistant, Amanda Huerta
- Finance Administrator, Ruth TenPas
- Worship Leader, Mitch Birkey
- Organist and Pianist (3)
- Sexton, Jeff Justus
- Cleaning Service
- FirstHope Community Meal Director
- Children & Youth Leader

Over the past forty years Hope Church has been served by three pastors, Rev. Gary Hofmeyer from 1983 – 1989, Rev. Stan Seagren from 1991 – 2008, and Rev. William TeWinkle since 2009.



**Pastor Tom**



**Amanda**



**Ruth**

# *Groups and Teams*

**Adult Transformation Ministries (ATM Team)** – This committee oversees outreach ministries, Bible Studies, and congregational care. The ATM’s goal is to encourage discipleship opportunities that inspire our congregation to “BE HOPE in the Heart of the City”. This team meets quarterly with six in attendance.

**Hospitality Team** – This group organizes coffee and light refreshments on Sunday mornings and typically hosts four yearly events. The talent show is often held in March, an Easter Brunch is served before Easter worship, a free community picnic is held every fall, and a catered meal is provided for the congregation after the Children’s Christmas Program.

**Worship Team** – This committee oversees music/musicians, worship design, liturgical colors, media, and drama. They meet approximately six times per year with six in attendance.

**Children and Youth Team** – This group manages our Sunday morning nursery, Children in Worship program, VBS, and mission trip opportunities. This committee meets as the church calendar dictates.

**Property Team** – This group manages our building care and maintenance as well as our grounds and “Garden of Hope.” The garden is a lovely, quiet retreat which is open to the public.



**Media Team** – Our Media Team serves as support in our weekly worship by operating our power point and serving as sound and video operators. A dozen people provide these essential functions.

**Praise Team** – Our Worship Leader directs this group of singers and musicians. Guitar, bass, piano, drums, and vocalists enhance our worship experience on Sunday mornings.

**Prayer Ministries** – This six-person group provides prayer support to our members and friends. A “Prayer Partner” from this group is available on Sunday mornings after worship to share praises or requests one-on-one in the Chapel.

**Friends of Hope** – This casual group enjoys activities, restaurant dining, and fellowship when the Spirit moves them. Primarily offering relationship-building events for the Gen X and Millennial crowd.



# Education

**Children in Worship** - During our Sunday Service, children ages 3 years - 5th grade are welcome to come forward for the Children's Message and then proceed to Children in Worship. This program focuses on hearing and learning God's word in the form of Bible stories, activities, and crafts. Offered September - May. Average attendance is 15 – 18 students.



**Vacation Bible School** - VBS is offered each summer to children PK–5th grade during a three-evening themed ministry.

**Sunday School** - Middle and High School students meet before worship in the fall and winter for a series of Bible oriented discussions. This class is from 9:00 a.m. – 9:50 a.m.

## **Adult Bible Studies:**

- ❖ We offer adult Bible studies on Sundays after worship and Wednesday evenings during Lent and in the fall.
- ❖ Hope Café is a ministry offered to our downtown neighbors on Tuesday mornings and includes lessons and devotions.
- ❖ Our Assistant Pastor leads a Bible Study at the Open Door Drop-in Center for adults with mental illness in downtown Sheboygan. This class is held every Wednesday.
- ❖ Fridays at Hope is an additional Bible Study opportunity for people at Open Door which meets at our church on Friday mornings at 10:00 a.m. The Friday study was added to provide support for the Open Door community going into the weekend when they can be most vulnerable.
- ❖ Coffee Break Bible Study meets on the first and third Wednesday morning of the month at 9:30 a.m. from October - June. This study and fellowship group is typically attended by women from the church and their friends.

## *“Hope’s Next Stage”*

One experience within the last year that has significantly contributed to the spiritual life of our congregation has been the “Hope’s Next Stage” campaign. This campaign encapsulated many facets of our vision and dedication to Hope Church’s future generations. The intention of this campaign was to reinvent our worship space to be more welcoming, accommodating, and technologically/acoustically relevant. The visioning done by our leadership teams and Consistory was presented through an invitation to participate in this campaign in a variety of ways: through prayer, through financial support, and through physical and skilled labor to make the project really happen.

This project was unanimously approved, pledged to be fully funded, and stirred unity and support from multiple generations of servant workers in our church congregation. The project was concluded in the Fall of 2023. This renovation project showed dedication to our congregants with unique physical needs; we included a lift and a more accommodating layout in the design. Typical to Hope Church’s framework, we were able to bridge the rich history of our organ and traditional music instruments with a more progressive and usable space for future innovative uses.



## *Local Missions*

We are excited that our downtown location gives us an excellent opportunity to reach out to our neighborhood community. There is a significant population who experience food and housing insecurity. We strive to “BE HOPE in the Heart of the City” in several ways.

- ❖ All are welcome at the monthly **FirstHope Community Meal** which is served in our Hospitality Center.

- ❖ A weekly ministry, called **Hope Café**, is offered to the public on Tuesday mornings in our Faith Center. This ministry features a hot meal and devotions. An average of thirty people participate weekly.



- ❖ **Havens of Hope** is a mission of Hope Church which provides temporary housing for families in the Sheboygan Area School District who find themselves without a place to live.



- ❖ Our Wednesday and Friday Bible studies offer food and fellowship primarily for our friends living downtown.

- ❖ We share our former, attached parsonage with Lighthouse Recovery which uses this space six days a week for their addiction and recovery support groups. The space is also used by several Narcotics Anonymous support groups during evenings throughout the week.

- ❖ We continue to explore new ways to partner with agencies like Food Bank and Love INC (Love in the Name of Christ).

We are praying that our new lead pastor will be open to additional missional opportunities which will expand our reach into our neighborhoods.



# *Global Missions*

In keeping with a missional mindset both locally and internationally here are examples of our support of missions around the world.

- “Operation Christmas Child” the shoebox gift ministry of Samaritan’s Purse.
- The Abel Family, missionaries in the RCA, in partnership with Remember Nhu, who work to end child sex slavery through prevention.
- Don Buege with Blazing Trees. This organization provides prayer, encouragement, and coaching to leaders and their teams scattered across the nations.
- Bev Visser serving with One Collective, a global non-profit that works to help the oppressed have access to food, freedom, and forgiveness.
- S'MORES International works to provide funds for post-high school education scholarships for students in Puebla, Mexico through Living Hope International.

# *Cooperative Ministry*

Sheboygan has an abundance of churches representing many Christian denominations and various other religions. Within just a few blocks of our church are Episcopal, Methodist, Lutheran, Roman Catholic, Evangelical Covenant, CRC, and Presbyterian (PCUSA) congregations giving Hope Church numerous opportunities for cooperative ministry.

The monthly FirstHope Community meal is offered at our facility. This is a joint effort with Christ Community Church (CRC). Volunteers from Faith Reformed Church in Cedar Grove also help with this outreach ministry.

During Easter Week, for the past few years, we have shared worship with Bethany Reformed Church. We hosted the Maundy Thursday and Good Friday services, while Bethany hosted Holy Saturday. Clergy from both congregations took part in leading worship.

Bethany Reformed Church partnered with us on VBS. They helped to promote the event and provided the snack portion of this ministry. Also, this year, youth from our congregation joined their youth group on a summer mission trip to St. Louis.



# Goals

Our **2020 Vision of Hope Team** made the following recommendations which were adopted by the Consistory and approved by the Congregation. These recommendations, along with the current Mission and Vision Statements, summarize our vision and hopes for the next 5 years.



That being said, we are open to new proposals for mission, vision and hopes that a new lead pastor may develop alongside the Consistory or a new team/task force.

- *Recommendation:* The 2020 VOH Team recommends the creation of a Leadership Transition Team to develop a succession plan for the current Senior Pastor and to form a leadership team model for the 2020s.
- *Recommendation:* The 2020 VOH Team recommends the creation of a two-tiered mentoring program which grows from 'mentoring the mentors' to mentoring members.
- *Recommendation:* The 2020 VOH Team recommends the implementation of adult learning opportunities which teach and apply Spiritual Practices (e.g., meditation).
- *Recommendation:* The 2020 VOH Team recommends the creation of a menu of additional services for Meal attendees which meets needs other than hunger.
- *Recommendation:* The 2020 VOH Team recommends the expansion of outreach programming by focusing on healthy family relationships.



## Building & Property

The primary church structure was built in 1937 and houses the sanctuary and some office space. The attached former parsonage, now known as the Wynveen Hope House, is currently used by the Lighthouse Recovery Center for their addiction and recovery support programs.

The attached Faith Center, built in 1987, is used for offices, classrooms, and hospitality. The pastor has a study in the Faith Center.

The church's lower level is our Hospitality Center, in which a monthly community meal is served and various church gatherings are hosted, such as a winter Talent Show, Easter Brunch, Community Celebration (September 'Welcome Back' event), and a Christmas Dinner.

We are collecting pledges during 2023-2025 on our capital campaign, Hope's Next Stage. This major sanctuary renovation was completed and dedicated on September 17, 2023. The campaign of over \$300,000.00 is fully pledged. It is financed in part with a construction loan, which is paid off from pledges received.

## Giving

**We are blessed with faithful and generous giving from Hope's membership and friends.**

	Five Years Ago	Today
Total RCA related contributions	\$207,545	\$240,886
Total other contributions	\$30,085	\$23,017

Operations-related non congregation funds: Future Hope Fund: \$4,817, Classis Grants: \$5,000, Lighthouse Recovery Center Fees: \$13,200

Also, Capital Campaign Contributions from congregation and friends: \$11,500

Number of those whose annual contribution is:

Less than \$500	16
\$501- \$1,500	24
\$1,501- \$2,500	19
\$2,501-\$3,500	8
Greater than \$3,500	20

In 2022, there were 103 Giving Units (families with assigned offering numbers). 87 used their numbers for offerings. There were 16 Giving Units who did not use their numbers, as well as regular guests who give anonymously. All of these are accounted for as 'plate' offerings. In 2022, this was 6% (\$14,448) of our annual revenue. Ninety to one hundred percent of the total budget is contributed by living donors.



# Statistics

As a result of changes in participation during and following COVID some active members were moved to inactive status due to a change in their participation patterns, e.g., they stopped attending worship. One of the limitations of a streaming or virtual 'congregation' is that we cannot easily identify who is an active worshipper. However, one data point we can confirm is that we have had more people participating in the life of the church as adherents. We believe that a significant number of potential members are awaiting the conclusion of the call process before deciding on whether to move from adherents to members.

## **Confessing Adult Members:**

5 Years ago: 153      Today: 134

## **Inactive Adult Members:**

5 Years ago: 68      Today: 59

## **Baptized Members:**

5 Years ago: 65      Today: 54

## **Adherents (adults and children):**

5 Years ago: 35      Today: 56

## **Total Confessing Members, Baptized, Adherents and Inactive**

5 years ago: 321      Today: 303

## **Percentages by age**

0-20 years old	25%
20-34 years old	9%
35- 49 years old	17%
50-64 years old	16%
65 years and older	33%

The average attendance five years ago was 133, today's average attendance is 192. Before COVID we counted in person only. Post COVID we have seen a significant increase in streaming worship participants. We track in person; total units streaming; and a multiple of 2 for streaming units. We believe, anecdotally, the multiple is a fair representation of actual viewers, so the "Average Attendance Today" reports in person plus streaming views x 2 = total.

## September 2022 through July 2023

Average in person attendance: 108

Average total streaming units per week: 42

Average total streaming units x2 per week: 84

**Average Attendance Today: 192**

# *Who We're Looking For*

Hope Church is looking for a lead pastor who is an engaging, interesting, Bible-focused preacher of God's love for us as revealed in God's Word. The sermons should offer insights that the congregation can 'take home and discuss.' (We have a Preaching Elder/Assistant Pastor and another ordained minister who help with some of the preaching duties.)

The lead pastor should be enthusiastic about the worship experience, bringing energy and passion to the liturgy and prayers. A love for music as expressed in both traditional hymns and modern praise music is a welcome addition. (We have a Worship Leader who selects praise music, and organists who accompany hymns, which are selected by the preacher.)

The lead pastor will be involved (along with the assistant pastor) in teaching adult Bible studies and leading disciple-building education. This should include a desire and ability to mentor people on their spiritual journeys. The teaching needs to be sensitive to the fact that our congregation holds a variety of views across the social and political spectrums, yet they are unified in the foundational principles of our Reformed theology.

The lead pastor should be a good listener, comfortable and capable of providing Christian counsel and pastoral care in a variety of private and public settings, including hospitals and nursing homes. (The assistant pastor supports the pastoral care program, which also involves the Elders and Deacons.) This will include pre-marital and grief counseling in preparation for weddings and funerals.

We desire a lead pastor who understands and will set aside time for their own spiritual disciplines. This should then lead to modeling and teaching the spiritual disciplines to the congregation.

The lead pastor will bring a vision and goals for the future of Hope Church, to be developed with the Consistory and Teams, and possess an ability to motivate people in working toward the achievement of the vision and goals. (Administrative support and mentoring is available *if desired* on a transitional basis from our current Senior Pastor in a short-term, part-time executive or emeritus role; or, if that is not desired by the lead pastor, then from other gifted people in the congregation.)

While it is not expected that the lead pastor will be the primary resource for children and youth ministries, we do desire a lead pastor who enjoys being a pastor to the next generation, offering support to the Children & Youth Director and Team members.

In conclusion, we desire our next lead pastor to be passionate about bringing the Good News of God's Word in a variety of methods to our church community, leading and teaching us to embrace the 'dechurched', the 'lost', and the 'searching' with God's love in Christ as we strive to be hope in the heart of the city we are called to serve.

## Salary & Benefits

Hope Church follows the Classis Guidelines for Compensation as provided by the Regional Synod of Mid-America. A Parsonage is not provided.

**Benefits and business expenses we will provide our pastor are:**

- Housing Allowance 40% of salary, per Classis Salary Schedule
- Travel Reimbursement IRS Mileage Rate
- Social Security 7.5% of salary and housing
- Continuing Education Allowance 1/52<sup>nd</sup> salary
- Provision for Sabbatical Negotiable per Classis Guidelines
- Major Medical Insurance
- Life Insurance
- Retirement

RCA Benefits are included in this package per the Classis Schedule. Link below.

[RSMA Compensation Guidelines 2024 \(rsmam.org\)](https://rsmam.org/RSMA-Compensation-Guidelines-2024)

## Sheboygan Schools

The Sheboygan Area School District (SASD) [Sheboygan Area School District](#) is the public and charter school system in the city of Sheboygan; there are public school districts for each of the smaller communities housed within our county as well. SASD offers comprehensive and innovative educational opportunities for students from 4-year-old kindergarten through college courses offered in our high schools. For preschool, traditional settings are available, as well as outdoor preschool offered through Maywood Environmental Park and arts-based education at the John Michael Kohler Arts Center. There are “neighborhood” public elementary schools, as well as charter and academy options included in the district. There are five middle schools (grades 6-8) and five public high school campuses (two traditional campuses, and three alternative-style settings) which round out the offerings for our public school system.

Parochial schools are also available in Sheboygan County for grades preschool through high school. Currently, the most represented private school in our church community is [Sheboygan Christian School \(SCS\)](#). This is a Pre-K through 12th grade institution, with a mission to partner with the Christian community, using a biblical perspective to integrate academic excellence with Christ-centered learning, preparing students’ hearts and minds for service in God’s world. This school serves about 550 students.

Other religious-based schools in Sheboygan: Bethlehem Lutheran School, Christ Child Academy, Immanuel Lutheran School, St. Elizabeth Ann Seton Catholic School, St. Paul’s Lutheran School, Trinity Lutheran School.



# About Sheboygan



Sheboygan is a thriving community that sits on the shores of Lake Michigan, an hour north of Milwaukee and an hour south of Green Bay (home of the Green Bay Packers!). Our community is known for being family-friendly, safe, and hospitable, which is evident in the number of great restaurants and community activities (festivals, music, and theater performances, etc.) offered throughout the year. We have state parks and campgrounds to explore, as well as abundant beach and waterfront activity options. We have been named the surfing “Malibu of the Midwest”

and have a wonderful Youth Sailing Center and training program. Another family favorite is Bookworm Gardens, an outdoor activity-based garden experience designed around children’s literature pieces. We have art museums, a children’s museum, and a robust farmer’s market that is open twice a week (seasonally). Sheboygan may be considered a mid-sized community, but we have more than you would expect to offer our residents and visitors alike.

## **SHEBOYGAN COUNTY AT A GLANCE**

**2021 Population 117,747**

**2021 Median Age 41.6**

**2021 Median Property Value \$172,500**

