

# CHURCH PROFILE FORM

Reformed Church in America



## Introduction

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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.

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) or 212-870-3252.

### 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.
- ❖ Bold, italics and underline are not available in this format--use quotation marks instead for emphasis.
- ❖ 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 on a separate 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).

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## Section A. Background Information

Today's Date: 6/11/2018

Position to be filled: Sr. Pastor

1. **Name of church:** Warwick Reformed Church
2. **Web address:** warwickreformedchurch.org
3. **Mailing address:**  
**16 Maple Avenue**  
**Street**  
Warwick, New York 10990  
**City / State / Zip Code**  
**Telephone:** (845) 986-4517      **E-Mail address:** lindakurtz@warwick.net
4. **Classis:** Orange
5. **Classis Supervisor:** Dr. Linden DeBie  
**Address:**  
20 Maple Avenue  
**Street**  
Warwick, New York 10990  
**City / State / Zip Code**  
**Telephone:** (954) 270-7489      **E-Mail address:** debielinden@gmail.com
6. **Chair of search committee:** Pastor Linden DeBie  
**Address:**  
20 Maple Avenue  
**Street**  
Warwick, New York 10990  
**City / State / Zip Code**  
**Telephone:** (954) 270-7489      **E-Mail address:** debielinden@gmail.com
7. **Membership:**

<b>Time of worship</b>	<b>Five years ago</b>	<b>Today</b>
<b>Active Confessing Members</b>	137	100
<b>Inactive Confessing Members</b>	18	32

### Comment on significant changes:

Local Mega Church opened near by and some families are attending there



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

<b>25 %</b>	<b>0-20 years old</b>
<b>5 %</b>	<b>20-34 years old</b>
<b>15 %</b>	<b>35-49 years old</b>
<b>25 %</b>	<b>50-64 years old</b>
<b>30 %</b>	<b>65 years and older</b>

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

<b>0 %</b>	<b>African American</b>
<b>1 %</b>	<b>Asian</b>
<b>90 %</b>	<b>Caucasian</b>
<b>10 %</b>	<b>Hispanic</b>
<b>100 %</b>	<b>Other: (please specify) Hispanic Congregation</b>

**9. Worship schedule:**

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

<b>Time of worship</b>	<b>Average attendance Five years ago</b>	<b>Average attendance Today</b>
<b>10:30 am</b> <input checked="" type="checkbox"/> <b>pm</b> <input type="checkbox"/>	116	153
<b>am</b> <input type="checkbox"/> <b>pm</b> <input type="checkbox"/>		

**Comment on significant changes:** Hispanic Congregation has significant growth

**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.**

Blended Service:

Welcome/Announcements/Prelude with Organ or Hand Bells/Call to Worship

Hymn or 2 Praise Songs

Confession/Assurance

Children's Message

Passing the Peace

Choir Anthem

Scripture

Sermon

Hymn or Praise Song

Offering with Praise Song/Doxology/Offertory Prayer

Praise Song/Praise Chorus

Pastoral Prayer/Lord's Prayer

Closing/Praise Song

Benediction

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>	\$7,300	\$10500
<b>Total other contributions</b>	\$3,223	\$1,300

**Percentage of total budget contributed by living donors:**

<b>100-90 %</b>	<input type="checkbox"/>
<b>75-89 %</b>	<input type="checkbox"/>
<b>60-74 %</b>	<input checked="" type="checkbox"/>
<b>45-59 %</b>	<input type="checkbox"/>
<b>44 % or less</b>	<input type="checkbox"/>

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

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

<b>Less than \$500</b>	23
<b>\$501- \$1,500</b>	19
<b>\$1,501- \$2,500</b>	14
<b>\$2,501-\$3,500</b>	2
<b>Greater than \$3,500</b>	22

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
n/a	23

**Comment on significant changes:**

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

- Adult Bible Studies (3)
- Lent/Advent Programs
- Sunday School and Children in Worship
- Mission Groups
- Adult Groups
- MAD Youth Program
- Theatre Group

**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
Women's Book Study	Bi Weekly	6-8
Woman's Bible Study	Weekly	6-8
Men's Bible Study	Weekly	10
Choir	Weekly	17
Praise Band Hanbell	Weekly	12 8

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

Moving to Christ-centered, biblical preaching, along with the joint services we hold with our Hispanic congregation.

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

It is a large campus with building in generally good shape, but always needing repair and maintenance. We have to refurbish the electrical system, finish new playground, and repair parking lot.

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

See above

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 <input type="checkbox"/>	Part time <input type="checkbox"/>
Carol Roman Handbell Director	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Linda Kurtz Secretary	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Virginia Rowland Music Director	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Domenic Mann Sexton	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Michael Kostic Sexton	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	<input 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"/>
	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>

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

Book of Church Order

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 type="checkbox"/>	<input checked="" type="checkbox"/>	Christina Barthel--Retired
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	John Barbuto--Director of Parts Management
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	George Jung--Retired
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Marlene--School Nurse
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Kristin Sclafani--Homemaker/Volunteer
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Glema Chocallo--Nurse
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Cindy Hopper--Business Owner
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Ellen Mital--Avon Distributer
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Greg Moore--Engineer
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Brian Nokland--Sr. Construction Estimator
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

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

All Roles

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

**27. Special training/experience desired: (Describe briefly)**

We look for someone who can refine our vision and reinforce it at the various levels of church life. That requires a people-person, who can train and equip leaders. We have many committed and energetic leaders, who just need training and guidance. If the pastor spoke Spanish that would be an asset, but it is not necessary. In this, we want strong ties with our Hispanic congregation and community. Also, we look for someone who can work with and relate to our youth. Our next pastor should know the Book of Church Order and support our team leaders. On the level of worship, we look for inspiring, bible-based sermons. We expect to share in a Confession and Absolution each Sunday, and the Communion and Creed at least monthly.

**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 our 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	\$39000.00
Housing Allowance	\$0.00
Parsonage provided? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Travel Reimbursement	\$0.54
Social Security (Amount)	\$1200.00
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: RANKING OF PASTORAL PRIORITIES  
HIGHEST TO LOWEST

1. Preaching
2. Spiritual Leadership
3. Conducting Worship
4. Children/Youth Ministry
5. Pastoral Calling
6. Ministry to Families
7. Community Involvement

8. Membership Growth
9. Pastoral Calling
10. Adult Education
11. Church Administration
12. One On One Evangelism
13. Staff Administration
14. Small Groups

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

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

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

**One thing we pray earnestly for is the revitalization of our local clergy group, which fell apart with the turnover of many local pastors. In spite of the group's slow recovery, we share in a dozen ministries, from the food pantry, to Meals On Wheels, to Backpack Snack Attack, our youth theatre ministry, Apple Fest and several others.**

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

**The Spanish community is growing and so is our ministry to them. Our Hispanic church effort is the overwhelming favorite among many of our people. Still, we have several popular outreach programs that demonstrate Christ's love to the community, with wonderful support from both church members and members of the community.**

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

**AME Assembly of God Baptist Briderhoff Catholic Christian Missionary Christian Reformed Episcopal Jehovah's Witness Jewish Lutheran Methodist Nazarene Non Deonminational Presbyterian**

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

**Beyond a robust prayer life, we need to develop that strategy. The fact is, we are in need of better organization and leadership at the top level. We want to revise our church/buisness model and implement a dynamic structure and organization.**

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

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

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

**Quoting from the village material: "Welcome to beautiful Warwick Valley, a destination renowned for its Victorian charm, sense of community, sophisticated culture, and distinctly rural character. Just fifty-five miles from New York City, the Town of Warwick includes three unique villages (Florida, Greenwood Lake and Warwick)" Upper middle-class bedroom community with endless opportunity for the arts, entertainment, charity fund-raisers and outdoor activities. Good school system.**

40. Record of last three pastors:

Name	Dates
John William Cherry	6/98 to 3/99
Scott C. Eding	1/2000 to 4/05
Michael P. Otte	7/07 to 6/17

41. Please complete your profile with the following contacts:

Name	
George Jung gjung@hvc.rr.com	Vice President, Consistory
<b>Linden DeBie debielinden@gmail.com</b>	<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?**

Our church motto is "Changing lives by Christ's love." We seek to be a welcoming church with close relational ties, where we faithfully present the Word of God. We are biblically-based and Christ centered, and we believe that to whom much has been given, much is to be expected. As such, we seek to be intentional in our worship and discipleship.

**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.**

Increased membership, which remains a challenge. A healthy and growing Hispanic ministry, which is ongoing with more progress expected. A blended worship, which has been achieved but can be expanded. Ongoing goals include growing our bible studies, which there are several, and increasing our community involvement, which is also considerable already. The latter includes our wonderful children's food program, Backpack Snack Attack. And there are several others. We want to explore multi-media opportunities for worship and outreach.

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

Our church is a warm, caring place, with loving people worshipping in an beautiful, large sanctuary with a large campus. The music here is very popular, and we are host to a number of community groups and organizations. To the incoming pastor, we have a wonderful facility with ample opportunity for outreach. We have a large, beautiful parsonage in an outstanding neighborhood and village with excellent schools. The village is a gem and the people here are warm and friendly. Warwick is country life in a suburban village.

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

The Spanish community is growing and so is our ministry to them. Our Hispanic church effort is the overwhelming favorite among many of our people. Still, we have several popular outreach programs that demonstrate Christ's love to the community, with wonderful support from both church members and members of the community.

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

Rebuild leadership structure, Rebuild children's ministry, Balance connection with today's culture with maintaining our Reformed faith

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

See number 3

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

See number 27

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

We want to develop an outreach vision for both our English and Hispanic ministries, in order to expand participation in both. Along with that we seek to strengthen our youth involvement and increase our support for missions. We need a more intentional way of welcoming and involving visitors, and supporting the needs of our young people.

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

We lean toward a conservative perspective and traditional values. We are committed to our blended worship style and music.

Reformed Church in America  
Office of Ministry Services

**Release Statement**

(Full Church Name)

**We, the Consistory of Warwick 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.**

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Signature of Search Team Chairperson or Designated

Date