



CHRIST
MEMORIAL
CHURCH

Rooted. Real. Reaching.

CANDIDATE WELCOME PACKET

Christ Memorial Church
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LEAD PASTOR OF PREACHING AND WORSHIP

A season of renewal. A call to lead.

 <https://christmemorial.org/lead-pastor-of-preaching-and-worship/>



AT A *GLANCE*



Who we are becoming:

A warm family of believers
committed to being:

Rooted in Christ

Real in Relationships

Reaching Out to All in Jesus' Name

→ **Active Members:** 1,059

→ **Weekly In-Person Worship:**
544 (+~1,300 online)

→ **Campus:**
140,000 sq. ft. on 16 acres

→ **Staff Team:** 20+ FTE (Full+Part-Time)

→ **Mission Giving:** ~10% of Budget

A Church in Transition --AND READY

Christ Memorial Church has walked through a significant season of challenge, including leadership, cultural strain, and the impact of COVID.

Today, we are different.

01



Mission

We have a clear, congregationally-owned mission that we are earnestly following.

02



Culture

We have a healthier culture built on in-person practice, honesty, and kindness.

03



Unity & Shared Purpose

Differences are hard, but we have worked to come together and speak the truth in love for the sake of Christ.

04



Leadership Clarity

We have discerned a clear leadership model and we are eager, not resistant, for the right leadership.



Opportunity: Step into a church that has done the hard work and is ready to move forward.

WORSHIP AT THE CENTER



Blended “Convergent” Worship

One family worship that is traditional, contemporary, and CREATIVE.

Arts Culture

Robust arts culture with choir, orchestra, dance, praise band, and bell choir.

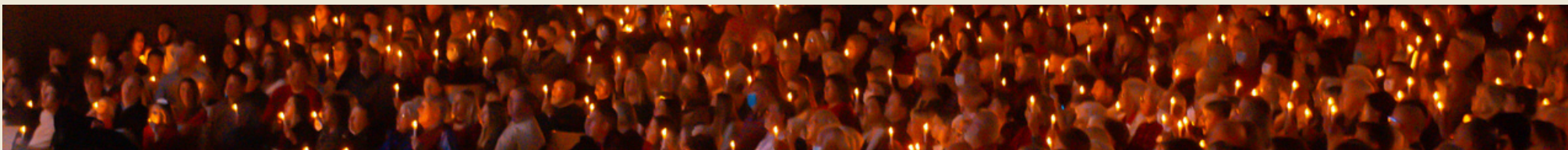
Our Defining Hope: Worship that is not performance-driven, but is deeply formational, Christ-centered, and focused on the God in whom we live, move, and have our being.

Biblical Preaching

Strong emphasis on Word-centered, excellent preaching.

Shared Sacramental Life

Deep sacramental life rooted in the Reformed tradition.



A Distinctive Strength: The Arts

Blending the Arts, Worship, Outreach, and Discipleship



Our distinctive worship arts ministry is a unique feature of Christ Memorial Church. Through creative expression, we connect faith with artistic gifts creating meaningful pathways for people to use their gifts in a variety of ways to serve the body and worship God.

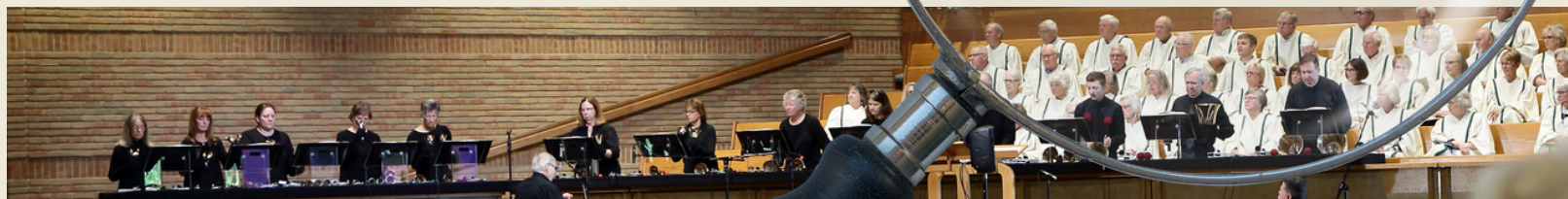


- **100-Member Choir**
- **Full Orchestra**
- **Bell Choir**
- **Praise Band**
- **All ages Dance Ministry**



Dance Ministry

- **70+ participants in recent production**
- **Wide community engagement**
- **Worship+Outreach+ Discipleship combined**



WORSHIP ATTENDANCE *TRENDS*

(LAST FIVE YEARS)

A Changing Landscape with Sustained Engagement



5 Years Ago

850 Weekly Attendance/week

Our congregation gathered consistently with strong in-person worship participation before the shifting landscape of recent years.



Today

544 In-Person/week

~1300 Views Online/week

While in-person worship trends have shifted, our total reach remains strong through expanded digital engagement.



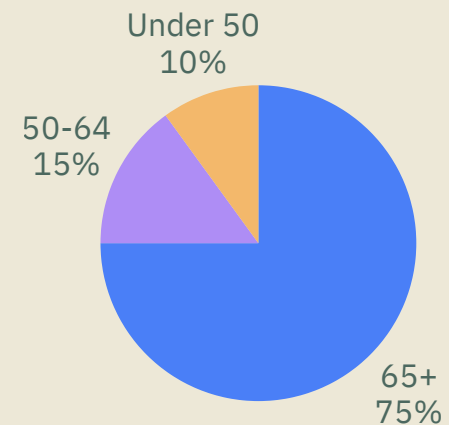
The Opportunity

These numbers reflect both challenge and possibility. With a clear mission, shared values, and an emerging vision, we're positioned for growth and generational renewal.



CONGREGATIONAL *PROFILE*

- 75% age 65+
- Growing awareness and commitment to “growing young”
- Increasing engagement in adult discipleship and community life



There is both a **challenge** and a **clear mandate**: to lead toward multi-generational renewal.



MISSION

Our mission statement is aspirational and congregationally owned:

ROOTED in Christ

REAL in Relationships

REACHING Out to All in Jesus' Name

VISION

Our 5-year vision is emerging:

1 Spiritual Renewal

2 Strong Relationships

3 Generational Growth

4 Community Impact

Our Mission Statement is grounded in the Great Commandment and the Great Commission.

CORE VALUES



We Embrace



Worshiping

It is a JOY
to worship
God
together!



Welcoming

To all who
need a
Savior, we
OPEN our
doors.



Growing

Growth in
faith,
prayer, and
community
life.



Giving

As God's
people, we
are blessed
to be a
blessing.



Inviting

Reaching
out to our
neighbors
in Jesus'
name.



Uniting

We seek
unity in
Christ,
speaking
truth in
love.



Caring

Supporting
each other
with
compassion
and
humility.

GROWING DISCIPLESHIP



→ **Engaged Adults Growing**

Increase from 384 to 555 engaged adults over a five-year period--a steady increase reflecting renewed commitment and spiritual formation.

→ **Expanded Opportunities**

New classes and opportunities have been added to meet diverse needs, creating more pathways for connections and growth.

→ **Increased Participation**

More members are actively engaging in discipleship programs, building a stronger foundation for spiritual maturity.



CHILDREN & YOUTH

Rebuilding foundations for the next generation of faith.



Next Step: Build increasingly sustainable pathways for young families and next generation leadership.

→ A Rebuilding Story

- Re-established in-person, interactive children's formation ministries
- Relaunched VBS, youth groups, and Sunday morning youth discipleship opportunities
- Invested in staffing and programming, including FT Children's Ministries Director, FT Youth/Young Life Partner/Young Adult Ministries Director, Dance Ministry Leader, and a (new PT position) Young Families Coordinator
- Establishment of a strong "Growing Young" Team to keep us focused on areas we need to work on to grow young
- We are seeing signs of growth and renewal!

Facilities

That enable rich ministry.



01



Sanctuary

A beautiful worship space designed for powerful preaching and worship experience.

02



Chapel & Gathering

More intimate venues for smaller services, weddings, and fellowship gatherings.

03



Youth Center & Gym

Dedicated and inviting spaces for youth ministry recreation and community-building activities.

04



Children's Wing & Kitchen

Purpose-built children's ministry area plus commercial kitchen to support community outreach.



Positioning: Ready for large-scale ministry and outreach.



FINANCIAL SNAPSHOT

Our congregation's generosity is one of our strengths.

Budget



2.85M

A sustainable financial foundation

Missions Giving



285+K Annually

10-12% of our budget dedicated to local/global missions

Generosity Culture



CMC is generous, supporting ongoing ministries and special initiatives.

COMMUNITY *ENGAGEMENT*

Becoming a trusted local presence through meaningful partnerships.

- ***Recovery Ministries:*** Supporting individuals through addiction recovery, prison reentry initiatives, GriefShare, and more, to restore hope and dignity.
- ***School Partnerships:*** Building relationships with local schools to serve families and create pathways for connection with the broader Holland community.
- ***Community Events:*** Hosting gatherings that welcome neighbors and demonstrate the love of Jesus through hospitality and service.





WE ARE *SEEKING*

A Lead Pastor of Preaching and Worship who is:



A Spiritual Leader



- Strong, biblical preaching
- Deep, personal faith and prayer life
- Passion for discipleship and formation

A Relational Shepherd



- Navigate complexity with love, humility, and wisdom
- Build trust across generations and diversity
- Lead toward unity

A Strategic & Skilled Guide



- Experience in church re-development
- Cast vision and collaborate
- Skilled in conflict resolution and systems

THE *OPPORTUNITY*



This is not a maintenance role:

It is a
Rebuilding
Re-centering
Reimagining
MOMENT



Key Challenges:

- Aging Demographic
- Rebuilding trust after leadership instability
- Engaging younger generations
- Continuing cultural transformation



Key Opportunities:

- A congregation who has done their work and is ready for growth
- Strong foundation of faith, generosity, and worship
- Clear mission embraced by congregation
- Leadership committed to collaboration

WHAT YOU'LL *RECEIVE*

Support for Your Success



01

An engaged congregation who is working on increasing grace and love

02

A structured “Year One Team” who will support you and provide mutual accountability

03

Collaborative, well-articulated leadership model aimed at healthy culture

04

Optional pastoral care and friendship group

05

Space to listen, learn, and lead thoughtfully



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MEMORIAL
CHURCH**

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Our Hope

In five years, we envision:

- A spiritually-vibrant, growing church
- A multi-generational community
- Deepened unity and authentic relationships
- A stronger presence in our community

**Christ Memorial Church is NOT
looking for a “Quick Fix.”**

We are seeking a pastor-partner, someone who will love us and walk with us into God’s next chapter, helping us to become:

More **Rooted.**
More **Real.**
More **Reaching.**

A season of renewal. A call to lead.



NEXT STEPS



If, after reviewing this welcome packet, you would like more information, please email:
LeadPastorSearch@ChristMemorial.org
to receive the full Christ Memorial Church Profile.



Complete a letter of introduction, your resume, and the RCA Pastor Profile

<https://images.rca.org/docs/ministry/MinisterProfileForm.pdf>



Please email all materials in PDF or Microsoft Word format to
LeadPastorSearch@ChristMemorial.org



**For complete application details, please visit our website:
<https://christmemorial.org/lead-pastor-of-preaching-and-worship/>**

THANK YOU

We want to express our sincere gratitude for your interest in the Lead Pastor of Preaching and Worship role at Christ Memorial Reformed Church. Your consideration speaks volumes about your dedication to ministry and your desire to lead and serve a faith community. We understand such a significant role involves much prayer, reflection, and discernment. Please know that we are praying alongside you as you seek God's guidance in this important decision.



Rooted | Real | Reaching

