



THE RIVER CHRISTIAN REFORMED CHURCH

2022-2023 Congregational Meeting

August 28, 2022 at 11:00 am

Welcome

THE CHURCH COUNCIL ENCOURAGES ALL MEMBERS OF THE RIVER TO ATTEND THE 2021 CONGREGATIONAL MEETING ON SUNDAY, AUGUST 28TH AT 11:00 AM. TOPICS WILL INCLUDE A FOCUS ON FUTURE VISION, DISCIPLESHIP, BUDGET, AND SELECTION OF DEACONS AND ELDERS. PLEASE BRING THIS PACKET TO THE MEETING FOR REFERENCE. IF YOU HAVE ANY QUESTIONS ABOUT THE INFORMATION IN THIS PACKET, PLEASE CONTACT THOMAS ODENBAUGH (THOMASODENBAUGH@MSN.COM) PRIOR TO THE CONGREGATIONAL MEETING. THE MEETING WILL BE AN OPPORTUNITY NOT ONLY TO HEAR REPORTS OF WHAT HAS TAKEN PLACE THIS PAST YEAR, BUT ALSO TO SHARE IN FUTURE PLANS, AND ANTICIPATE SOME OF WHAT GOD MIGHT DO THROUGH HIS PEOPLE AT THE RIVER.

“Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations, for ever and ever!

Amen. Ephesians 3:20-21

TABLE OF CONTENTS

- 1: WELCOME
- 2: CONGREGATIONAL MEETING AGENDA
- 3: MINUTES FROM THE 8/29/2021 CONGREGATIONAL MEETING
- 4: MEMBERSHIP INFORMATION
- 5-9: ELDER & DEACON NOMINEE PROCESS & INFORMATION SHEETS
- 10-11: NOTE FROM PASTOR SCOTT
- 12-15: STAFF UPDATES
- 16: BUDGET
- 17-18: JOB DESCRIPTION FOR PASTOR OF FAITH FORMATION

Congregational Meeting Agenda

SUNDAY, AUGUST 28, 2022

1. OPENING DEVOTIONAL: PASTOR SCOTT ELGERSMA
2. OPENING REMARKS: THOMAS ODENBAUGH
3. MINUTES (8/29/21) - SEE FOLLOWING PAGE): THOMAS ODENBAUGH
4. ELDER & DEACON NOMINEE APPROVAL: BRAD SENTI

Elder List

David Carnes
Russ DeKock
Jim Nydam

Deacon List

Debbie Clinton
Jared Pflaumer
Carynna Shinski
Sharon Sibley
Richard Smith
Paul Vela

5. DEACON PRESENTATION: JOHN NYDAM
6. MISSIONS REPORT: PAUL DEWAARD
7. 2022-2023 BUDGET PROPOSAL: JIM KOUWE
8. 2022-2023 BUDGET APPROVAL: THOMAS ODENBAUGH
9. EXTENDING CALL FOR PASTOR OF FAITH FORMATION: THOMAS ODENBAUGH
10. CAST LOTS FOR ELDERS & DEACONS: THOMAS ODENBAUGH
11. LEAD PASTOR REPORT: PASTOR SCOTT ELGERSMA
12. INSTALLATION OF ELDERS AND DEACONS: SCOTT ELGERSMA
13. CLOSING REMARKS & PRAYER: PASTOR SCOTT ELGERSMA



Congregational Meeting Minutes

August 29, 2021

Congregational meeting minutes 8/29/2021.

1. Opening devotional: Pastor Scott Elgersma
 - a. Pastor Scott summarized The River's mission, vision and values statement: go make disciples, do it in faith.
 - b. Pastor Scott highlighted the importance of cultivating a practice of prayer.
 - c. Pastor Scott thanked Matt for his service and acknowledged the challenges presented by the pandemic.
2. Opening remarks: Matt Hekman
 - a. Matt reported The River has been blessed by God in the 20-21 year. All members are called to God's good purpose, to God's will.
 - b. Matt read a vision statement developed around the 3 key words- know, show, go.
 - c. Matt, in the context of continue, pointed to The River's values: welcome, grow, give, go, serve.
 - d. Matt [also] encouraged prayer.
 - e. Matt thanked Bill Jorritsma, Fred Jacobs, Mike Brown, Jeff Vander Kooy and Matt Hekman for faithful service as elders. Matt thanked Cheryl Wiers, Melissa Lemm and Harold Milligan for faithful service as deacons.
 - f. Matt reported that The River council had voted to change the number of elders from 8 to 6, and deacons from 8 to 6.
3. Minutes (9/13/2020): approved
4. Elder and deacon nominee approval: Thomas Odenbaugh
 - a. Thomas [also] acknowledged the impact of the pandemic.
 - b. Thomas reviewed the church officer selection process, for nomination to casting of lots.
 - c. Congregational voting in the process of church officer selection, as well as on the budget proposal, was electronic.
 - d. Elder nominees: Nathan Banks, Roger Boersen, Brad Senti. Deacon nominees: David Carnes, Brian Keast, Nichoel Kimmerle, Carynna Shinski, Sharon Sibley, Paul Vila.
5. Deacon presentation: Harold Milligan
 - a. Harold reported the deacons have been blessed by God, and have been in prayer.
 - b. Harold mentioned benevolence did well.
 - c. Harold thanked all, in particular the deacons who completed their term this year; Cheryl, Melissa and Harold.
 - d. In transition from being a deacon Harold reported he and Paul Vela are at work planning a restart of the men's breakfast.
6. 2021-2022 budget proposal: Mike Brown
 - a. Mike mentioned the 20-21 budget was challenged by the pandemic, yet he pointed to 2 Corinthians 9:8 "Besides, God will give you his constantly overflowing kindness. Then, when you always have everything you need, you can do more and more good things". The 20-21 year allowed for upgrades in the church sanctuary, parking lot resurfacing, as well as meeting the tech needs that the year presented.
 - b. The 21-22 budget proposal is a 2% reduction from 20-21. Mike detailed the budget as structured, in addition to commitment to general operation, has a role in support of Christian education and missions.
- 7.7) Missions report: Paul DeWaard
 - a. Paul paraphrased Paul from Philippians 1:3-11
 - b. A question from CRC Our Journey 2025 was asked: "What are some effective ways in which your church partners with cultures and peoples around the world?".
 - c. [in response] A prayer was offered over a list of names involved in missions, financially supported by The River. Wunderink, Laotian CRC, Prins, Blackburn, Bert Block, Nick Int'Hout, Schenkel, Banks, Paul VerHoef.
 - d. Paul mentioned a conversation with missionary Steve Wunderink and that Steve has some interesting insights on Moses growing up in ancient Egypt.
8. 2021-2022 budget approval: Matt Hekman
 - a. Budget passed
9. Cast lots for elder and deacon: Matt Hekman
 - a. Roger Boersen- elder, Nichoel Kimmerle- deacon, Brad Senti- elder.
10. Lead pastor report: Pastor Scott Elgersma
 - a. See attached to congregational meeting packet.
11. Closing remarks and prayer: Pastor Scott Elgersma
 - a. Pastor Scott had 3 remarks. 1) Surprises [with 3 subjects] a) us b) you c) Scott. 2) God is in control. 3) Grow in faith.
 - b. Pastor Scott closed in prayer.

Membership Information & Data

	19 - 20	20 - 21	21 - 22
TOTAL MEMBERS	522	507	490
NUMBER OF PROFESSIONING MEMBERS	395	377.	366
ATTENDANCE	257	167	179
2019-2020 ATTENDANCE AVG: SEPT-MARCH, 2020-2021 ATTENDANCE AVG: APRIL-AUGUST			
FAMILY UNITS	159	154	145
NEW MEMBERS RECEIVED (ADULTS)	14	9	8
BAPTISMS	5	1	3
PROFESSIONS OF FAITH	1	0	7

Births

NOLAN PETERS

Marriage

MARGERY AND MIKE LEWIS
SARAH AND MATT VAN SOELEN

Memory of our Loved Ones

SHIRLEY TENHAVE
LEONARD YOUNG
WALT DEBLAUW
LEONA DIRKSEN
BOB WINEFER
JOYCE VANGELDER
LEOPOLDO VELA



Elder and Deacon Nominee

THE PROCESS

THE PROCESS FOR SELECTING ELDERS AND DEACONS IS FOUND IN THE CHURCH POLICY MANUAL WHICH STATES, "CHURCH MEMBERS WILL VOTE ON PAPER, PRIOR TO THE NAMES BEING DRAWN BY LOT, TO APPROVE THE NOMINEES INDIVIDUALLY. ALL NOMINEES WHO RECEIVE AT LEAST 51% APPROVAL WILL GO INTO A HAT AND THE NUMBER OF VACANCIES WILL BE DRAWN BY LOT." THE KNOWLEDGE OF WHO DOES OR DOES NOT GET 51% WILL ONLY BE KNOWN BY THE COUNTING TEAM MADE UP OF DEACONS AND/OR ELDER.

NOMINEE

THE TASKS OF ELDERS AND DEACONS CALL FOR BELIEVERS WHO ARE CHRIST-LIKE, WHO ARE MATURE IN THE FAITH, AND WHO EXERCISE THEIR OFFICES WITH PRAYER, PATIENCE, AND HUMILITY. IN FOLLOWING THE GUIDELINES SET FORTH IN THE MANUAL OF CHURCH ORDER AND THE CHURCH POLICY MANUAL, COUNCIL IS CONFIDENT THAT THESE NOMINEES MEET THE QUALIFICATIONS REQUIRED FOR THEIR RESPECTIVE OFFICES AND THAT THE GIFTS EACH OF THEM POSSESS WILL SERVE THE CHURCH.

Elder Nominees



David Carnes

Caitlin and I have been a part of The River since 2010, and we were married by Pastor Scott in October 2011. In the decade since, we have had two amazing daughters; Ainsley is 8, and Jordan is 4. The girls attend Redlands Christian School and are active in GEMS and children's ministry, respectively. Caitlin has served on the hospitality team for the past two years, and she will be co-leading the team in the next term. I had the pleasure of being on the church staff from 2015 to 2017 as Facilities Coordinator, and during that period also volunteered with the technology team. Our family has been in one of the church's small groups for the past decade, and we continue to be blessed by being a part of The River community. Outside of The River, I have continued my career as a construction manager, and Caitlin works for a financial planning firm. I would be proud to serve as a leader in the church if called to do so, and I am thankful for the opportunity.

Elder Nominees

Russ DeKock



I have been a member of The River since 1983. Shelley and I have been married for 10 years. Our combined family has five children and two grandchildren. I am employed at Redlands Christian School as the Upper School Athletic Director while Shelley is a Nurse Practitioner for Beaver Medical.

As a member of The River, I have served as both a deacon and elder a handful of times. The River has played an important part in my family's life over the years and I, if chosen, look forward to serving as an elder once again

Jim Nydam

My name is Jim Nydam. I have been married to Chris for 33 years and have four children, three daughters, Rachel, Sarah, and Mary and a son, Sergey. We have attended The River for 32 years, and I have been a part of a variety of ministries. I have served in youth ministry and have been involved with Hands of Mercy Ministry for 15 years. Chris and I have also spent over 8 weeks in Lesotho, Africa serving at Beautiful Gate Orphanage in 2019 and are now representatives for our area. One of my favorite verses from Psalm 139 says "Search me oh God and know my heart, test me and know my anxious thoughts. See if there is any offensive way in me and lead me in the way everlasting." God has led me, tested me and guided me in acts of service to advance the kingdom of heaven. As God leads I will seek to know Him in a deeper way and bring the light of our Savior to others.



Deacon nominees



Debbie Clinton

Hello River Church, I'd like to introduce myself. I am Debbie Clinton and I am happy to have my name put in for nomination to the Deacon Board. I haven't been a member of The River community for many years (especially compared to many members who have been here their entire life) however, I have always lived in the Inland Empire and have been a member of God's community as long as I can remember. I was raised in Pomona, among walnut trees, orange groves and dairy farms. When I was a young adult, our family built a home in the foothills of Alta Loma. Soon after I married, we moved to Etiwanda (aka Rancho Cucamonga) to raise our 2 kids, who are now adults. I lost my husband, John, suddenly when my children were in high school. My son Kevin lives in Minnesota where he is a cook in a restaurant and is attending Seminary. He has been blessed with the gift of sharing the Lord and connecting with kids. My daughter Christy and I share a home in Redlands. She teaches elementary school in Yucaipa. I am a retired elementary teacher, and their dad was a high school chemistry teacher. (Working with kids must be in their blood!) When I moved to Redlands 5 years ago, I began the search for a church community. Maybe it is my Dutch family roots, but I immediately felt like The River was home, and I settled in. I have always served others, whether in the community in PTA, Camp Fire Girls, Boy Scouts, or church programs. I am looking forward to continuing service here at The River in whatever capacity the Lord places on my heart. I am looking forward to getting to know many more of you.

Jared Pflaumer

Hi! I'm Jared Pflaumer. I got married just last year to my wife Amy and we now live in Beaumont. We both teach High School Math, which is how we met. I have interests in computers, comedy, and gaming. I enjoy learning about the design and psychology behind our drastically changing technology, especially in the context of youth culture.

I've been attending the River for over 15 years. My faith has benefited greatly from my time at the River. I appreciate how convicting and Bible centered our church's teachings are and the community we've created. I have a heart for the poor, youth, and under-privileged. I'm honored and intimidated by the call to being a deacon, but rest knowing God's ability to use any of us.



Deacon nominees

Sharon Sibley

Hello River Church family. Leslie and I have been members of the River for seven years. I currently work on the Projection team and just recently became part of the Connection Point. I Love both cause I love when people feel comfortable and welcomed in God's house! Leslie and I look forward to deepened our connection with God everyday. I humbly accept this nomination as Deacon giving all praises to God for this massive opportunity.

Philippians 2:3-8 "Do nothing from selfish ambition or conceit, but in humility count others more significant than yourselves. Let each of you look not only to his own interests, but also to the interests of others. Have this mind among yourselves, which is yours in Christ Jesus, who, though he was in the form of God, did not count equality with God a thing to be grasped, but emptied himself, by taking the form of a servant, being born in the likeness of men. And being found in human form, he humbled himself by becoming obedient to the point of death, even death on a cross."

To God be the Glory, I'm Grateful for it all!

Carynna Shinski

My name is Carynna Shinski and I am a preschool teacher at Redlands Christian School's. I have been teaching at RCS for the past five years and have been a teacher for almost 20 years now. My husband Charles Shinski is a pharmacy tech and works at Citrus Pharmacy here in Redlands. We have two amazing kids. Anthony is now a teenager and just turned 13. Isabella will be starting middle school this coming school year and is 11 years old. They both started going to Redlands Christian School last year and we could not be happier with our decision for choosing a Christian school. My family and I started going to the River a little over 10 years ago. From the moment we started coming to this church we felt like it was home. As a family we have been involved in a lot of programs here at the River. We have mostly committed our time in children's ministries, not only because that is where our hearts are drawn but because of our own children. I cannot express how much this church means to me. When I think of our church, I just think of my family. You guys are my family and have been there for us through our darkest times and to celebrate the brightest of times with us. I am eager to see what God has in store for our family this year and I trust in this church and of course I will always give my best when called. Thank you for this honor. Thank you so much.



Deacon Nominees



Richard Smith

For those of you who might not know me, my name is Richard Smith. I am a husband, a father of four, a 30 year History teacher at Redlands High School, and a lifelong member of Reformed churches, both RCA and CRC. My grandpa, Joe Esther, was an RCA pastor and a missionary to China and the Philippines. My uncle, Jim Esther, is a retired RCA pastor.

A little over 20 years ago my wife Krista and I chose to bring our family to the River.

The River was a match for us in many ways. First and foremost, it had a thriving youth program. The youth group was instrumental in the development and a Christian walk of our four children. We are blessed that we had the River Christian Reformed Church to join after leaving Bethany.

I served as a Deacon at Bethany Reformed and was the Deacon chair in my last year as Deacon. I am honored to be nominated for the position of Deacon at the River. If God wills for me to become Deacon I will serve well.

Paul Vela

A close-up photo of Paul Vela and a woman. Paul is on the right, wearing sunglasses and a blue shirt, smiling. The woman is on the left, wearing a patterned top, smiling. They are outdoors with a clear sky in the background.

My name is Paul Vela and I've been attending The River since I was 5 years old. My grandfather and I were originally members of First Church and the rest of my family joined after the merger with Highland CRC. Professionally I am a School Counselor. I work with middle schoolers and try to help them develop the skills they need to be the best students they can be.

At the age of 16, God called me to serve Him alongside MCCA (Mexican Christian Children's Aid), a non-profit that goes to Mexico once a month and delivers food to over 50 different orphanages, child care centers, and community feeding programs. Here at The River I've served on the Missions Committee back when I was a teenager, as a youth group leader, as a member of the tech/production team, and, most recently, on the Hospitality & Care Team. Now 31, I feel that God continues to equip me to be His hands and His feet. I know that He is God, it's just that being still part that I need to work on. I humbly answer God's call to be part of the Deacon selection process and would be honored to serve as a Deacon at the church I grew up in.

Lead Pastor's Report

Dear Friends,

We have experienced the presence of Christ among us again this past year. He has been present with us in the challenges, the opportunities and in his transformation within us.

We have faced challenges as a community in the continued complexity of navigating the pandemic. I continue to pray for God's protection for all of us.

We have navigated the challenges of a changing church landscape. For various reasons, there are more folks who are virtually present in the community and less physically present. Although we give God praise for the gift of technology that allows us to connect via device, we long to more and better connect with him and with each other. One of God's great gifts is the power to express love through a handshake, a hug or other in person means of support.

A gift that God has given us is our CareGroups that encourage that connection. I express my gratitude to our office bearers; Elders Thomas Odenbaugh, Roger Boersen, Landon Kern, Brad Senti, and Paul DeWaard, and Deacons John Antillion, Nichoel Kimmerle, Sandra Silva, Steve VanDam, Harold Dykstra, and John Nydam have worked hard to better connect with individuals and families within the River and provide support and love when it has been needed the most.

God has also provided us with a tremendous staff that continues to work hard in their leadership of various ministries. Jeff Mercer continues to grow his work of leading us in worship especially in the School of Rock that mentors our young people as they grow in using their gifts to worship. Mario Perez has blessed us time and again with his preaching and exhaustive work with our youth ministry. I praise God that Mario has completed his degree and that we can celebrate his ordination in the months ahead. Rachel Peters continues to provide peerless leadership in the areas of administration and communication while joyfully welcoming a new child into her family. Debbie Bueerman has expanded the scope of CarePortal and almost daily is connecting us to opportunities to be the hands and feet of Jesus. Becca Triemstra continues to provide powerful opportunities of learning and discipleship in our Children's Ministry even while we continue to seek support for her in hiring an Assistant Children's Ministry Coordinator.

Karen Verhoeven is diligent in her connection with our guests and new members and provides opportunity for new Discipleship groups to form with several new groups regularly meeting this year. Don Morris has expanded our ability to connect virtually and equips us to share many of our learning opportunities in an accessible archive for those not able to attend. Jim Kouwe has blessed us with hundreds of hours of volunteer work as our church's treasurer and always with a smile. Lorri Saippa has stepped into her role as church custodian and provides us with a clean facility for our ministry. Finally, Karla Whitman blessed us by stepping into the role of Administrative Assistant during Rachel's maternity leave. Without their hard and continuous work, we would see less of what we appreciate about the River. Through their efforts, we know more of the Spirit's movement and transformation among us.

Finally, I continue to experience the blessing of leading this community. Kristin and I continue to know lots of life changes as our children grow and seek God's calling for their lives. Kristin's work with California Housing Foundation continues to expand. She is excited about being a part of new housing projects at work while continuing to live into the joys and challenges of being wife, mom and grandma. Two of our children (Kamryn at USC and Troy at American University) have settled into their new learning environments. Katie and Cam anticipate welcoming their 2nd child into their family in January. And Theo is just spectacular.

I anticipate that we have joys and challenges ahead. We will explore together what new things the Holy Spirit is doing among us. We continue to seek the Spirit's leading in all of what we do and trust that through the guidance of Christ, we will faithfully grow as His Body of believers in the year ahead.

I love you all,

Pastor Scott



Staff Updates



Don Morris- Technology Coordinator

As Technical Coordinator, I lead the Production Team to create a welcoming and distraction-free environment for our worship services, both in-person and online. I also provide support to our staff in anything technology-related, from hardware to software to cloud services. Although staffing is still a challenge at times (summer!), we have added 5 members to The Team in the last year.



Debbie Bueermann- Director of Outreach and Support

Debbie has been an active member of The River Church since 1987. She is a full-time wife to Don and mother to Mikal (age 16). Debbie and Don also have two adult children (Jessica, age 27 and Ray, age 26) who live in the Inland Empire. Debbie has overseen many ministries at The River during her 15 years of employment. She is currently serving as the Director of Outreach & Support, Human Resources Coordinator, as well as running the Careportal and Legacy Nights ministries. Currently, Careportal is consuming much of my time and I expect the requests to increase.



Jim Kouwe- Treasurer

As volunteer Treasurer I have the responsibility to manage the financial matters of the church. This includes keeping track of all contributions and other income to the church as well as paying all invoices and other expenses. In addition, I try to keep all staff and council members informed of the financial status and trends regarding cash flow, bank and fund balances as well as budget variances.

Staff Updates



Jeff Mercer- Worship Director

As the River's Director of Worship and Music, I am thrilled to continue building on what we have been able to accomplish over the two and a half years at the River. My focus on Sundays will continue to be intentional with the flow of our liturgy, music selection, and team growth. My goal is to continue encouraging our congregation in engaging in meaningful God glorifying worship, on Sundays and through the week. I will also continue to provide mid week opportunities for family engagement and incorporating others to help be leaders during those times.

I will be growing my involvement investing in students on and off campuses in Redlands, helping develop musicians in a program I started called "School of Rock", as well as being the Chapel leader for both Lower School and Middle School campuses through Redlands Christian School. Evidence of growth continues to show in mi-week worship, as well as Sunday mornings.

I will also continue my long term goal of interacting with the community of Redlands in different ways. I continue to be impressed with the congregation's involvement in these events and opportunities.

To God be the glory!



Mario Perez- Youth Director

What a year it has been! We have seen God do some amazing stuff within and through our youth ministry over the last year! I would like to highlight a couple of things. The first is we had 6 students make profession of faith at the beginning of the school year (September 2021), followed by near record attendance in our middle school youth group and consistent attendance within our high school youth group. We were able to add 4 new leaders to lead small groups! Finally both Camp Dunamis and SERVE provided opportunities for our students to grow in their walk with Christ! We want to thank you for the continued support, and we praise God for the work he has done, is doing and will do!

Staff Updates



Karen Verhoeven- Connection Coordinator

It has been a busy and fulfilling ministry year as God has blessed The River Church in specific ways.

*Last fall care group luncheons were hosted by Pastor Scott, council, various staff, and myself. Relationships were encouraged among all, as well as a spiritual gifts inventory to access areas of service and involvement.

*Three gatherings were organized for our guests to engage and learn more with Next Steps.

*Two sessions of Exploring The River were hosted by Pastor Scott and myself in Sept. and Feb/March for an in-depth focus of being Christ's disciple.

*Eight individuals committed to membership.

*The Terhorsts' Disciple Group, with five couples, began monthly fellowship in Dec., 2021. The Sentis Disciple Group kicked off in March with ten people committing to small groups.

As the fall begins, I anticipate more opportunities to welcome, inform, and encourage all at The River, using their abilities for His glory and challenging one another to live like Christ!

Rachel Peters- Communications and Operations Director

This past year has been a great year of growth and learning. I have taken on more responsibilities with our church admin and continue to support our admin team as many ways as possible. As I look at this year I am continuing to work with the Admin Team on the operations of the church and plans for the future with working at creating a 5 year capital improvements plan. I also continue to work with our communications and social media and hope that it helps to engage the community around us.



Staff Updates



Rebecca Triemstra- Children's Ministry Director
It has been great to have a whole year of in-person ministry for the kids of The River. We have amazing volunteers who show up on Sundays to disciple the kids. We would love to see some new volunteers join us for the upcoming season. We had a great group of leaders and kids for our Legacy Programs - Kingdom Kids, Cadets and GEMS and are looking forward to another great year in these programs. We are currently seeking someone to join me in Children's Ministry as an assistant to help enrich and grow our ministry.

Budget

PROPOSED BUDGET for 2022 - 2023

	2021-2022	Actual (7/31/22)	Proposed 2022-2023
INCOME			
River Life Fund Income	662,404	640,831	726,931
Missions Income	33,000	23,655	30,000
Christian Education Income	46,000	65,784	36,450
TOTAL INCOME	741,404	730,270	793,381
EXPENSES			
PAYROLL	393,013	342,206	431,636
OTHER PAYROLL COSTS			
Health Benefits	18,220	13,141	21,991
Pensions	10,000	11,641	20,704
Worker's Comp	2,700	998	2,700
Payroll Taxes	22,071	20,474	21,000
Misc Payroll Expenses	400	454	450
Unemployment Insurance	1,200	1,122	0
Payroll Processing Service	1,200	1,520	1,200
TOTAL OTHER PAYROLL COSTS	55,791	49,349	68,045
ADMINISTRATIVE	20,500	18,734	23,000
PROFESSIONAL FEES	4,000	1,830	4,500
OTHER OPERATING COSTS	1,000	663	1,000
TECHNOLOGY	17,000	13,626	15,900
FACILITIES & EQUIPMENT	51,150	57,704	55,150
UTILITIES	43,800	43,009	51,800
WORSHIP	5,900	6,885	6,200
DISCIPLESHIP	4,000	1,277	4,000
ADULT MINISTRIES	3,000	2,837	2,800
OTHER MINISTRIES			
Outreach	1,750	789	1,250
Fellowship/Hospitality	7,000	5,159	10,000
Care Minitries	1,500	2,349	1,500
Training/Education	3,000	2,686	2,000
Pastoral Care	4,000	4,334	3,000
Automobile Expense	1,000	258	750
Guest Speakers	600	300	600
TOTAL OTHER MINISTRIES	18,850	15,876	19,100
CHILDRENS MINISTRIES	10,600	7,110	10,600
YOUTH MINISTRIES	11,000	10,855	10,400
MISSIONS	33,000	30,438	30,000
CHRISTIAN EDUCATION	46,000	36,800	36,450
MINISTRY SHARES	16,800	15,400	16,800
CAPITAL IMPROVEMENTS	6,000	5,500	6,000
TOTAL EXPENSES	\$ 741,404	\$ 659,061	\$ 793,381
Fund Balances as of 07/31/2022			
River Life	\$ 141,325		
Missions	\$ (6,720)		
Christian Education	\$ 28,984		

Pastor of Faith Formation



Title:
Reports to:
Status:

Pastor of Faith Formation
Lead Pastor and Council
Full-time (Ordained)

General Summary:

The role of the Pastor of Faith Formation is to administer a biblical, purpose-driven, culturally relevant faith formation ministry at The River CRC. The goal is to lead our community to spiritual maturity serving Christ in Kingdom work and to have them acknowledge Christ as their Savior and Lord. The Pastor of Faith Formation is to encourage the community in their daily walks, their social and emotional needs and their relationships with Christ and each other.

Requirements:

Candidates for this position must be ordained in the Christian Reformed Church or in a denomination with whom we have ecclesiastical ties. It is preferable that this person comes to their work with at least 5 years of ministry experience. The Pastor of Faith Formation must demonstrate leadership and administrative abilities in coordinating volunteer staff, educational opportunities and planning events. This person must have a deep love for and commitment to Christ and His Church. The Pastor of Faith Formation must be able to relate to the others in regard to relevant issues of the day and in their lives.

Practical Responsibilities:

Weekly:

- Attend staff meetings.
- Plan and execute our Middle School ministry and our volunteers.
- Plan and execute our High School ministry and our volunteers.
- Partner and encourage staff in how Faith Formation is executed in each of our ministries.
- Support our community through pastoral contact with our youth and our adults in their context.

Monthly:

- Report to Council and Lead Pastor about past work and future plans.
- Preach one Sunday per month.

Annually:

- Undergo an evaluation by the Council in partnership with the Lead Pastor.
- Coordinate and Plan events (camps, mission trips, retreats, etc.) that focus on Faith Formation and developing gifts of service.
- Lead the sacraments on at least 4 occasions and in support of the Lead Pastor in their absence.

Vision Support Responsibilities:

Disciples Welcome:

- Partner with Director of Connection to create and support a hospitable environment in worship and community life.
- Preach and teach relevant messages that connect with guests and new member in our community.

Pastor of Faith Formation

Disciples Give:

- Steward ministry resources effectively.
- Be a resource to the GO Team as they find ways to encourage giving of time, talent and treasure to the Kingdom

Disciples Grow:

- Challenge and equip members to go deeper in their relationship with Christ through mentoring and offering resources that they might serve into their giftedness.
- Partner with Lead Pastor in developing new initiatives that focus on Faith Formation. These initiatives will align with the Vision of the River as our members grow and mature in their relationship with Jesus.

Disciples Serve:

- Equip and support our volunteers as they lead through offering training in best practices.
- Mentor volunteers to a deeper walk with Jesus.

Disciples Go:

- Create and execute opportunities for families together to learn and grow in sharing and living out their faith through training, ministry opportunities, and special events.

This position will also require flexibility as new ministry opportunities are opened through the work of the Holy Spirit.