

HOPE COMMUNITY CHURCH PROFILE

BACKGROUND INFORMATION

Position to be filled: Senior Pastor

Name of church: Hope Reformed Church DBA Hope Community Church

Web address: <http://hopechurchlincoln.org>

Address:

4700 South Folsom
 Lincoln, Nebraska 68523
 (402)-423-8855
hope@hopechurchlincoln.org

Classis: Central tPlains

Classis Supervisor:

Scott Christiansen
 4700 South Folsom
 Lincoln, NE 68523
 (402) 250-4197
scottc@hopechurchlincoln.org

Chair of Search Committee:

Scott Christiansen
 4700 South Folsom
 Lincoln, NE 68523
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Membership:

Time of worship: 10:00 am	Five Years Ago	Today
Active Confessing Members	269	169
Inactive Confessing Members	4	116

We have seen some decrease in attendance after the Covid pandemic, however we have experienced growth in the 20–30-year-old age group over the last 5 years.

Age of all active members (baptized and confessing)

20%	0-20 years old
15%	20-34 years old
20%	35-49 years old
25%	50-64 years old
20%	65 years and older

Racial/Ethnic composition of congregation:

1%	African American
1%	Asian
95%	Caucasian
2%	Hispanic
1%	Other: Arabs

Worship schedule:

Average Attendance (includes adults and children)

Time of worship	Average attendance Five years ago	Average attendance Today
10:00 am	145	125

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.

Hope Community Church has a blended style of worship, making use of a full band, that combines traditional and contemporary music. Liturgy is used at various times for call to worship. We have a social time before the service with coffee provided by "Cup of Hope" a ministry that benefits our missions program in Haiti. The service is approximately one hour in length which includes a 25-30-minute sermon with prayer offered at various times as we transition through different segments of the service. Prior to the service we have greeters welcoming everyone to Church. They are available to answer questions about the church and its ministries. After the service there is a social time for fellowship and opportunities to meet visitors. Communion is offered at least quarterly and for special occasions.

Financial Information:

	Five years ago	Today
Total RCA related contributions	\$ 22,000	\$ 28,000
Total other contributions	\$ 3,000	\$ 4,250

Percentage of total budget contributed by living donors:

100-90 %	100
75-89 %	-
60-74 %	-
45-59 %	-
44 % or less	-

(Annual budget available upon request)

Congregational Giving:

Number of those whose annual contribution is:

Less than \$500	10
\$501- \$1,500	10
\$1,501- \$2,500	15
\$2,501-\$3,500	20
Greater than \$3,500	25

Financial assistance: Do you receive financial assistance beyond the congregation? (rents, etc.) Yes [] No [X]

If yes, amount received last year: \$ N/A

List other fundraising programs that support the church: N/A

Average Attendance : Church/Sunday School

	Average attendance Five years ago	Average attendance Today
Nursery/Toddler	5	2-5
Elementary	35	13
Youth/Middle	25	20
Adult (Men's group)	10	8

Our church has transitioned in the last 3 years to doing Community groups that meet in homes across the city and at church at various times during the week versus adult programs on Sunday morning. This was vital for continued growth and fellowship for the adults during 2020 where we had groups meet outside in a safe environment. This has become our primary vehicle to make disciples at Hope. The Community group program has been led by our Pastor of Discipleship in the past and is currently under the direction of our transitional pastor.

Briefly describe all educational programs (including children, young adult, adult).

- + **Nursery** for Infants and Toddlers
- + **Elementary** meets on Sunday's and Wednesday nights during the school year
- + **Vacation Bible School** is held typically 1 week of evenings during the summer

- + **Youth Ministry** for middle school and high school that meets Sunday and Wednesday's. There are opportunities to go on Mission trips and other designated youth group events (ex. Rocky Mountain High)
- + **Community Groups** meeting at homes and the church
- + **Men's Bible Study** meets on Sunday mornings most generally at the church

Church groups/organizations: Briefly describe ministry purpose of each group.

+ **Community Groups**

Frequency of Meeting: Weekly

Attendance: 40

+ **Mission Team**

Plans various outreach projects for the Hope community. Projects include Hope Serves events where we package lunches for the homeless, serve at the Center for People in Need or Christmas backpacks for the people of Haiti.

Frequency of Meeting: Monthly

Attendance: 5 on team. These are usually large group events.

+ **55+/-**

Loosely structured group to provide community through service projects, for example: preparing and serving Wednesday night dinners, Christmas caroling and Bingo nights.

Frequency of Meeting: Variable

Attendance: Variable depending on project

+ **RIP (Reintegration Program)**

This program focuses on teaching skills and sharing the Gospel with Lincoln inmate population.

Frequency of Meeting: Monday evening-weekly

Attendance: 30

+ **PEP (People Encouraging People)**

New ministry started in fall of 2021 to provide encouragement to Hope body through cards and care packages.

Frequency of Meeting: Monthly

Attendance: 5-10

+ **Care Ministry**

Care ministry based on three pillars – Helping Hands, Prayer, and Visitation teams. Coordination between the teams is done through Care team leaders and office coordination as needed. Each pillar has a volunteer list of team members that are organized as needed.

Frequency of Meeting: As needed

Attendance: One Care Team leader working with leaders of Body of Hope teams

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

When the pandemic hit, and churches had to shut down, volunteerism dropped significantly. As churches reopened were able to meet in person, our challenge was to reengage our members to volunteer.

In response to this, a small task force was formed in late 2020 to review the state of our core ministries. The Body of HOPE campaign was implemented in Spring 2021 to help members identify their God-given talents and identify the core ministry where they would like to serve. Our goal of the campaign was to revive and ignite an excitement, commitment, and passion for serving Hope and our community.

Aspects of this campaign included meeting with core ministry leaders to determine current and future ministry needs for the Fall season. It involved a sermon series throughout the summer on Body of Hope which emphasized that each member is important to the body to carry out our mission to reach people for Christ. A booklet was put together that identified key ministry needs at Hope, their mission, and the leaders. This effort was culminated with a ministry fair in July where church members could sign up for different

ministries and get a Body of Hope t-shirt. We had over 100 adults and teens sign up for 1 or more of our 9 core ministries.

A follow up to the ministry fair included training for ministry leaders on the importance of contacting those who volunteered and train them for the needs of their ministry. Emphasis was given to the importance of that timely personal contact.

How this has worked practically has been seen in our Wednesday night ministry. After the ministry fair all needs for staffing both the elementary and youth program were covered. From the volunteers in the 55+ or – group there have been 20 different people serving on rotating teams for Wednesday night dinners where we serve approximately 50-60 people. We feel this group being involved provides an intergenerational contact that is vital to a healthy church.

This has reenergized the Hope body and brought a more cohesive spirit and purpose to our mission to bring people in a closer relationship with Jesus Christ.

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

Hope church was founded in 1950. In 2001, Hope's Congregation voted to sell its original church building to build our current one. Between the sale of the old building and construction of the new, worship services were held in an elementary school auditorium. Today, the church building is designed in three sections: the Worship Center, the Education Center, and the Welcome Center. The Worship Center holds approximately 400 people in moveable chairs. It can be reconfigured for banquets and receptions to hold approximately 260 people seated around tables. The Education Center contains classrooms for the Children, Youth, and Adult educational programs. A local Boy Scout Troop/Venture Crew uses the facility on weekday evenings as well. Connecting the Worship and Educational Centers is the Welcome Center where the members of the congregation can meet socially, access the coffee bar, kitchen, and serving area. This area also contains a conference room and church offices. The building is owned by Hope Church and is presently 17 years old (opened Easter 2005).

Do you plan any capital expenditure during the next five years? Yes No

If yes, please explain briefly:

Is there a mortgage indebtedness? Yes No

Amount: \$347,600

Of how long standing? Loan originated in 2004 with an estimated payoff of 2034.

**In 2018-2019 we had a debt reduction campaign where \$185,000 was paid towards the principal of loan.*

***Hope expects to be debt free by EOY 2022. See Section B. Question #3 for additional details.*

Annual rate of repayment: \$38,472

Pastor's study:

In church

In parsonage

Other

Not Provided

List all paid staff in addition to the pastor:

- + Part-time Worship Leader
- + Part-time Children's Ministry Leader
- + Part-time Children's Wednesday Night Leader
- + Part-time Youth Ministry Leader
- + Part-time Office Administrator
- + Part-time Custodian — (paid weekly)
- + Part-time Treasurer — (contract hourly)

Consistory Membership: What method is used in selecting members?

1. Congregation nominates Consistory candidates.
2. Current Consistory discerns the nominees and interviews the candidates to create a single ballot of nominees.
3. Congregation elects the nominees through a congregational vote of affirmation.

Please list present Consistory members:

Elder	Deacon	Male	Female	Occupation
X		X		Teacher
X		X		Business Executive
X			X	Business Owner
X		X		Retired Firefighter
X			X	Insurance agent
X			X	Nurse but currently at home
	X	X		Finance — business executive
	X		X	Business Executive
	X	X		Retired
	X		X	Real estate / Marketing

What leadership roles do women currently fill in your church?

- Administration team: 2 women
- Consistory: 5 members
- Children’s and Youth: 3 Directors
- People Encouraging People (PEP): 2 members

In our congregation...

	Few have...	Many have...	Most have...
Had up to twelve years of formal education			X
Had some education beyond high school			X
A college degree		X	
A graduate degree	X		

In our congregation...

	Few are...	Many are...	Most are...
Scientists & Engineers	X		
Farmers	X		
Business People		X	
Students & Teachers		X	
Industrial Workers	X		
Office Workers		X	
Other:		X	

Special training/experience desired:

The future senior pastor at Hope Community Church should be qualified to be ordained or willing to seek ordination in the Reformed Church of America. HCC is seeking a visionary leader (male, female, or husband/wife team) with a relational preaching style who can effectively and powerfully communicate Christ and His teachings. He/she would be joining a metropolitan congregation committed to bringing people into a closer relationship with Jesus through outreach, discipleship, and congregational care. Visit rca.org/become-a-minister to learn more.

Languages:

Should your pastor be fluent in any language other than English? Yes [] No [X]

If yes, please explain:

If fluent in another language that would be a positive but not required.

The salary we are prepared to offer our new pastor is negotiable. The average annual increase to our pastor over the past three years was 2%.

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? N/A

Is a Minister's housing allowance in lieu of a parsonage a negotiable option? Yes No

The benefits/business expenses we will provide our pastor are:

Base Salary	\$ yes
Housing Allowance	\$ yes
Parsonage provided?	No
Travel Reimbursement	\$ yes
Social Security (Amount)	\$ yes
Book Allowance (Amount)	\$ yes
Continuing Education Allowance (Amount)	\$ yes
Provision for Sabbatical	\$ yes
Other (Specify Below)	\$ TBD
TOTAL	\$

Retirement Yes

Major Medical Insurance Yes

Health/Hospital Insurance Yes

Life Insurance Yes

Dental Insurance TBD

Unemployment Insurance Yes

Disability Insurance Yes

Annual Vacation (Number of Weeks) — 4 weeks

The benefits/business expenses are negotiable and consistent with guidelines of the Synod of the Heartland.

Community served: (please check one)

Rural: Under 2,500

Town: 2,500-9,999

Small City: 10,000-49,000

Metropolitan-Suburban: 50,000+

Metropolitan-Urban: 50,000+

Metropolitan-Inner City: 50,000+

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

We have collaborated with the Christian Reformed congregation in Lincoln through projects such as Immerse and together have supported the Reintegration of Release Prisoners Program (RIP). Our former pastor was a part of citywide Pastor Network that met regularly for support and collaboration.

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

+ Sponsored a family through Juniper Refuge

+ People's City Mission

+ Reintegration Program (RIP)

+ Boy Scout Troop/Venture Crew

+ Angel Tree Program 2019

+ Center for People in Need 2019

+ Cup of Hope- raises money for scholarships for students in Haiti UCI

+ Mission Teams: organizes outreach opportunities for Hope church under umbrella of Hope Serves such as backpacks for UCI in Haiti at Christmas, People's City Mission, and monetary donations.

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

- + Independent Church (Small)
- + Assembly of God (Large)
- + Baptist Church (Small)

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

- + **Fall Family Festival** (Halloween Party) for families in the schools served by the Backpack Program, families who attend Hope church and community around the church.
- + **Backpack Program** for school and community outreach - this was discontinued in 2020 because of COVID concerns.
- + **RIP** (Reintegration Program) for Released Prisoners
- + **Immerse** — city mission for middle school youth in community
- + **Hope Serves** — partners with Juniper refuge for Iraq family as well as makes sack lunches for homeless in community in partnership with the People's City Mission.
- + **Personal Outreach**

Some of these are strategies that have been used successfully in the past.

The income level of the people in our congregation tends to be:

- About average for our community
- Somewhat below the rest of the community
- Somewhat higher than the rest of the community

Describe the community and school system:

Lincoln, Nebraska is the state capital and second largest city in Nebraska with a population of about 290,000 people. Its steady rate of growth has made it one of the fastest growing metro areas in the Midwest and has been dubbed by some as the Silicon Prairie! Lincoln is known for its innovative culture, friendliness, safe neighborhoods, central location, cultural and economic diversity, and reasonable cost of living. It was ranked #12 in 2020 as top 100 Best Places to live. Lincoln combines small town charm with big city culture to create a great place to live, work, and raise a family.

It has a diverse mix of business, manufacturing, technology, financial industries, as well as a strong tech startup community. In the last 5 years the Haymarket area has had rapid growth in the technology and small business sector. The unemployment rate in September 2021 was 1.3%.

It is home to the University of Nebraska Lincoln, a campus with about 25,000 graduate and undergraduate students as well as Nebraska Wesleyan University, Union College, Southeast Community College, as well as other satellite campuses for additional colleges and universities. The Lincoln Public School system serves about 42,000 students throughout the city and some adjacent areas. In addition, there is secondary and elementary programs associated with the Catholic, Lutheran, Seventh Day Adventist, and two interdenominational Christian school systems.

Lincoln has more than 100 parks throughout the city. Over 99 miles of trails connect these parks to one another. This trail system is regarded as one of the best in the country, giving users access to walking, hiking, biking, running, and rollerblading.

Useful links:

citytowninfo.com/places/nebraska/lincoln
lcoc.com
startuplnk.com
placetobelnk.com
hopechurchlincoln.org

Record of last three pastors:

Name	Dates
Curt Liesveld	1989 to 1999
Terry Maassen	2001 to 2016
James (Scott) Martin	2017 to 2021

Please complete your profile with the following contacts:

Name		
Kari Foote	kari.foote@lrsuccess.com	Vice President, Consistory
Scott Christiansen	scottc@hopechurchlincoln.org	Transitional Pastor
Matt Osmond	matt.osmond@nelnet.net	Chair, Deacon committee

HOPE COMMUNITY CHURCH PROFILE

REFLECTIONS

What is the stated mission, vision, or purpose of your congregation?

We are loved by God despite our brokenness and saved through a relationship with our Savior, Jesus Christ. By following Christ and His teachings, our lives are transformed and become a witness of His love for all. Relationships are developed which strengthen faith and bring all closer to our Savior. We celebrate and glorify God through Worship. We provide service and mission to our community and the world.

Hope Church Vision:

Following Jesus
Connecting to Lincoln and the World
Worshipping God

Hope Church Mission:

We exist to bring people into a closer relationship with Jesus

What goals have been developed from your mission and vision over the next 5 years?) Include long range or strategic plan.

- + Expand Hope church's membership to families of new communities being constructed both around Hope's immediate radius and beyond
- + Grow and enhance Hope's Children's and Youth programs
- + Reduce and/or eliminate Hope church's current outstanding debt
- + Grow our Community Outreach programs to be the church outside of the church walls.

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

- + Hope church is a thriving and committed congregation who are passionate about their church, what it stands for, and the future of what it can be.
- + Hope's church building was opened in 2005 so the structure and presentation of the building is modern and well-maintained.
- + Hope church is currently in the process of selling excess land that it owns allowing it to be surrounded by over 650 family dwellings in the next 5-7 years.
- + From the sale of its excess land, Hope church will become debt-free and cash positive in 2022.
- + Hope's members are welcoming and friendly to all who enter our doors!
- + Hope's members are quick to volunteer and help those in need when the call is made; we're a family and look out for each other.

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

Hope Community Church has a vision statement that clarifies that our focus is not what happens inside the walls of our church. Our focus is to build the body to be ready to walk with anyone in their journey to becoming more like Christ. Our Body of Hope focus over the last 6 months has helped to engage the congregation after the COVID pandemic.

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

Focus on our Children, Youth, and Young Adult groups – These individuals are the future of Hope church and we need to nurture their spiritual needs and desires to help them grow/maintain a close relationship with Jesus.

Grow Hope's new members to the congregation. For Hope to continue to thrive as a beacon to spread the teachings of Jesus, our congregation needs to continue to grow.

Focus on our existing members. While we have a passion to grow our congregation, focus cannot be lost on our existing members and the current needs of the church. Maintaining the health of the congregation and what has made us what we are today is vitally important to our future.

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

We would want people to feel like they're walking into a family gathering that is friendly and welcoming. Our worship, message and fellowship would help them connect to God and challenge them in their walk as Christ followers no matter where they are spiritually. We would want people to see flourishing community and relationships so attractive they can't help but want to join in, feel connected, be accepted as they are and loved.

Name at least one challenge facing your new pastor.

A few challenges that the new pastor of Hope church can expect to face may include the following:

- + The decline in engagement of members in church attendance, new membership, and volunteerism following COVID lockdowns and restrictions.
- + Current church operations are largely through part-time and volunteer commitments. Part-time and volunteer commitments historically come with periodic turnover and replacement/training needs.
- + Technology demands to meet member's needs for all ages. The need to present our message in a variety of formats that speaks to all members and to do so in a quality manner is a specialized and costly commitment.

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

Creating new opportunities to serve and grow in Christ. Building relationships beyond the Sunday experience. Leadership will demonstrate vulnerability so that people coming to Hope will see this is a safe place to be vulnerable and explore what it means to grow as a Christ follower.

Explain whatever else you would like your potential pastor to know about your church.

HOPE is a church community that thrives when its members get involved; many of the church's core ministries are made possible through volunteerism. Throughout the most recent years at HOPE, many core ministry leaders have felt the weight and responsibility of coordinating programs without the help of additional team members or volunteers. When the pandemic hit, and churches had to shut down, volunteerism dropped significantly. As churches reopened and were able to meet in person, our challenge was to reengage our members to volunteer.

As described in the response to Question #17, the Body of Hope campaign was created to meet that challenge of getting members to reengage. Since the campaign's inception, Hope has seen that re-commitment of volunteerism throughout the church and our family is strong!

The future pastor of Hope will be coming to a church of members who are committed to its mission of bringing people into a closer relationship with Jesus Christ. We believe deeply in our mission and work diligently to make it more than just words on paper.

Our church will soon be the focal point of an entire brand-new neighborhood that will be built around us. The opportunity to attract new members and further our mission will be at the fingertips of our new pastor.

Hope sits at the precipice of a very exciting time! Lots of opportunity for growth, change, and the molding of our future will be available for the next pastor of Hope Community church.

Release Statement

We, Hope Community 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.

Signature of Search Team Chairperson or Designated

Date