

**GLORIFY
GROW
& GO**

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Sibley First Reformed Church

Senior Pastor Position



CHURCH PROFILE



Welcome!

July 2023

Greetings Senior Pastor Candidate,

Sibley First Reformed Church (FRC) is glad you are taking the time to read our profile, and consider applying to become our next senior pastor.

FRC is committed to the reformed faith of our fathers, and to making it the bedrock of our future. We hope that people find us warm and welcoming, ready to talk to people, and approachable. We want the Bible to be relevant to life, and a place where people can grow in their faith.

Our congregation is located in Sibley, Iowa—the county seat of Osceola County in northwest Iowa. Our town may be small, but we live in the heart of our region and our church is a leader in the community.

The church is looking to fill the position of Senior Pastor and are looking for someone to lead our congregation to honor and glorify Jesus Christ.

First Reformed Church's search committee invites interested Senior Pastoral Candidates to reach out to the members of the team.

The search committee looks forward to hearing from you.

Greg Kosters, Duane Vande Hoef, Jerrad Brouwer, Halle Block, Gretchen Bartelson, Dennis Jurgens, Sarah Loerts, Lois Van Diepen, and Ryan Wiersma



Bell tower and garden patio

CO-CHAIR CONTACT INFORMATION

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Mission Statement

The mission of our church is always before us and is included in our logo. We believe that mission of Sibley FRC is to...



*Glorify God,
Grow in God, and
Go with God into the world.*

Our History

In July 1913 six families expressed a desire for a Dutch worship service in Sibley. Another Sibley Church, Trinity Reformed, opened its doors for the new congregation to meet and organize. First Holland Reformed Church was organized on October 27, 1913, with 30 members.

In March 1914 the first church building was built with financing from other area churches. Consistory minutes were written in the Dutch language until 1927, while services continued to be conducted in Dutch until 1942 when they were discontinued in favor of English services.

The church went through difficult financial challenges during the Depression. The congregation was deeply saddened by the loss of life during WWII and the Korean conflict. And yet, the congregation continued to grow and flourish.



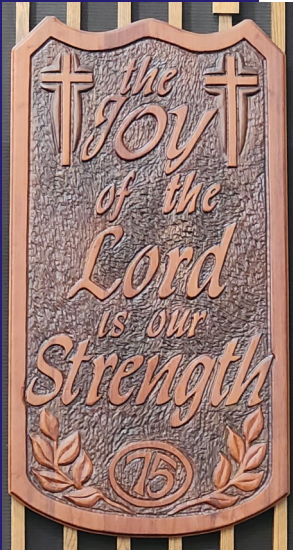
1944 church building

The original building was enlarged in 1949, and remained the same until May 1972 when the current building was completed. The present building has undergone both remodeling and expansion in the past four decades to provide additional classroom space, offices, and meeting spaces.

Throughout the history of Sibley FRC, 28 pastors have served our congregation. In addition, we have provided internship opportunities for pastoral candidates, and opportunities for other ministry leadership.

In 2013, the church celebrated 100 years of service to the God who redeemed us. Now we look forward to serving Him until He returns.

What We Believe



Plaque carved by a member of the church for the 75th celebration in 1988.

SIBLEY
FIRST
REFORMED
CHURCH

- We believe the Bible is the inspired Word of God and the final authority for any questions regarding our faith and practice.
- Our salvation comes through Jesus Christ. Humanity separated himself from God through sin. God sent His Son, born of a virgin, to pay the price of our sin through His death on the cross. God's grace allows us to spend eternity with Him, as long as we confess our faith in Him and believe that Jesus died on the cross for our sins.
- We believe that Jesus Christ is the way, the truth, and the life. No one can come to God except through Jesus Christ
- Jesus Christ was crucified, died, and buried. He rose from the grave. In the process, He conquered death, sin, and our enemy, Satan. He now lives in Heaven with God the Father.
- Jesus Christ will return to earth one day and will take all those who confess and believe in Him back to Heaven with Him. Those who do not confess and believe will be sentenced to Hell, to experience eternity separated from God.
- God is One and exists as three persons in the form of the Trinity-Father God, Son Jesus Christ, and the Holy Spirit.
- We believe that marriage is ordained by God and was designed to be a union between one man and one woman.
- We believe that God graces His people with spiritual gifts for edifying the church.
- We are called and commissioned by Jesus to tell everyone we know about Him, His plan for salvation, and to obey God's Word, the Bible.

We are looking for...

Sibley First Reformed Church is looking for a Senior Pastor to lead our multi-generational congregation as it seeks to fulfill the mission of our church to “Glorify God, Grow with God and Go with God.”

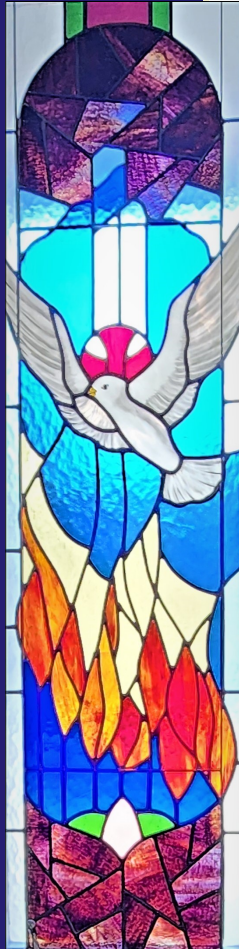
The Congregation is looking forward to finding the next pastor who will continue our 100+yr ministry to Northwest Iowa. Our next senior pastor should;

- Be skilled at biblically-based, expository preaching.
- Be able to lead, encourage, and equip the body of Christ for the purpose of discipleship.
- Be able to lead the church staff and build work environment relationships.
- Be able to motivate and collaborate with staff, consistory, and ministry teams.



We hope to...

1. Grow the youth ministry, understanding that our youth are not only our future but the future of the church at large. There is a burden on our hearts to make sure our young people know the Savior and want to serve him where ever life takes them. The challenge is that many young people do not return to Sibley after graduation, so we want them to be faithful to the Savior wherever they are, but it doesn't grow our local congregation.
2. Grow our family ministry and support young families. Sibley is a great place to raise a family, but like all other areas of the world, more and more young families are deciding that they don't need to be part of a church. As you can see from our demographics, young adults comprise our church membership's smallest portion. While most people focus on the youth, it is evident that we need to build up our families that are here in our neighborhood.
3. Going to serve others will require more volunteers that need to be trained. More and more people are finding reasons not to serve, teach, or lead.



Stained glass
window in the
sanctuary

Worship

Sibley FRC has a morning service. Announcements are in the bulletin, and a few are shared before the start of the worship service. Other non-worship events are also introduced before the service, such as an informational *Minute for Missions*, or reports from other projects.

The music is led by a worship team. Currently there are four teams that rotate duties every week. Hymns are sung with organ or piano accompaniment. Contemporary music is generally sung to recorded music, but there is one team of musicians that leads worship with guitars and piano.

Each week there is time for a call to worship, prayer of confession, congregational prayer, scripture reading with a sermon, offering and a benediction. Other elements are included as appropriate. This would include responsive readings, the Lord's Prayer, Apostle's Creed and special music.

Special services are held on Maundy Thursday, Christmas eve, and Thanksgiving eve. Members of the congregation often participate or lead these services, relying on direction from the Worship Ministry Team.

Communion is scheduled by the Worship Ministry Team and the Consistory a year in advance. Currently communion is served eight times a year. The Consistory and the pastor work together to decide on the best delivery style. The two most common practices are to pass the elements in the pews, and the second is for the congregation to go to the front and receive the elements from the Consistory.

Baptism is conducted according to the BCO during worship services.

Children in Worship

Children in Worship gives children ages 3—Kindergarten the opportunity to experience worship at their age level during the sermon portion of morning worship. They participate in quiet time while a Bible story is presented, have free time to interact with peers, opportunity to work on creative projects or listen to stories read by adult helpers. The worship time is closed with prayer time in which the children are encouraged to participate.

Visitors are welcome! Children in Worship runs through the school year (September-May).

Our Strengths

1. The church has a strong history of financial giving, with a core group of people that attend worship faithfully.
2. Many members are not only strong believers but are students of the Bible, theology, and other areas of Christian thought and living.
3. The church has members with good leadership capabilities and good follower capabilities.
4. The church is known for our willingness to serve—each other and those around us who are not members of our own church.
5. We are the largest congregation in the area.
6. We have a good image in the community and a good reputation as a congregation.
7. We have a solid youth ministry.



Ministry Teams

Before our pastor left, the Classis suggested developing a new mission statement and plan. The pastor charged the Consistory to develop a plan. In January 2020, the congregational ministry teams met to brainstorm, to talk about new goals and objectives.

Individual ministry teams have goals and objectives that are recorded in their minutes, which are reported monthly to the "consistory for their review and comment. The six ministry teams are: Administrative, Christian Education, Congregational Care, Outreach, Property & Grounds, and Worship.



Fall leaf work by Congregational Care Team

The Consistory



Our leadership team, referred to as the Consistory, is the governing body of our church. This body consists of deacons, elders, and current pastors on staff. The Consistory is charged with providing the welfare of the church, stewardship of property and finance, and the spiritual growth of all Christ's people.

Currently, there are eight elders and eight deacons, but there is a plan to reduce the number to six of each over the next three years. The Congregation nominates on a secret ballot. The Consistory works through the nominations to determine who has the most votes and who is willing to serve. Members elect from a double slate at the annual congregational meeting in the fall. New members take office after the first of the year.

Women regularly serve as teachers, education directors, worship coordinators/leaders, choir leaders/directors, and ministry team members and work with service groups both at the church and around the community.



The RCA and Sibley FRC

The congregation is prayerfully considering the challenges facing the RCA. Discernment Teams have been working on analyzing the strengths and weaknesses of the RCA, and which denomination we might want to join if we were to decide to leave. No decisions have been made, but the Consistory is hoping to make a decision before the end of 2023.

The goal of the congregation is to remain faithful to the reformed tradition, and to the historic faith of our fathers.

Christian Education



The Sunday School program and the Wednesday Bible Class program are under the leadership of the Christian Education Team. Each program has a volunteer leader that coordinates the classes. The Team meets once a month throughout the year and is one of the most active groups.

Identifying successes and challenges is part of the ongoing conversations on the team. Sibley FRC is experiencing some of the same challenges in enrollment that other churches are facing, but they are being addressed. We love our children, and want them to love God and walk with Him throughout all of their lives.

Sunday School



Sunday School is offered for ages 4 years through adult. Classes meet for 40 minutes after the morning worship services, September through April. All classes are taught by church member volunteers and are supported by the Christian Education Ministry Team.

There is an annual Sunday School Christmas Program every December, featuring preschool through 5th grade students. It is a highlight of the season for both children and their families!

Curriculum:

- 4yr olds through 6th grade use the “Dwell” curriculum by Faith Alive Christian resources in cooperation with the Children's Ministry Offices of the Reformed Church.
- 7th and 8th grade uses various Bible studies
- High school students study Christian doctrine and apologetics.
- Adults have various options, including a class that uses the Sunday School Guide.



Bible School

Bible School our largest outreach program for children. Many area youngsters attend, even if they are not members of Sibley FRC.

It is under the direction of adult church volunteers who serve as directors, teachers and helpers. It is conducted for one week in the summer during the evening. The directors are responsible for choosing the curriculum.



Middle and High School Remnant Groups

The Remnant is a time where students (grades 9-12) come together to fellowship and grow in faith together. Meeting weekly from September-May from 7:15 - 8:30 pm in the youth room at FRC.

This is the time students dive deeply into the word of God in a safe and secure place. Under the leadership of the Director of Youth Ministries, and adult volunteers, students discuss the Bible and talk about how it relates to everyday struggles that they have today.

Games, snacks, and fellowship may also be part of the evening. Regular youth group activities include Wednesday night meetings.

Various activities include youth retreats, mud volleyball, and summer outings provide venues for deepening our friendships and creating memories together. These are supplemented by occasional spiritual growth opportunities, service trips and projects, and Rocky Mountain High.



Wednesday Night Bible Classes

Wednesdays are busy nights, with classes offered September through April for 1st through 5th grade. Classes meet for one hour.

The curriculum used is "Kid Connection", a Faith Alive Christian Resource in cooperation with the Children's Ministry office of the Reformed Church in America. All classes are taught by adult church member volunteers.



Living Missionally

Through the years, many members have joined mission trips and started service opportunities. Realizing that each of us in our everyday relationships is a missionary, and our circle of influence is a mission field, we see opportunities for growth to empower our members to leverage our everyday lives and efforts to mission.



We are excited to engage in missions through our church by equipping leaders to maximize the impact their mission investment can make around the world.

Our mission projects come from within our congregation, and are built on the passions and talents of our members. We want to make connections, to become faithful partners with others in missions near and far.

We are known for our commitment, to reaching out to people near and far with ministries of compassion, and by bringing God's word to the nations. Join us. <https://www.sibleyfrch.org/missions/>

The church supports ATLAS Ministry, food drives, the Banquet (*feeding the homeless*), Samaritan's Purse, local women's shelter ministries, and local youth ministries. Some of our regular activities include Operation Christmas Child, Soup Suppers, Mission Trips, A Place For You....Mother's Together, Missionaries (RCA mission shares), Inspiration Hills, and Words of Hope.



Quilters

Every Tuesday these talented ladies meet at the church to make quilts for the homeless. This group has met for several decades.

Using leftover fabric and blankets donated by the congregation and their friends, they spend a morning a week enjoying each other and serving the Lord at the same time. *They also enjoy a good laugh and a cup of coffee!*



Bible Study Groups

Sibley FRC has a number of Bible Study Groups.

1. The Faith and Patience Bible Study groups are longstanding women's study groups meet monthly during the day. The ladies select study books that interest each group.
2. There are two studies that meet on Sunday evenings in member's homes. At this time, one of the groups discusses the morning sermon and the other is studying the book of Revelation. All church members are invited to attend.
3. There is also a Young Adult Singles/Married study on Sunday afternoon at the home of the church Director of Youth Ministries.

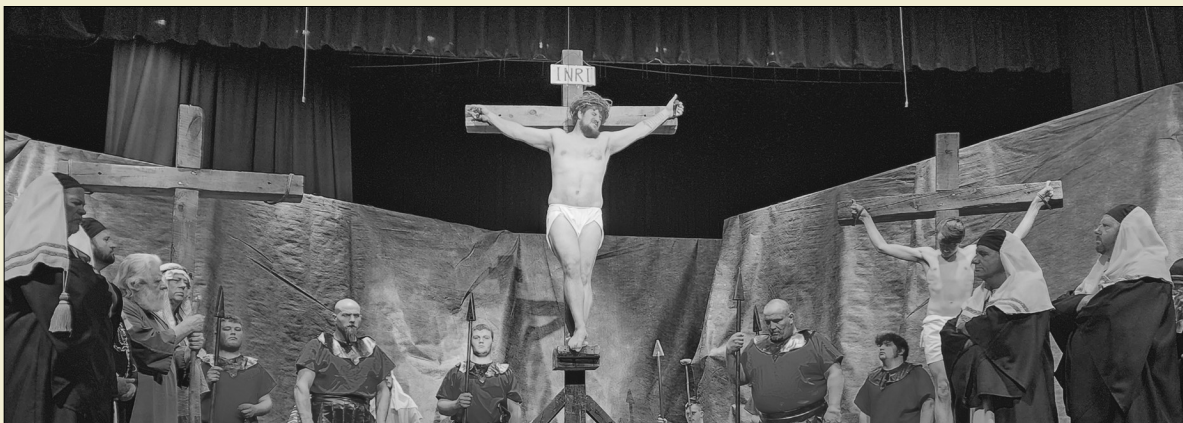


Annual Good Friday Passion Play

Sibley FRC is very active in the Osceola County Ministerial Association (OCMA) Passion Play. This collaborative effort with all area churches involves more than 200 people who perform a musical play based on the last week of Christ's life up through the Crucifixion. *We save the resurrection for Sunday!*

Every Good Friday, the play is performed three times, for about 1400 people. FRC members make up a third of the cast and production staff. One member of the church directed the play for 28 of the first 35 years of its production. FRC musical talent is always present, but what is unseen is the number of members who set up the stage, run the production, make costumes, and other duties and tasks. One of our members painted the backdrops, and another built most of the sets.

Money collected from the free-will offering is used by the OCMA for local benevolence needs.



By the Numbers

Like the majority of churches in America we have lost some of our members in the past few years. The pandemic gave people permission to say 'no' and to stop participating. The national average drop in church attendance since 2020 is 20%, but we have dropped only 16%. We are still a five generation church, although we have fewer children and young people than before.

Our population mirrors that of the community, and the rest of rural Iowa. While our own young people may be moving out of the community to urban areas, other people are moving into the community, many with families. These people are largely unchurched, which is one reason for our desire to build a strong family ministry.

We currently have 329 baptized and confessing members of our congregation.

Percentages by age

8%	0-20 years old
12%	21-34 years old
19%	35-49 years old
24%	50-64 years old
34%	64 years & older



Giving

Sibley FRC is known as a giving church. We give of our time, our talents, and we give financially.

The church is debt free, and 100% of our total budget is contributed by living donors.

	Five Years Ago	Today
Total Combined Budget	\$370,109	\$411,190
Benevolent Fund	\$86,813	\$70,205

*Benevolent fund changes reflect the changes in RCA budget policies, and in moving some recipients to the "offering of the month" category, which is not reflected in the budget.**

The church does not hold regular fundraising programs, preferring to seek offerings and donations for most ministries. However, there are a few exceptions:

1. Congregational fund-raising for youth programs and activities is varied from year to year. Common activities are pizza or sub sales, soup-and-pie suppers, or flower sales. The money raised is used to support students on mission trips or attendance at youth camps and conferences.
2. Talented gardeners share their talents through the "Bountiful Blessings" table by donating extra produce. Those who don't grow their own vegetables can donate funds for the youth and bless their own table with the bounty of others.
3. Monthly offering envelopes provide members the opportunity to give to specific church benefices.*

Fellowship of Believers

The members of Sibley First Reformed Church enjoy our time together and our time in the community. Whether it is a cup of coffee on Sunday morning, praying around the school flagpole, collecting Christmas Boxes for Samaritan's Purse, serving in the nursery, or helping with projects—we know that when we Go, we Grow, and we Glorify God.



Buildings and Property



The church owns all of its property and is debt free. The building includes the sanctuary, educational wing, fellowship hall, and offices.

The sanctuary is in excellent condition and will hold 350 people comfortably (275 on the first floor, 75 on the balcony). The multi-media capabilities include a sound system, multiple cameras for recording services, and a projection system. We have an electronic organ and a grand piano, with people playing for the services.

The fellowship hall and kitchen are next to the sanctuary and attached to the educational wing. This two-story facility houses the library, classrooms, nursery, restrooms, a small chapel/meeting room, and four offices used for church staff and ministries.

Parking surrounds the church on three sides, and there is a covered entrance on the east side of the building. The parsonage is adjacent to the church building. It is a three-bedroom, full basement property with a double garage and a large yard. It was recently remodeled.

The church also owns a house lot across the street for future expansion.



Salary & Benefits

Salary is negotiable. First Reformed Church is prepared to pay at least the minimums as outlined by our Classis (East Sioux). Experience and other factors can remain part of the equation.

The church will follow all the guidelines of the RCA in relationship to benefits, including annuities, social security, insurance/HSA/disability, vacations, professional expenses, continuing education, phone and travel.



Communication

Sibley FRC is dedicated to keeping everyone informed about the activities and needs of the church.

- Members are able to watch the morning worship service live, or to watch it later from the website.
- Monthly Newsletters are printed and put into mailboxes each month. They are also available on the website.
- Bulletins are published on the website and are available in print format each week before the service.
- Every Monday an email is sent out with links to the next week's worship music to help prepare for the next week's service.
- Prayer Requests and funeral announcements are sent out from the church office via email as needed.
- Announcement Kiosk in the fellowship.
- Mailboxes are located in the fellowship hall.
- Website <https://www.sibleyfrc.org/>

Current Church Staff



Interim Pastor—Troy Van Beek

Director of Youth Ministries (FT) - Josh Lucas



Communications/Administrative Secretary (PT) -
Jamie Hulstein

Worship Coordinator (PT) - Brenda Kuehl

Custodian (PT) - Jennifer Bruxfort

Left to right



Sibley, Iowa

Sibley is a small town in rural Iowa, with a population of 2,860 in the 2020 census. We are the county seat for Osceola County in northwest Iowa, population of 6,192 in 2020.



Sibley is surrounded by some of the best farmland in the United States and is a great place to live and raise a family. City website: <http://www.sibleyiowa.net/> History: https://en.wikipedia.org/wiki/Sibley,_Iowa

Sibley is also home to the highest point in the state - Hawkeye Point (<https://maps.roadtrippers.com/us/sibley-ia/points-of-interest/hawkeye-point-sibley>). The town is also only 35 miles from Okoboji, or the Iowa Great Lakes, about 60 miles from Sioux Falls, SD, and 75 miles from Sioux City, IA.

The Sibley-Ocheyedan (S-O) Community School District is an excellent school system, and you will find parents, grandparents, neighbors, and friends at all sporting and music events. The S-O "Generals" (school mascot) are well known for their excellent music programs! <http://thegenerals2.socsdit.org/>

The town has a modest retail community, including a good grocery store, pharmacy, discount store, specialty stores, restaurants, gas stations, and a specialty coffee shop. Agriculture is the region's major industry, followed by health care and education. The town has a good industry sector, an economic development group, a golf course, public swimming pool, parks, and nice neighborhoods. The Community also has a critical access hospital, a clinic, 2 long-term care facilities, assisted living, and daycare facilities. <http://www.sibleyiowa.net/>.