



CADILLAC

CHRISTIAN REFORMED CHURCH



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📍 *1110 E Division St, Cadillac, MI 49601*

Cadillac CRC's Search for a Lead Pastor



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Cadillac, Michigan

The biggest small town in Northern Michigan.

Located in Northern Michigan, Cadillac boasts access to outdoor recreation, community activities, and “small-town feel.” Cadillac has approximately 10,000 residents. The city is between Grand Rapids and Traverse City, and less than an hour from Lake Michigan. The Manistee and Pine Rivers are also nearby for tubing, paddling, and trout fishing.

Cadillac has two large lakes with all water sports available. There are thousands of acres of public land nearby for hiking, trail riding, biking, and snowmobiling. There is also easy access to skiing, golf, fishing, disc golf, pickle-ball, and other sports.

The cost of living in Cadillac, relative to other parts of the state and country, is quite reasonable.

Cadillac’s community life and calendar has grown. The city hosts races, tournaments, theater performances, concerts, festivals, arts classes, and more.

For more information, see:

- Cadillac Area Visitor’s Bureau
- Cadillac Area Chamber of Commerce
- City of Cadillac
- Manistee National Forest
- White Pine Trail

 Cadillac Area Visitor’s Bureau



Basic Demographics

- **Age:** Currently, the proportion of the population in our area under 18 years old is about 21%. The percentage of those under 18 is projected to steadily decrease while the percentage of retirees is expected to significantly increase.
- **Income:** The average household income is around \$67,500.
- **Household:** 35% of households with children are single-parent households.
- **Education:** 48.5% of our church has an education level of a Bachelor's degree or higher, compared to 19.4% in our community. Generally, our congregation has more formal education than our community.

- 63% of our community reports having a relationship with God (compared to 56% of the United States).
- Nearly 60% of the people in our area don't participate in church life. Total participation in churches is expected to decline to around 35% over the next five years.

Religious Demographics

Cadillac Area Insite Summary

This report was made as a part of CCRC's Healthy Church process and gives important demographic, religious, and ministry data of the Cadillac area.

Ministry InSite

Strongest life concerns:

- social and political tensions/discord
- health crisis and illness
- racial injustice
- fear of the future or unknown
- financing the future

Top reasons for considering withdrawing from church participation:

- don't believe in God
- didn't feel welcome
- conflicts in religious community
- lack of support during time of need
- moving away from that community

Top reasons (for people outside of religious communities) for not participating in a religious congregation:

- religious people too judgmental
- religion too focused on money
- distrust in religion or religious leaders
- disillusionment with religion

Most preferred church qualities/programs:

- warm and friendly encounters
- quality sermons
- traditional worship experiences
- holiday programs
- strong personal relationships
- community volunteering opportunities
- adult and senior activities





Cadillac CRC

Who Are We?

Cadillac Christian Reformed Church is a community church in Northern Michigan. Cadillac CRC's origin dates back to 1946. After outgrowing it's original site, the church moved to its present location in 1968. The church building now is located just one mile from Cadillac's downtown area.

The church building rests on 11.5 acres (bottom middle), allowing room for a thriving community garden (bottom left), disc golf course used by the community and Cadillac Area Disc Golf Association, campfire pit, and walking trails that connect to local neighborhoods.

Its vibrant congregation gathers together for fellowship regularly, on Sundays and in a variety of other smaller groups. Its congregation is diverse in life experience, culture/ethnicity, and denominational background.

Cadillac CRC's congregation participates in church life together: Sunday worship, bible studies, book groups, Kids on the Rock, prayer groups, classes, and in fellowship with each other outside of groups. Much of the congregation volunteers during Sunday worship (i.e. tech booth, refreshments, worship planning), in church ministries (i.e. Sunday school, Kids Hope, the community garden, service projects), and church Council/Leadership (notably, both men and women).

While Cadillac CRC's early members spoke of the strong unity and purpose they experienced, this experience has changed and grown. This church is not trying to return to all aspects of an earlier era, but hopes to regain strong unity and sense of purpose. For more, please see the Recent History document on page 10.



Mission

We celebrate, show and share
God's transforming grace

Vision

We will see Christ bring healing,
wholeness, and growth as individuals, in
our relationships, church, and
community.



This pyramid illustrates our church's ministry – built on the foundation of Scripture, the creeds, confessions, and timeless practices of Christian discipleship; and culminating in continued evaluation of faithfulness to our calling.

Core Practices

Worship Our church's worship - through participation with Scripture, songs, prayer, and sacraments - seeks to help all people praise God first. In God's presence, hearts and minds are opened and lives are transformed.

Groups Our church's groups are the primary place where we fulfill God's command to make disciples and grow as God's family - utilizing groups of various sizes and purposes.

Equipping Our worship, groups, and ministries intentionally prepare God's people to lead, serve, and live out God's purpose in their lives.

Core Values

Compassion In safe, respectful relationships we can address what's broken in our lives.

Community God's transformation happens best in humble relationships with grace, truth, and healthy boundaries.

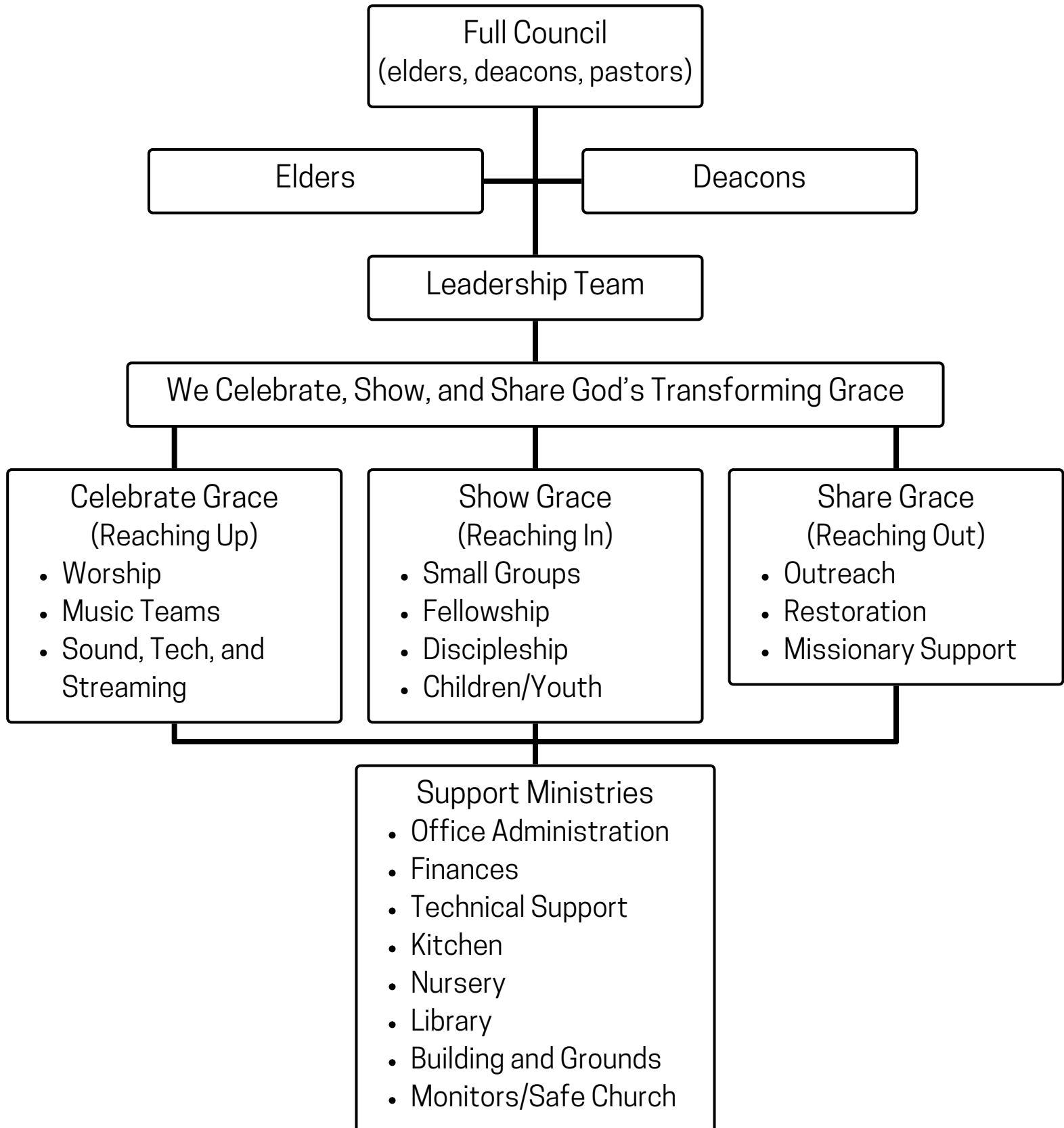
Training Everyone needs to be continually equipped to live out God's call in their lives.

Prayer Prayer is essential to a growing and healthy relationship with God.

Outward Focus God calls us **out** to serve our neighbors, **out** to a world God loves - to tell about his grace and love.



Organizational Chart



Church Structure

Governance Function	Council's Role	Leadership Team Role	Pastor's Role
Church Mission and Vision	Discerns, articulates, approves, and modifies (if needed).	Monitors and suggests progress on Mission/Vision.	Implements, promotes, defends, and has a voice in articulation as member of Council.
Strategic Planning	Ultimately approves, discerns with pastor and staff.	Maintains continuity between Council/Pastor/Staff.	Implements, promotes, defends, and has a voice in articulation as member of Council.
Budget	Approves annual full Budget, provides Congregation with regular reports and year-end summary.	Communicates with Finance for Council and vice-versa.	Proposes specific ministry budgets to Council for approval.
Dual Role of Pastor	Member of Council.		Both a staff member and head of staff.
Day to Day Operations	Delegates to Pastor.	Oversees and addresses staff matters in the absence of a pastor.	Supervises day-to-day management decisions.
Personnel Policies	Defines and approves.	Suggests policy changes to Council.	Recommends and implements.
Administrative Policies	Defines and approves.	Suggests policy changes to Council.	Recommends and implements.
Hiring of Paid Staff	Calls Pastor, approves staff positions.	Hires paid staff on behalf of Council.	Has a voice in hiring as Council member.
Approving Volunteer Staff	Approves.	Selects Chairs and recommends to Council.	Has a voice as member of Council.
Staff Evaluation	Delegates to Leadership Team.	Evaluates all paid staff.	Has a voice as member of Council and Leadership Team.
Staff Termination	In the case of severing the relationship with pastors, this is only done in conjunction with Classis. For paid staff, Council decides and authorizes Leadership Team to terminate.	Acts on behalf of Council.	Has a key voice in recommending termination to Leadership Team and Council. Must be given prerogative in rare but clearly specified cases to suspend staff.
Staff Grievance	Primarily concerned with reconciliation. However, is the church's last "Court of Appeal." Council's decisions may be appealed to Classis.	Initial Contact and makes recommendations to Council.	Has a voice as Council member (pastor's role may be impacted by Conflict of Interest Policy).
Conflict of Interest Policy	Is responsible for forming and implementing.		
Salaries	Approves recommendations from Leadership Team.	Sets and evaluates all paid staff salaries.	Has a voice as Council member.



Church Demographic Information

This data was collected as a part of CCRC's Healthy Church process and gives an important look into demographic and financial changes in the church.

Current Church Demographics

- 56% are married with no children at home
- 21% are single adult with no children
- 16% are married with children under 18 at home
- 7% are single with children at home

Membership Changes

A significant number of memberships have lapsed or resigned over the last two years: a total of 36. Some of this is attributed to getting membership rolls up-to-date in the last year.

Five - Year Attendance Changes

- Average Sunday attendance decreased from 185 to 110.
- Children of all ages is approximately 1/2 of what it used to be.

April, 2023

Budget

- 2022/23 Budget
 - 56% for salaries
 - 9% for programs
 - 10% for facilities
 - 22% for DMS/CMS
- The % of the 2016/17 budget are very similar to 2022/23, although programs percentages dropped by 5%.
- The proposed budget for next fiscal year is 7.4% less than 2022/23.

Giving

- Giving remains incredibly high and has not dropped by 1/2 (to reflect our attendance changes).
- Giving in 2022/23 is still 92% of what is was in 2018/19 (this does not account for inflation).

Another note,

We are not a neighborhood church in which members come from the immediate surroundings. Instead, we are a community church coming from a wider area than the general area of the church physical location.



Recent History

At one point, Cadillac CRC had a worship attendance of nearly three hundred. Youth and children's ministries were active and well-attended. A church community with diverse theological and political perspectives found a way to co-exist and thrive in ministry together. That is not the case today. Worship attendance has been between eighty-five and one-hundred-ten, and children's ministries reflect a loss of many younger families from the ministry.

What happened?

On the surface, the church experienced a "perfect storm" of factors. First, the youth pastor at Cadillac CRC decided to leave the church and begin a church plant in fairly close proximity to Cadillac CRC. This resulted in a number of younger families leaving the church and joining this new plant. This caused a deep loss of current and future leaders. Secondly, the church experienced a prolonged conflict that ultimately centered on the pastor and a worship director. This conflict came to a head at the same time as COVID and the divisive 2020 election. Suddenly, a harmonious church became as polarized as the surrounding community. Combined, these two resulted in significant loss of membership, distrust of leadership, and the decision of the church's most recent pastor to leave through an Article 17 separation (initiated by him).

As a result of the Article 17, Classis Northern Michigan mandated that Cadillac CRC do the following: (1) complete the Healthy Church Process and (2) contract with a Specialized Transitional Minister – both of which the church has done. These processes uncovered and began to address the factors that lay beneath the surface. And while each factor was distinct, they all related and interconnected on several levels.

The most obvious factor was well-intended but untrained and insufficient leadership from the church council. This manifested itself in the tolerance of inappropriate behavior, failure to provide clear boundaries for the pastor and paid/volunteer staff, and ignorance about transparent communication – which diminished trust. This was aggravated by two decades of passive or inexperienced pastors who did not equip or help council learn and grow in their leadership roles and responsibilities. Second, it was very clear that whatever sense of purpose of mission/vision the church may have had was either associated with a former pastor or ministry had drifted away from any kind of focus. Finally, there were the spiritual dynamics of tribalism, politics, and hard feelings which some were content to prioritize over Kingdom, unity, forgiveness, and peace.

Through the Healthy Church Process and Transitional Pastor Harold Veldman, the church has made great progress in addressing these. In the past year:

- The church has worked together to formulate a new mission, vision, and values statement. This work continues as these begin to trickle down into specific ministries.
- Council has revised and updated its governance and bylaws to provide clearer roles, boundaries, and greater accountability.
- Council has new tools: orientation, training, and clear mechanism by which the congregation is promptly informed of council's work.
- Even though the principal participants in the conflict have left the church, the work of reconciliation has been slow but intentional. Sadly, some who have left the church refuse to let go of their real or perceived hurts.

This work is just beginning. But there is great hope that, if there is continued follow-through and consistent council training, Cadillac CRC can again find unity and – through God's help – be a blessing to the greater Cadillac community.



Pastor Search Committee



Kyle Dietrich has been a member of CCRC for 5 years. He helps lead worship as part of the praise team where he plays acoustic guitar and sings. Kyle is a West Michigan native: he grew up near Kalamazoo, studied business and finance at Hope College in Holland, and lived in Grand Rapids before moving to Cadillac. He and his wife Cecilia have three children; Gabriel, Magnolia, and Benjamin. Kyle enjoys hunting, fishing, boating, and pretty much anything in the great outdoors.



Lisa Jacobson has been part of the Cadillac community for 21 years, coming here as an ENT Physician. Lisa has attended CCRC with her young family since then, attracted to the friendly and caring congregation. She has been married for almost 26 years and has 2 wonderful adult children that thrived growing up here. Lisa often assists in Sunday worship with projection and children's message. She loves to stay active with many different water sports, biking and skiing in the winter.



Emily Jo Mulder Ruetz grew up as part of the Cadillac and CCRC community, and, after some time away, returned to the area with her husband in 2021. Emily Jo works as a public health educator for the local health department, teaches piano lessons, and sings in church and community groups. She likes to garden in the summer, snowshoe in the winter, and do puzzles and travel year-round.



Mark Tonello (chair) is a Fisheries Biologist with Michigan's Department of Natural Resources. He and his wife Kristen have attended Cadillac CRC for over 23 years. They have two children that grew up attending Cadillac CRC. In his spare time, Mark likes to fish, paddle, camp, and hike. He also coaches and plays ice hockey.



Steffany Straight moved to the Cadillac area with her husband, Ryan, in 2015. Since then, they have been blessed with three children; Owen, Isaac, and Abigail. Steffany practices as an ophthalmologist in Cadillac. She has been attending CCRC since 2016 and organizes the Wednesday evening children's ministry. Steffany loves the Cadillac area for its relaxed pace of life and easy access to outdoor recreation. In her spare time, she enjoys cooking, reading, traveling and hiking.



Glen VanAntwerp (ex-officio) is Chair of Council at Cadillac CRC. He and his wife, Diana, are retirees who enjoy any time they can get with their busy children and grandchildren. Glen was diagnosed with Stage IV cancer nearly seven years ago and is very grateful for the prayers and support of God's people throughout his journey. Glen is president of the historical society and museum in his small town south of Cadillac. He also has a passion for hiking trails locally and throughout the state.



Who We Are Looking For

Cadillac Christian Reformed Church's Lead Pastor Job Description
Please also see our Mission, Vision, and Core Values on Page 6

Position

Lead Pastor

Summary of Lead Pastor Responsibilities

The Lead Pastor is responsible for carrying out the mission of the church. Under the leadership of Council and in partnership with staff (paid and volunteer), the Lead Pastor shall ensure that the Cadillac CRC community continues to develop according to God's leading.

Pastoral Leadership, training, preaching and worship, and pastoral care are the Lead Pastor's primary responsibilities.

Summary of Lead Pastor Responsibilities

Pastoral Leadership

- Strengthen and protect the mission and vision of the church as identified by the Council.
- Clearly communicate the mission of Cadillac CRC to the congregation and embody that mission in all professional responsibilities.
- Work with Council to develop and plan specific strategies to help Cadillac CRC's ministries better align with the mission and vision.
- Manage/oversee day-to-day ministry.
 - Provide support and encouragement to paid and volunteer staff.
 - Function as the supervisor of all paid and volunteer staff - conferring with the Leadership Team as larger matters arise.
 - Be familiar with church policies and provide input when policies need to be created, reviewed, or adjusted.
 - Along with the Leadership Team, provide for annual evaluations of paid staff and submit to a similar evaluation from the Leadership Team.
- Shall attend to classical and denominational responsibilities.

Worship (Celebrate God's Transforming Grace)

- Oversee the preaching ministry, preparing and presenting sermons that provide biblical and Reformed instruction in dynamic ways, revealing the Gospel's relevance to the congregation.
- Administration of the sacraments.
- Serve with and provide support for the Worship Team in developing appropriate and biblically-centered worship services, consistent with a Reformed Definition of Worship



Discipleship and Training (Core Value)

- Together with the elders, shall teach membership classes and Profession of Faith classes.
- Provide orientation, training, and instruction to full Council, elders, and deacons.
- Train for small group leaders.
- Demonstrate interest in and necessary guidance for the educational ministries of the church, particularly those ministries for children and youth.

Congregational Life (Show God's Transforming Grace)

- Encourage pastoral care ministries - by elders, deacons, and lay ministries.
- Engage in pastoral care particularly among the congregation and provide some counseling as appropriate.
- Take initiative in and assist with visiting the sick, the hurting, and the grieving.
- Participate in fellowship opportunities with the congregation.
- Encourage and support small group ministries.

Outreach (Share God's Transforming Grace)

- Encourage the evangelistic outreach of the church.
- Assist the church in building bridges to the lost and to the seeking.
- Encourage assimilation of new worshippers and new members.
- Engage in at least one community organization, such as Cadillac Area Ministerial Association.
- Represent Cadillac CRC positively to other churches, pastors, and the broader community.

Communication

- Provide pastoral care and visiting reports to the consistory for the elders' meeting agenda.
- Provide a monthly summary of work to the Clerk for the Council meeting agenda.
- Encourage and assist the clerk in providing regular and transparent communication to the congregation.

Qualifications

- Ordained (or eligible to be) as a pastor in the Christian Reformed Church.
- Exhibits a commitment to Jesus Christ, demonstrates exemplary Christian character, and be a person who maintains good spiritual health.
- Personifies the church's core values.
- Has experience or training in church leadership, pastoral care, and discipleship.
- Has experience in providing pastoral care to an aging population.
- Has experience supervising staff members (paid and volunteer).
- Has ability to empower others and can collaborate in team settings.
- Has effective oral and written communication skills.

This job description is not specific to age, race, ethnicity,
sex, disability, or marital status.





Thank you for your interest in the Lead Pastor position at Cadillac Christian Reformed Church. To apply, please send:

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