

**Reformed Church in America
Church Profile Form
Old Dutch Church
Kingston, NY 12401**



Section A. Background Information

Today's Date: 03/17/2022 **Position to be filled:** Senior Pastor

1. Name of Church: Old Dutch Reformed Church
(First Reformed/The Reformed Protestant Dutch Church of Kingston, New York)

2. Web Address: www.olddutchchurch.org

3. Address:

Street 272 Wall Street
City/State/Zip Kingston, NY 12401
Telephone (845) 338-6759 **E-Mail** info@olddutchchurch.org

4. Classis: Mid-Hudson

5. Classis Supervisor: Rev. Dr. Amy Nyland

Address:

Street 77 Hewitt Street
City/State/Zip Lake Peekskill, NY 10537
Telephone (845) 896-9826 **E-Mail** nylandal@gmail.com

6. Chair of Search Committee Patricia Allen

Address:

Street 11 Grandview Avenue
City/State/Zip Kingston, NY 12401
Telephone (845) 338-2431 **E-Mail** patriciamarie1966@yahoo.com

7. Membership:

	Five Years Ago	Today
<u>Time of Worship</u>	<u>10:30 a.m.</u>	<u>10:30 a.m.</u>
<u>Active Confessing Members</u>	<u>101</u>	<u>100</u>
<u>Inactive Confessing Members</u>	<u>20</u>	<u>15</u>

Comment on Significant Changes:

The numbers of active and inactive members have remained fairly constant over the past five years. Any changes can be attributed to death, relocation of families and individuals, and effects of the COVID-19 pandemic.

Age of All Active Members (Baptized and Confessing):

19 %	0 - 20 years old
7 %	20 - 34 years old
14 %	35 - 49 years old
23 %	50 - 64 years old
37 %	65 years and older

8. Racial/Ethnic Composition of Congregation:

5 %	African-American
3 %	Asian
88 %	Caucasian
3 %	Hispanic
1 %	Other

9. Worship Schedule:

Average Attendance (includes adults and children)

Time of Worship	Average Attendance Five Years Ago	Average Attendance Today
10:30 a.m.	65	42

Comment on Significant Changes:

COVID-19 and the protocols for dealing with it are responsible for fewer folks attending worship services. We had no in-person worship service for the first six months of the pandemic. When we were able to resume, with masking and social distancing protocols in place, most of our at-risk members still opted to remain at home. Fortunately, by the second week of no in-person worship, we were able to launch our live-stream/video services which are still used by a number of our members and the broader community on Sunday mornings and throughout the week.

10. 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.

Most Sundays, our worship style follows a very traditional, Reformed order. We keep things fresh by including many diverse voices from within the congregation, choir, guest musicians, singing “new to us” hymns, and a different liturgist each week. Our worship may be traditional but it’s not stale - it definitely wants to lean forward. There is an active Worship Committee that keeps pushing the boundaries of worship; at least every quarter, we leave the Church Sanctuary for the Church Hall and worship together around a large table. On these Sundays, we get time to spend looking at each other eye-to-eye and not just at the back of each other’s head. These opportunities help us to grow more intimately with fellow members of the Church and even strangers who happen to join us. Our churchyard is set in the middle of a busy little city, much like Christ sets his table in the center of the world; at least a few times each year we like to take our worship outdoors, often celebrating the Lord’s Supper in the open air. We strive for a Pastor who is creative and open-minded and who would be willing to risk doing a new thing with us.

One of the gifts of the Covid pandemic is that we have had a moment to catch our breath and learn how to live-stream our church services. We invite you to watch a few of our online services to better understand how we worship. Our services can be found posted to our Facebook page @OldDutchChurch. A bulletin is attached. *See Attachment A.*

11. Financial information: Attach a copy of most recent Consistorial Report and Annual Budget, if available.

	Five Years Ago	Today
Total RCA Related Contributions	\$12,042	\$ 8,967
Total Other Contributions (Partnerships-in-Mission)	\$ 6,000	\$10,050

Percentage of total budget contributed by living donors:

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

See Attachment B, Consistorial Report, and Attachment C, Annual Budget

12. Congregational Giving:

Number of those whose annual contribution is:

Less than \$500	30
\$501 - \$1,500	9
\$1,501 - \$2,500	4
\$2,501 - \$3,500	5
Greater than \$3,500	3

13. Financial Assistance: Do you receive financial assistance beyond the congregation? (Rents, etc.) Yes

If yes, amount received last year: \$321,000

List other fund-raising programs that support the Church:

Klock Foundation Grant
Historic Landmarks Grant
Johnston Memorial Funds for the Museum, Churchyard Preservation, and
Flower Fund
Reserve Account (\$50,000)
Community Foundations Investment

14. Church/Sunday School Average Attendance:

Average Attendance Five Years Ago: 10

Average Attendance Today: 2

Comment on Significant Changes:

Religious education has always been an integral part of Old Dutch Church, although our current lack of young children, coupled with COVID, has meant we have not held traditional “Sunday School” in a couple of years. As a result, the Education Committee decided to expand its mandate to include all education – children, adult, religious, social action – and not strictly limit ourselves to Sunday School. With the addition of Bible Study, ODC Book group, guest speakers and weekend workshops, a more diverse group of people can be reached and included.

So as not to be repetitive, our outreach to the children during COVID is included in question #15. {Ellen}

15. Describe briefly all educational programs (including children, young adult and adult).

At Old Dutch Church we have a small but deeply engaged group of members who strive to understand and appreciate what God asks of us while also deepening our relationship with God and each other.

Our Bible study group, called *Playing with the Word*, meets weekly to study Scripture while praying and exploring how we can apply its lessons to our daily lives. We often focus our readings on the text to be featured in the upcoming week's worship service.

Our ODC book group meets regularly to read and discuss books that often relate to current social justice issues through the lens of our own Christian faith. A short list of recent titles the group has read includes: Jesus for President by Shane Claiborne, Crucial Conversations by Kerry Patterson et al, On Tyranny by Timothy Synder, America's Original Sin: Racism, White Privilege, and the Bridge to a New America by Jim Wallis, and The Book of Forgiving by Desmond Tutu.

ODC is also blessed to be part of the *School for Christian Living and Serving*, a ministry of Reformed Churches in the Hudson Valley which regularly offers extended courses in Biblical Studies and Theology for church members who want to deepen their knowledge and faith. Courses and lectures are given by theologically educated faculty.

In addition to our weekly educational programs, Old Dutch Church also hosts longer workshops to delve deeply into certain topics that are of special interest to our members. Our weekend workshop with the Reverend Hunter Mobley on the Wisdom of the Enneagram encouraged honest, reflective introspection to help members continue their own personal journey of authentic self-discovery. Recently, the Reverend Arlene Wilhelm led a series of Contemplative Prayer gatherings where we explored various types of centering prayer in order to welcome God's presence into the stillness of the moment.

Old Dutch Church also sponsors a range of outreach programs that seek to engage the broader Kingston community. Our guided tours of ODC's historic Cemetery and Catacombs are educational as well as engaging. We also welcome *Theatre on the Road* to stage their annual "living history" presentation in our Cemetery featuring some of the famous — and infamous — people from Kingston through the centuries. This past October, they presented “Boom Town”, Kingston in the Roaring 20's. Our yearly *Native American Thanksgiving Service* welcomes everyone in the community to participate and learn more about authentic traditions and the Native American perspective on this holiday.

We are particularly eager to expand our children's educational programming at ODC and cultivate valuable lessons in spirit, sharing, creativity and tolerance. We

are always looking for ways to encourage the few children we have at ODC to participate more deeply in our community by including them in the worship service in a meaningful way. During COVID, when we were unable to gather in-person, we sent home books and packets to the children for at-home study. Looking forward, we would love to engage more young people within the community as well as attract new young families to ODC. We believe that expanding our educational events to include creative crafts, music, and nature-oriented programming would help us expand our appeal among younger people. {Ellen}

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

Name of Group	Frequency of Meeting	Attendance
Senior Choir	Weekly, September - June	15
Handbell Choir	Weekly, September - June	8
Bible Study	Weekly via ZOOM	6-8
Reading Group	Weekly via ZOOM	6-8
Knitting & Sewing Groups	Currently not meeting (Covid)	

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

COVID, with its significant social-distancing restrictions, has had the most significant effect on the spiritual life of Old Dutch Church congregation over the last year. Importantly, this "new reality" was also the impetus for us to become more creative (as well as tech-savvy) and find new ways to maintain our community and fellowship.

At the start of the pandemic, in-person worship was suspended for a full six months. In its place, we began live-streaming our services via our Facebook account, making sure the link was posted in our newspaper ads, weekly emailed church bulletins, and outgoing answering machine message. This allowed people to attend from a distance, if they were ill, or hesitant to be in a crowd. It also allowed for the flexibility of watching the service any time after Sunday morning if people were busy. To our great surprise and delight, we found that our weekly viewer-ship expanded, and now extends significantly beyond the physical boundaries of Kingston, to connect with former (as well as new) ODC friends who live across the country and even internationally.

Live-streaming our service also had the additional, unforeseen benefit of teaching our worship leaders how to preach to an "empty church" and remain inspirational "virtually" online. Indeed, it was our greatest challenge and concern that we preserve our connected-ness as a community and continue to share the glory of His message even when meeting as a congregation in-person wasn't possible.

Once vaccination became widespread, we were able to resume in-person worship - masked and socially distanced - in addition to streaming Sunday service live via Facebook. We modified our after-worship fellowship - an important part of our gathering - by moving it outdoors to the picnic tables in the ODC Cemetery, offering bagged lunches for greater ease and safety.

Even as in-person worship was re-established, we continued to hold some of our services outside, weather-permitting, such as the service at Seed Song Farm with the Native American community. This was also true of the service we conducted to celebrate the retirement of Mary "Chiz" Chisholm, operator of Chiz's Heart Street, who has served Kingston for many years working tirelessly to house the homeless, indigent, mentally ill members of the community. Old Dutch Church also resumed funeral services for community and family members, serving as a place of comfort for those in mourning. We recognize that for many people attending memorial services, it may be their first time inside Old Dutch Church, and we are keen to make sure we offer God's love and comfort to everyone who attends. {Ellen}

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

Church Building - Sanctuary, Bethany Hall, Kitchen, Upstairs Meeting Rooms,
Church Offices
109 Pearl Street Parsonage
52 Main Street Office Building and Apartment
12-14 Maiden Lane Apartments
Uptown Post Office
Pearl Street Parking Lot

The purpose for the Church owning the buildings is to have the funds for our greater mission available. The community purpose is to offer below-market rents, especially for the apartments. {Rob & Lydia}

19. Do you plan any capital expenditure during the next five years? Yes

In the near future, we plan to have the church building re-pointed and also to renovate the former Pastors' Study spaces, both upstairs and downstairs.

Recently, we have completed a number of projects, including upgrading our carillon, renovating the pipe organ with the generous donation of a church member, replacing the protective coverings on our exterior stained-glass windows and repairing windows as necessary, and we have replaced equipment and the work island in the kitchen. {Rob}

20. Is there a mortgage indebtedness? No ✓

21. Pastor's Study: In church ✓

22. List all paid staff, in addition to the pastor:

Position

Commissioned Pastor	Full time
Administrative Assistant	Full time
Minister of Music/Choir Director	Part time
Organist/Pianist	Part time
Sextons (2)	Part time
Treasurer	Part time

23. Consistory Membership: What method is used in selecting members?

A Nominating Committee composed of both Consistory and Congregation members contacts individuals to ascertain their interest and willingness to serve on Consistory. The names of those who have accepted and been approved by the current Consistory are published for three weeks prior to a Congregational Meeting held for the purpose of electing Consistory members. Nominations from the floor are also accepted at this meeting. The names of those elected are then published for three weeks prior to the Service of Ordination and Installation of Consistory members.

{Pat H.}

Please list present Consistory members and occupations; indicate Elder/Deacon and Male/Female

Female, Elder - Musician & Farmer
Male, Elder - Commissioned Pastor & Shepherd/Inn Keeper
Female, Elder - Healthcare Administration
Female, Elder - Healthcare Administration & Treasurer/Finance
Female, Deacon - Psychotherapist
Female, Deacon - Real Estate
Male, Deacon - Musician & Teacher
Female, Deacon - Doctor of Chinese Medicine & Social Media Specialist

24. What leadership roles do women currently fill in your church?

Senior Pastor, Vice-President of Consistory, Elders, Deacons, Choir Director, Organist/Pianist, Sexton, Administrative Assistant.

25. In our congregation...

Most have had up to twelve years of formal education as well as some education beyond high school.
Many have a college degree.
Few have a graduate degree.

26. In our congregation...

Few are Scientists & Engineers, Farmers.
Many are Business People, Students & Teachers, Office Workers;
Other: Healthcare workers, Artists, Musicians.

27. Special training/experience desired.

Counseling, Psychological Training, Music, End-of-Life experience, experience with Social Media, ability to delegate, identify spiritual gifts in others, experience in growing leadership, patience with diversity, and a vision around social justice.

28. Languages:

Should your pastor be fluent in any language other than English? No

29. The salary we are prepared to offer our new pastor is in line with that recommended by the Reformed Church in America.

Salary and benefits guideline is attached. *See Attachment D.*

The average annual increase to our pastor over the past three years was 2.5 to 3%.

30. Is a parsonage provided? Yes

If so, is it on site with the church? No

If the parsonage is not on site with the church, how far from the church is it located?

Three blocks.

31. Is a Minister's housing allowance in lieu of a parsonage a negotiable option?

Yes

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

Base Salary per RCA guidelines; a Parsonage or Housing Allowance per RCA guidelines; Travel Reimbursement, Social Security (standard amount); Book Allowance, Continuing Education Allowance, Provision for Sabbatical, all per RCA guidelines.

Retirement Yes /

Major Medical Insurance Yes /

Health/Hospital Insurance Yes /

Life Insurance Yes /

Dental Insurance Yes /

Unemployment Insurance Yes /

Disability Insurance Yes /

Annual Vacation (Number of Weeks) - 4 Weeks Vacation plus 1 Study Week.

Necessary Comments regarding above: Please see the attached Classis guidelines for requested dollar amounts.

32. Community served: Small City, 10,000 - 49,000 residents

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

We've cooperated with Temple Emanuel on the Community Thanksgiving Service and the Community Christmas Dinner. We hold our annual Native American Service with the Association of Native Americans at Thanksgiving as well as several other programs throughout the year to which the greater community is invited. We are

involved with the Ulster Immigrant Defense Network (UIDN) housed at Holy Cross/Santa Cruz Episcopal Church; and we still have some involvement with Clinton Avenue Methodist Church but less since Caring Hands, their in-house feeding program has ended.

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

UIDN (Ulster Immigrant Defense Network), Mentor Me, People’s Place. See attached Partners/Collaborative Ministries List. *See Attachment E.*

35. What denominations or religions are present within three miles of where your church is located.

Almost Everything!!

- | | | |
|---|-----------------|------------------------|
| AME | AME Zion | Baptist |
| Christian Scientist | Congregational | Episcopal |
| Evangelical | Greek Orthodox | Islam |
| Jehovah’s Witnesses | Lutheran | Methodist |
| Mormon | Orthodox Jewish | Pentecostal |
| Quaker | Reform Jewish | Roman Catholic |
| Seventh Day Adventist | SUFI | Unitarian Universalist |
| Reformed Church in America (4 within 3 miles) | | Buddhist |

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

As Reformed Christians, we understand that God sends people to our church. We understand it is our job to receive them as being sent from God. As a church, we support events which bring many people to our doors. Through hospitality and welcome, we reach out to our un-churched community. By opening our building, hall, and sanctuary as a venue to a broad range of secular events, we bid our community to come. We excel in preaching the gospel without words. Our welcome is how we express our God’s unconditional love. We believe this is what we are commanded to do. All are welcome. {Rob}

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

About average for our community. √

38. Describe the community and school system.

Website for the City of Kingston: <https://www.kingston-ny.gov>

Website for Kingston City School District: <https://www.kingstoncityschools.org>

Also attached is a recent New York Times article entitled: “Kingston, N.Y. A Historic Hudson City ‘Preparing for Better Opportunities’”. *See Attachment F.*

39. Record of last three pastors:

Name	Dates
Rev. Dr. Renée House	2013 to 2021
Rev. Kenneth Walsh	2004 to 2012
Rev. Dr. Willis Jones	2000 to 2002

40. Please complete your profile with the following contacts:

Name	
Lydia Newcombe	Vice-President of Consistory
Rev. Dr. Amy Nyland	Classis Supervisor

Section B. Reflections

Please answer the following questions, adding your own experiences where appropriate

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

Statement of Identity and Mission

We are a community of Christ in the heart of Kingston. We have received and we proclaim the good news of God's reconciling, welcoming, and transforming love in Jesus Christ. As a Reformed congregation, we strive to embrace all of God's people regardless of age, race, color, history, sexual orientation, gender identity, marital status, mental or physical abilities, or social-economic status.

Through the presence and power of the Holy Spirit, we seek to be both sign and instrument of God's reign by welcoming every person to worship, love and serve God, and to love and serve our neighbors as ourselves.

We embrace the following missions:

- a. To offer God's word, prayer, and the sacraments
- b. To offer community, education, and music
- c. To offer sanctuary, care, and advocacy
- d. To offer hospitality to and partnership with community groups
- e. To steward and offer the gifts we have been given, including our Reformed traditions, our heritage, and our space.

2) What goals have been developed from your mission and vision over the next 5 years? (Example: new programs or outreach ministries.) Include long-range or strategic plan.

Plan to keep our ears and eyes open to God

Using arts and culture to build community

Reparations to the African-American Community through our music

Room for All Affirmation

Apologies to the African American and Native American Communities

See Attachments G, H, I

{Rob}

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

At Old Dutch Church, we are proud of our “wide front door.” We believe that our greatest strength as a church and community lies in our diversity –in who we are, our various backgrounds and current lifestyles, and in our beliefs and perspectives. We are keen to reach out to people from different cultural backgrounds, ethnicities, races, socioeconomic levels, capabilities and age groups. Indeed, we welcome those who live, think, look and vote differently from ourselves. Not only do we take God’s mandate to include all people in Her calling seriously, we believe it makes ODC a more interesting and invigorating place to call home. God created human beings in Her own image – reflecting various races, languages, personalities, passions and perspectives. We believe the more diverse ODC is, the more clearly we will be able to see God’s image. In our opinion, a diverse congregation is essential to help us to know God better. Certainly, welcoming people from different cultural backgrounds opens our talent pool to musicians who have studied different styles, to speakers with different emphases, and to leaders who have faced different challenges. Our diversity makes us more creative, more open-minded, and more empathetic. Practically speaking, we also believe that our financial security is another true strength of our church. Our steady stream of finances from outside income sources allows us to focus on what matters most: following God’s teachings and delivering Her message to the community, rather than concentrating on fund-raising and worrying about weekly donations. {Ellen}

4) Explain the strategies or idea that most excite your church in becoming or remaining missional.

We are excited about the ever-expanding ways that Old Dutch expresses the love of God in our community. We have a mission that values every person and seeks to meet them where they are. On any given Sunday, our service includes a diversity of people in not only race, economic status, education, but also beliefs about God.

We welcome everyone and offer them hospitality not only on Sunday but all throughout the week. Our church attracts lots of visitors and we are happy to give them tours. We count among our community several homeless people who are given food, warmth, respect, and encouragement. We also host more than a dozen different support groups weekly to do our part helping our brothers and sisters regain their humanity and dignity.

We are proud of our purpose as a Community Center going back to 1659, our historic purpose, our genealogy records, and our involvement in the Revolutionary War.

We value the ways embracing diversity has caused us each to grow as people. Before COVID-19, we would sit down with one another during a service or each week after the service and have fellowship with a full meal. We are encouraged to stretch to truly get to know those who are different from ourselves. We invite others into our church home and into our hearts. We get to know a mysterious and sometimes strange God through meeting others who reflect God differently than we know God.

Then we recognize how good it feels to lay aside judgements and connect, really, connect, with our hearts. That is our mission.

Even during COVID-19, we aspire to create those moments as best we can. Simply put, we believe our mission is to connect with all of our brothers and sisters in Christ and do what we can to be of service to them on their journey in this life. {Willow}

5) Name 3 of your church's most passionate hopes and why they are significant.

a. To build leadership within the Church

We have a congregation that is relatively new to the Church, and growing slowly. Few of our current members were here 20 or even 10 years ago. We have lost many of our past leaders. However, the Church feels like a new organism, going in new directions, and there is leadership potential in many of our new members and adherents. We are still learning about the gifts of our people, and we hope that once they have confidence in us and in their role here, they can help lead us down new paths of action. Although some of our people are those whom society would call disabled, they are abled in different ways and have much to teach us about their faith and the compassion taught by Jesus Christ.

b. To build greater diversity into our congregation.

When we signed the Room for All petition in 2012, we had hoped to become a safe and welcoming place for all LGBTQ people. We tried to work with the LGBTQ Center toward this goal, but found people so harmed by virtually all religions and their hostility that they were not interested in returning to any church. We have made progress and have been enriched in ways we could not have predicted by our LGBTQ members and adherents. We are also sadly watching the Reformed Church in America break apart over the issue of LGBTQ

ordination and marriage rights. We hope to be a leader in what remains of the Reformed Church as an example of how we can honor and cherish all God's children and all the diverse populations who find a safe home in our midst.

c. To build greater cross-age ties within our congregation, so as to start building leadership skills in our young people and to learn from them - the young shall lead us. Many young people may not be acquainted with older folks not related to them, but we find that the generations have much to learn from each other.

{Lydia}

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

We want all people who walk through any of our doors to describe their visit in two words "LIFE CHANGING". Okay we have some work to do on this one. But yet many lives have been changed, surely all our members would confess this to be true. But we would like "life changing moments" to happen and to be recognized every time and anytime someone comes to visit. Is that expecting too much? "If you can?" said Jesus. "Everything is possible for him who believes." (Mark 9:23) As a rule, we have a strong, positive reputation in the community and believe in entertaining angels unaware.

{Rob}

7.) Name at least one challenge facing your new pastor.

We don't have challenges, we have opportunities.

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

Recovering from the pandemic

Continue to be an open and welcoming congregation

Same goals and vision as Reflections #2

Have imagination and a sense of humor, their own vision and acceptance of ours

Become a center for music, art, performing arts

We have no "long-range" plans but hope that our current "short-range" plans will continue on and become long-range.

Continue to seek what is the "new thing God is doing"

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

Though our numbers be small, we sense a faithful, loving, affirming, holy remnant within our midst; we feel the Spirit among us. We have financial stability, sound buildings, and would like to think we possess open minds. Our church is one of a very few church buildings to be designated as a National Historic Landmark. History surrounds us as a congregation (we lovingly and respectfully call our pastors, “Domine”); our baptism and marriage records have been kept in continuous succession since 1659, and many in this country can trace their family roots to our congregation. We can trace our own reforming roots back and see how far our congregation has come in the discovery of what it is to be a people of God. We can use our past to position ourselves in meeting God in the present and look to the striking new things God has prepared for our future. We hope to ever be a beacon for love and an example to the world of tolerance, generosity and all things Christ taught us to be.

{Rob}

