



VOYAGE CHURCH
LIVE THE LOVE



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Dear Lead Pastor Candidate:

We are excited that you are considering the position of Lead Pastor at Voyage Church. It is our prayer that God will direct us to the right person who will lead our church into a new stage of growth and impact.

We deeply value diversity and strive to be a “house of prayer for all nations,” consisting of people from all ages, ethnicities, socio-economic statuses, cultures, and spiritual gifts. Voyage is a seven-year-old congregation, planted by the Southwest Michigan Classis of the Reformed Church in America.

The Classis donated the former Fourth Reformed Church’s facilities to Voyage Church, debt free. We have a worship center, community room, gym, offices and numerous ministry rooms, plus several acres of land. This was a unique blessing for a church plant and now, an organized church.

We hope that our church profile and job description will give you a deeper understanding of our mission and passion as a congregation in the Kalamazoo area. Our website will also provide additional information: thevoyagechurch.com.

If your spiritual gifts and ministry passion align with our mission, vision and core values, please follow the instructions of our application process at the end of this document.

Thanks again for your interest in this position and together, may we pray for God’s leading and discernment.

Sincerely,

Search Team



Dave
Bruininks



Paula
Davis



Ron
Ehlers



Thomasina
Guidry



Andy
Nichols



Emily
Seaver



Rachel
Tran





Live the love



MISSION

Live the love.

VISION

Helping people take their next step with God.

CORE VALUES

Our core values, indicated below, shape the culture and priorities of Voyage Church. It is through these values that we strive to grow closer to God, grow closer to one another, and grow closer to people in our community and world.

- **SPIRIT-DEPENDENCE**

Voyage Church strives to rely on God's Spirit in prayer, in God's Word, communication with God, and transformation in Christ. We believe that "the Holy Spirit will teach us all things." (John 14:26)

- **AUTHENTICITY**

Authenticity means being real, being the same person in public and private, humble and honest. We look to the Fruit of the Spirit (Galatians 5:22-23) to teach us how to be authentic.

- **UNIFIED DIVERSITY**

Voyage Church deeply values diversity. We strive to be a "house of prayer for all nations," consisting of people from all ages, ethnicities, socio-economic statuses, cultures, and spiritual gifts. (Isaiah 56:7, Matthew 21:13)

- **HOSPITALITY**

We believe in stepping across the aisle, meeting people where they are, radical acceptance, walking across the room, meeting needs, and belonging. Come find a home at Voyage Church. We strive to "accept one another just as Christ has accepted you." (Romans 15:7)





Then Jesus came to them and said, “All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely, *I am with you always* to the very end of the age.”

—Matthew 28:18-20

VOYAGE'S 7-YEAR VISION

Accomplished over a seven-year period, from 2018 to 2025, we envision Voyage Church as a breathtakingly beautiful expression of God's crown jewel of creation—people.

We envision an increasingly diverse mix of people of all ages, ethnicities, socio-economic statuses, cultures, backgrounds, and spiritual gifts. And as the church grows increasingly diverse, we envision each person growing in love for God, unity in Christ, reliance on the Holy Spirit, and love for one another and all people.

In short, we envision a church where the grace of God permeates so deeply that there is no distinction between living and loving.

Our spiritual compass as a church body will increasingly compel us UP in dependence on the Spirit, IN as we rely on the fruit of the Spirit to teach us how to be authentic with one another and OUT as we minister to the diverse array of people in God's world.



A disciple is a learner who loves God, loves people and is bringing Jesus' life to this world. And, ultimately, success is making disciples who make disciples.



“If you want to go fast, go alone.
If you want to go far, *go together.*”

—African Proverb



CORE BELIEFS

Voyage Church is an organized congregation within the Reformed Church in America (RCA). Our affiliation with the RCA, as well as the beliefs of our leadership, have helped us define our core beliefs.

GOD

We believe in a Triune God who exists in three equally divine persons, Father, Son, and Holy Spirit. God is "eternal, incomprehensible, invisible, unchangeable, infinite, almighty, completely wise, just and good." (Belgic Confession, Article 1). We believe in a sovereign God who is the creator of all things visible and invisible, who sustains and rules over creation in an active relationship of love.

REVELATION

We believe that God has revealed Himself to us through the beauty of creation and through Scripture. Creation shows us God as creator, but creation alone is not sufficient to know God as Redeemer. The Bible is God's self-revelation, revealing Jesus Christ, who is the "image of the invisible God." (Colossians 1:15)

THE FALL

Human beings started out able to follow God's will perfectly as we were created in His image. However, we chose to turn away from God in an act of disobedience. Original sin is the belief that since the fall of humanity into sin, all humans have inherited a sinful nature. We believe in total depravity—that because of the fall, human nature is deeply corrupted by sin.

SALVATION

Jesus Christ came to reconcile us with God. Through the sinless life and perfect sacrifice of Jesus Christ, we are able to have the gift of salvation. We believe that we are justified by faith, not by anything we have done. We believe the words of Jesus Christ that "no one can come to me unless drawn by the Father who sent me." (John 6:44). God gives us the faith to accept salvation as an act of undeserved grace, without any consideration of the things we have done.

HOLY SPIRIT

We believe that the Holy Spirit makes us aware of our need for Jesus Christ and provides the Christian with power for living. The Bible states that "God sent the Spirit of his Son into our hearts" (Galatians 4:6) and that the Spirit of Truth "lives with us and will be in us" (John 14:17). God's Spirit gives a variety of spiritual gifts to believers and also enables us to live out the fruit of the spirit. The Holy Spirit teaches, counsels and guides us into all truth; intercedes for us through prayer; and reshapes our hearts to better match the heart of Jesus.

THE CHURCH

The church is Christ's body on earth. Scripture calls the church "the body of Christ" and calls Christ as the head of the church. We believe that the marks of the true church are the proclamation of the Gospel, the administration of the sacraments, and the practice of church discipline. The church is called to embody the gospel of Jesus Christ both in word and in deed.

RESTORATION

God has secured redemption through Jesus Christ, however, we have yet to experience its fullness. We look forward to the day that God will bring about the ultimate restoration of all things. As believers we are united to Christ, both in his death and his resurrection. We believe that we will be raised to new life in body and in spirit.



VOYAGE MINISTRIES



Up - Growth towards God

- Sunday worship
- Daily scripture readings
- Voyage prayer team
- Fasting



In - Growth towards one another

- Kids crew
- Anchor youth
- Life groups
- Impact groups
- Discipleship pathway



Out - Growth towards others

(Missional Opportunities)

- Guatemala - Kids Alive International
- Operation Christmas Child
- Care for foster families
- Service opportunities through impact groups
- Voyage specific ministries
 - Loaves & Fishes food pantry
 - Garden of Eatin'
 - Quilts for Community



Partnering with missionaries locally and globally. See full list at thevoyagechurch.com/missions

VOYAGE STAFF

Administrative and support staff keep the church's operations running smoothly.

Pastor Steve

Petroelje
Transition Pastor
(Full-Time)



Jazzmyne

Guidry
Kids Crew Director
Nursery through Fifth Grade
Childrens Ministry
(Part-Time)



Pastor Adam

Arocho
Associate Pastor
Worship Leader, Youth Pastor
(Middle and High School)
Marketing (Full-Time)



Pastor Roy Ackermann

Pastor of Discipleship
Groups | Hospitality
(Part-Time Volunteer)



Sue

Newman
Administrative Assistant
Operations
Church Newsletter
(Part-Time)



Dave Jager

Custodian
Building Custodial
(Part-Time)



NAVIGATION TEAM

Elected governing body of Voyage Church

ADMIRALS (ELDERS)

They focus on governance, prayer, nurturing, and oversight of the congregation.

Don
Visker
Vice President of
Navigation Team



Mark
Bonham



Ekwutosi
Nnebedum



CAPTAINS (DEACONS)

They focus on vision, leadership development, ministries of mercy, service and outreach. Each captain oversees specific ministries—up, in, out, and overhead.

Alicia
Wyman



Holly
Glerum



Jeff
Termolen



Brent
Stensland

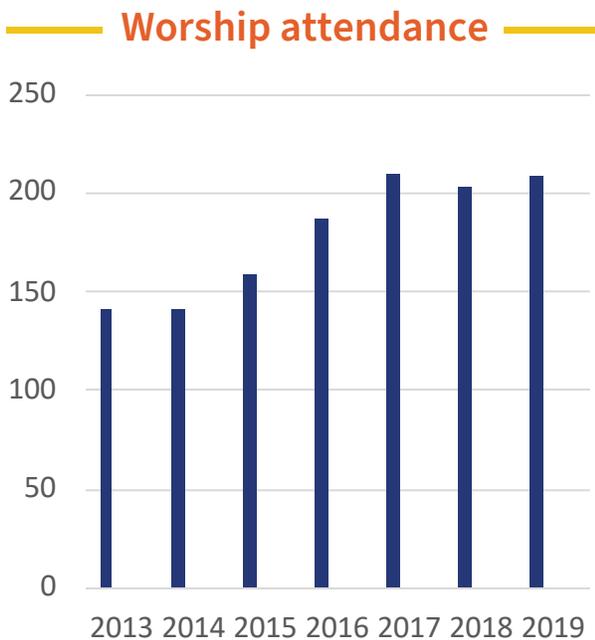


VOYAGE CHURCH BY THE NUMBERS

MEMBERS AND ATTENDANCE

238 VOYAGE MEMBERS

A 89% increase in four years



Voyage's community pop.

Kalamazoo County	265,066
City of Kalamazoo	76,545
Oshtemo Township	23,175

THE WORK OF THE MINISTRY

17 MINISTRIES

Anchor Youth, Congregational Care, Food Pantry, Greeters and Engagers, Kids Crew/Nursery, Kitchen, Music, Prayer Team, Quilts for Community.

9

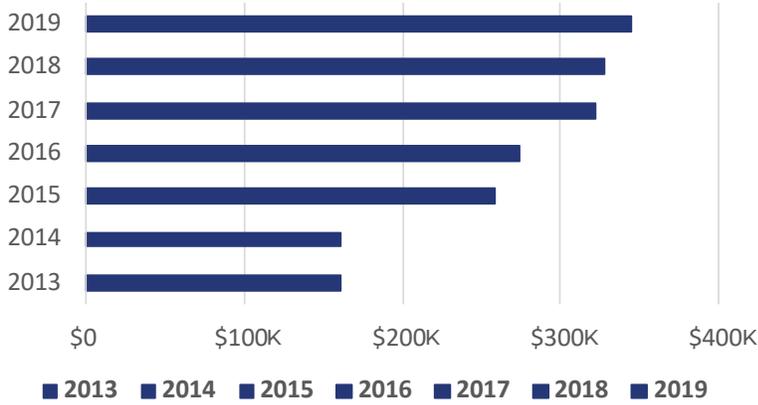
IMPACT GROUPS

Small groups that engage special interests, from campus ministry to racial reconciliation to empowering women.

140 BAPTISMS since 2013

Performed both at Voyage Church and at our ministry in Guatemala.

Offering

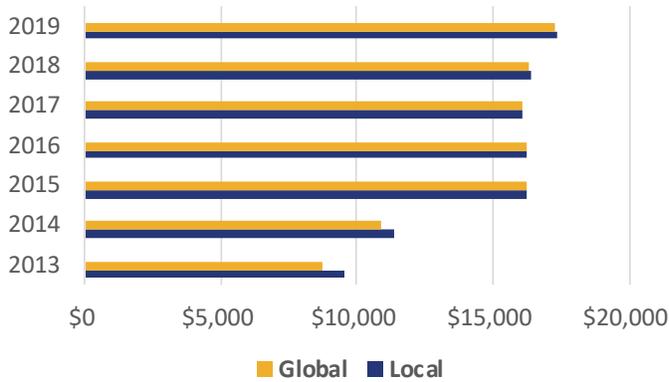


Gender



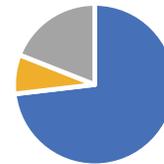
■ Male ■ Female

Mission giving



■ Global ■ Local

Age



■ Adults ■ Teens ■ Kids

Each of you should give what you have decided in your heart to give, not reluctantly or under compulsion, *for God loves a cheerful giver.* —2 Corinthians 9:7



Step Up Together CAMPAIGN

Three year (2019-2022) Capital Campaign

AMOUNT PLEDGED
\$331,824

AMOUNT RECEIVED-TO-DATE

\$161,545.58

- New roof on the gym (paid for and completed)
- All new HVAC units (one replaced to date)
- New asphalt parking lot
- Connection to Oshtemo Township sewer

Mission giving

Voyage Church intentionally donates 10% of our tithe income to local and international organizations that help to spread the gospel. Since our inception Voyage Church has been able to give over \$200,000 locally and globally to advance the kingdom. Every quarter we publish how much money is going to be given away and then we vote using “Voyage Bucks” for 2 local and 2 global organizations that will receive funding (organizations chosen by the Navigation Team).

Financials – 2020 High Level Budget Overview

TOTAL INCOME	TOTAL EXPENSE	DESIRED SAVINGS
\$396,000	\$376,260	\$19,740



“Bring the whole tithe into the storehouse, that there may be food in my house. Test me in this,” says the Lord Almighty, “and see if I will not throw open the floodgates of heaven and *pour out so much blessing* that there will not be room enough to store it.” —Malachi 3:10



KALAMAZOO-AREA COMMUNITY PROFILE

Voyage Church and its membership are blessed to reside in the flourishing community of **Kalamazoo County**, nestled in the small but also vibrant suburb of **Oshtemo Township**. Our county has a population of about 265,000, while the county seat, the **city of Kalamazoo**, has more than 76,000 residents. Oshtemo is home to just over 23,000 people.

In our surrounding community, there is great opportunity to demonstrate the love of Christ to the unchurched and unsaved and carry out the Great Commission, as we are commanded by our Lord. While nearly 40% of the county's residents have some religious affiliation, 62% are not affiliated with a congregation, according to the 2010 Association for Statisticians for American Religious Bodies' census. Following Catholic and non-denominational congregations, the Reformed Church in America is the county's third largest religious group, by ASARB's estimation.

Making it a wonderful place to live, worship, work and play, our community has many laudable attributes. The greater Kalamazoo area has a strong reputation for education, a life sciences and medical sector with globally known companies, and a natural environment that has all the hallmarks of **"Pure Michigan" beauty**.

The city of Kalamazoo is so committed to the benefits of higher education that its public-school students can go to college for free, thanks to generous anonymous donors who have earmarked untold millions so that thousands of young residents can earn a college degree at one of dozens of participating colleges across the state. The program is called the **Kalamazoo Promise**.

There are nine K-12 public school systems in the county, **dozens of private and parochial schools** and a county district dedicated to supporting school systems and serving children with special needs. We also have a **strong home-schooling community**, with several organizations dedicated to serving families who educate their children at home.

The area has the range of higher education offerings, as well: **Western Michigan University**, a large, public teaching and research institution; **Kalamazoo College**, a small, private liberal arts college; **Kalamazoo Valley Community College**; a two-year post-secondary school; and other higher education institutions that have satellite campuses here.

Kalamazoo has a diverse business community but also a long history in the life sciences and medical industry, from



startups in **WMU's Business Technology Research Park** to such long-established businesses as **Stryker Corp.**, a global medical device company, and **Pfizer**, a pharmaceutical company in world headlines as the manufacturer of one of the first COVID-19 vaccines. Kalamazoo has one of the state's newer medical schools. The **WMU Homer Stryker M.D. School of Medicine** was formed more than 10 years ago in a partnership between WMU and the community's two teaching hospitals, **Ascension Borgess** and **Bronson Healthcare**.

Our community has a variety of outlets for outdoor enthusiasts, whether it's riding on the 22-mile **Kalamazoo River Valley Trail**, kayaking one of the region's many lakes (or the "big" lake of **Lake Michigan** 45 minutes away), or exploring God's creation at the **Kalamazoo Nature Center**, **Kellogg**

Biological Station or Kalamazoo County's many parks. Birthplace of the Gibson guitar factory, Kalamazoo also has a rich music heritage reflected



in a variety of outdoor festivals during summer months. The community's arts scene also is showcased at the **Kalamazoo Civic Theatre**, **Kalamazoo Institute of Arts**, the **Kalamazoo Valley Museum** and other venues.

In short, this community is a great place to make a home and to share the love of Christ.



LEAD PASTOR JOB DESCRIPTION

Voyage Church | Kalamazoo, Michigan

Who We Are Searching For

We are searching for a candidate with a strong commitment to serving Jesus Christ as Savior and Lord and who consistently maintains a growing and deepening relationship with Him. The ideal candidate for this role will be marked by gifts of biblical preaching and leadership and have a passion for equipping people to live out their faith. He/she will align with Voyage's commitment to diversity and exhibit a willingness to try new and creative approaches to impacting the culture without compromising God's Word. He/she will agree with and be inspired to lead us to fulfill our mission to "Live the Love," our vision to "Help people take their next step with God" and our core values of Spirit dependence, Authenticity, Unified diversity and Hospitality.

The candidate will build upon the work of the church planter who took a new position after planting Voyage and serving here for seven years. The candidate will build on the past as they lead and equip Voyage into this next season of ministry.

Primary Responsibilities of the Position

Preaching and Worship

- Studies the Word of God and submits to its transforming power
- Preaches God's Word under the guidance of the Holy Spirit in an engaging and relevant manner on 40+ Sundays including Easter and Christmas Eve. Arranges guest preachers for the services when you will not preach
- Teams with others to create Christ-centered, Spirit-filled, meaningful, relevant, and empowering worship gatherings
- Motivates the people of Voyage to read and study God's Word and share that Word with others, starting with their own families
- Shares in the administration of the sacraments
- Depends daily on God in prayer and models a lifestyle of prayer
- Works closely with the Prayer Coordinator to make prayer pervasive as Voyage seeks to become "a house of prayer of all nations, for all nations"

Leadership

- Models a Christ-like example as they humbly lead and serve at Voyage Church
- Champions the Mission, Vision and Values of Voyage
- Affirms and helps Voyage live into the God Dreams vision frame
- Intentionally invests into leaders, pointing them to Christ as the model leader
- Pays special attention to developing leaders of leaders (multiplication)
- Fosters strong relationships and trust between Navigation Team and staff by meeting with each member every two months
- Facilitates Navigation Team (consistory) meetings, Admirals (elders) meetings, God Dream meetings and Voyage gatherings
- Provides leadership that empowers and encourages paid staff and unpaid volunteers to most effectively impact the areas of ministry in which they serve
- Provides for the day-to-day supervision of the church staff, leads staff meetings and conducts annual performance reviews of staff who report to the Lead Pastor

VOYAGE CHURCH

LIVE THE LOVE

Connecting with the World

- Actively prays, studies, and listens in order to discern God's guidance for how Voyage engages locally and globally
- Champions and equips ministries that help Voyagers share their faith
- Equips Voyagers to be disciples who make disciples
- Models personal evangelism through connections with unchurched individuals, visitors, local outreach efforts and missional experiences

Care Ministry

- Oversees the ministry of the Care Team to ensure people are being nurtured and supported. This may include the Lead Pastor's involvement in care, weddings, funerals and crisis calls

Administration

- Provides for the organization of the Navigation Team, including the equipping of Admirals, Captains (deacons) and other team leaders to fulfill their roles
- Works with the Associate Pastor to facilitate classes that help newcomers learn how to deepen their commitment at Voyage
- Works with the Administrative Assistant to complete the annual consistorial report for the classis

Personal Qualifications

- Be a growing disciple of Christ and engaged in regular spiritual disciplines (personal devotions, worship attendance, prayer, solitude, intentional day off, etc.)
- Possess at least a Master of Divinity degree or similar level education from an accredited seminary
- Be or become an ordained minister of the Gospel in the Reformed Church in America (RCA)
- Welcomes and embraces diversity consisting of people from all ages, ethnicities, socio-economic statuses, cultures, and spiritual gifts

Accountability

- Maintains healthy boundaries and balances between family and work. Establishes office hours and maintains a personal weekly schedule with flexibility as needed
- Will complete a formal evaluation once a year with the Admirals
- Will utilize provided professional development time and funding
- Will take time to develop as a leader including the use of a coach (paid for by Voyage)
- Will participate in a monthly Classis cluster of pastors and carry out his/her responsibilities to the RCA Southwest Michigan Classis and the church at large

Compensation/Benefits Provided

- Base Salary
- Housing Allowance – Parsonage is not provided
- Retirement Plan contribution
- FICA/Social Security (.0765%)
- Medical Health Insurance
- Life Insurance
- Long-Term Disability Insurance
- Cell Phone Allowance
- Mileage Reimbursement
- Paid Vacation Time
- Professional Development Allowance
- Paid Professional Development Time
- Sabbatical After 7 Years

Open for discussion

- Dental Insurance
- Vision Insurance
- Church contribution into a Health Savings Account (HSA)

Love. That's where this church comes from and that is where it's going.



APPLICATION PROCESS

If after reviewing this profile, you believe God may be leading you to take the next step, we would like to hear from you. A candidate will be considered when we receive all of the following:

1. A letter of introduction including a brief summary of how you feel your gifts and ministry experiences may be a possible fit to serve as the Lead Pastor of Voyage Church.
2. Your profile/resume
3. References that can speak to your gifts, character and/or ministry experience (at least three). These references will not be contacted without your prior permission.
4. Link(s) to view one or two sermons (video, if able). Submitted sermons should be a good representation of your typical style/approach to preaching.

Please email all materials in PDF or Microsoft Word format to searchteam@thevoyagechurch.com or mail them to:

Voyage Church
Attn: Search Team Chair
6339 Atlantic Avenue
Kalamazoo, MI 49009

Thank you for your interest and prayerful consideration. We will confirm receipt of documents and contact candidates as we discern next steps.



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