



NEW HACKENSACK REFORMED CHURCH PROFILE

The Reformed Protestant Dutch Church of New Hackensack

Web address: <https://nhrc-church.org/>

Address:

1580 Route 376
Wappingers Falls, NY 12590-9514
845- 462-0810

E-Mail address for candidate application:
newhackrefchc@gmail.com

Classis: Mid-Hudson

Classis Supervisor: Rev. Luis Perez

15 Fins Lane, Apt E-310
Poughkeepsie, NY 12601

Telephone: 845 - 389 -5783

E-Mail address: dominieperez@gmail.com

Chair of search committee: David Grammerstorf

38 Farmington Rd
Wappingers Falls, NY 12590

Telephone: 845 - 354 -2984

E-Mail address: grammerstorf@verizon.net

Membership:

Time of worship	Five years ago	Today
Active Confessing Members	252	198
Inactive Confessing Members	140	201

Age of all active members (baptized and confessing)

8 %	0-20 years old
7 %	20-34 years old
10 %	35-49 years old
10 %	50-64 years old
65 %	65 years and older

Racial/Ethnic composition of congregation:

1	African American
0	Asian
98	Caucasian
1	Hispanic
0	Other: (please specify)

Worship:

Average Attendance (includes adults and children)

Time of worship	Average attendance Five years ago	Average attendance Today
10 am	35	110

Comment on significant changes:

The average attendance in 2020 was 35; however, that was during COVID.

The average attendance in 2021 was 90.

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

Traditional, but open to other creative styles of worship.

Typical order of worship:

- Prelude
- Call to Worship
- Gathering Hymn
- Welcoming Prayer/ God's Greeting
- The Call to Confession
- Prayer of Confession
- Words of Assurance
- The Law
- Anthem/Special Music
- Proclamation of the Good News
- Prayer of Illumination
- Scripture
- The Message
- Responding to the Good News
- The Offering
 - Doxology
 - The Offertory Prayer
 - Prayer Hymn
 - The Lord's Prayer
- Sending Hymn
- Benediction

Financial Information and Budget:



2026 Budget 1 21
2026 for Profile.pdf

Contributions:

	Five Years Ago	Today
Total RCA related contributions	\$00	\$00
Total other contributions	\$300,171	\$281,592

Percentage of total budget contributed by living donors:

100-90 %	
75-89 %	
60-74 %	<input checked="" type="radio"/>
45-59 %	
44 % or less	

Congregational Giving:

Number of those whose annual contribution is:

Less than \$500	49
\$501- \$1,500	33
\$1,501- \$2,500	19
\$2,501-\$3,500	11
Greater than \$3,500	23

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

If yes, amount received last year: \$57,920.

List other fundraising programs that support the church:

Nursery
Clothing
Bin
Scrap Metal/Bottle Collection
Annual Children's Craft Fair (Piggy Bank Bazaar)

Church/Sunday School:

Average Attendance

Average attendance Five years ago	Average attendance Today
7	6

Comment on significant changes:

Five years ago, it was during the COVID-19 pandemic. We were offering online church school that was primarily attended by older elementary through high school students. After COVID, we moved back to in-person classes. Due to that move, we lost some attendance from those students who preferred or needed to continue social distancing.

After COVID, we offered Sunday School, for 3rd through 9th grade, and began a Children in Worship program for ages 3-7. Over the years, the older age group, from late elementary to middle school, has significantly declined, primarily due to children aging out of the program without any new children being added. The attendance at the Children in Worship program has been steady since the program began.

We would like to focus on the growth of our youth population and increasing our church school attendance.

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

Children in Worship, ages 3-12, are held on Sundays during the school year. Confirmation Class, typically for 8th or 9th graders, offered in the spring. Adult Bible Studies, usually 3-4 per year, led by our preaching elders.

Church groups/organizations:

Name of group	Frequency of Meeting (i.e. weekly, bi-monthly, etc.)	Attendance
Congregational Life Council	as needed	10
Property Committee	monthly	8
Christian Education Council	~4 times per year	4
Worship and Music Council	monthly	9
Outreach Council	monthly	6

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

During COVID, we began to stream our worship services online. We have continued those online services which allow us to reach those congregants who cannot attend the services in person. A small congregation in Upstate NY who does not have a regular pastor is even able to attend our church remotely.

Buildings/ Staff/ Consistory:

The church complex includes a sanctuary and fellowship hall that were built in 1990 and an education center built in 1968. A colonial-style parsonage was built in 1840. Its kitchen was remodeled in the late 1990's.

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

The roof of our church buildings will need to be replaced in about two years.

Is there a mortgage indebtedness? No

Pastor's study: In church

List all paid staff in addition to the pastor:

Paid Position	
Christian Education Director	Part time ■
Youth Director	Part time ■
Choir Director	Part time ■
Organist	Part time ■
Bell Director	Part time ■
Sunday Morning Nursery Care	Part time ■
Nursery School Director	Part time ■
5 Nursery School Teachers	Part time ■
Office Administrator	Part time ■
Custodian	Part time ■
Financial Secretary	Part time ■
Treasurer	Part time ■

Consistory Membership:

Membership is open to all members of NHRC through the nominating process. The Consistory consists of 5 Elders and 5 Deacons. Each member may serve two consecutive 3-year terms. A member may return to the Consistory after a 1-year absence.

Please list present Consistory members (Put a check in the box where appropriate)

Elder	Deacon	Male	Female	Occupation
<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		Retired
<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		Retired School Administrator
<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	Retired
<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	Patent Services
<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	Retired Teacher
	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	Technical Program Manager
	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	Software Engineer
	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	Retired
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		Retired
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		Retired Environmental Engineer

What leadership roles do women currently fill in your church?

Elders, Deacons, Christian Education Director, Youth Director, Treasurer, Financial Secretary, Preaching Elder, Choir Director, Bell Director, Nursery School Director

In our congregation

	Few have...	Many have...	Most have...
Had up to twelve years of formal education			<input checked="" type="checkbox"/>
Had some education beyond high school			<input checked="" type="checkbox"/>
A college degree			<input checked="" type="checkbox"/>
A graduate degree		<input checked="" type="checkbox"/>	

In our congregation

	Few are...	Many are...	Most are...
Scientists & Engineers			<input checked="" type="checkbox"/>
Farmers	<input checked="" type="checkbox"/>		
Business People		<input checked="" type="checkbox"/>	
Students & Teachers			<input checked="" type="checkbox"/>
Industrial Workers	<input checked="" type="checkbox"/>		
Office Workers	<input checked="" type="checkbox"/>		
Other:		<input checked="" type="checkbox"/>	

Candidate Information:

Special training/experience desired

- Master of Divinity (M.Div.) from an accredited seminary, or Degree in Theology, or Certificate of Readiness for Examination.
- Experience and skills commensurate with our stated job description.

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

The salary we are prepared to offer our new pastor is \$ See below.

Is a parsonage provided? No

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 Guide \$39,024 - \$73,530
Housing Allowance	\$ 40% of base
Parsonage provided?	No
Travel Reimbursement	\$ 1,500
Social Security (Amount)	\$ 7.65%
Book Allowance (Amount)	\$ 500
Continuing Education Allowance (Amount)	\$ 1,500
Provision for Sabbatical	No
Retirement Annuity	\$ 8,987
Un-reimbursed Medical	\$ 2,000
Other (Specify Below)	\$See Below

Yes No Retirement
 Yes No Major Medical Insurance
 Yes No Health/Hospital Insurance
 Yes No Life Insurance
 Yes No Dental Insurance
 Yes No Unemployment Insurance
 Yes No Disability Insurance

Annual Vacation (Number of Weeks) 4 weeks

Necessary Comments regarding above:

Salary will reflect the classis scale with additional consideration for background and experience.

Community served:

Rural: Under 2,500	
Town: 2,500-9,999	
Small City: 10,000-49,000	
Metropolitan-Suburban: 50,000+	■
Metropolitan-Urban: 50,000+	
Metropolitan-Inner City: 50,000+	
Other:	

Cooperative Ministry:

- Dutchess Interfaith Council
- Wappinger Area Clergy
- Dutchess County Clergy
- Migrant Ministries
- CROP Walk
- Bridge Builders

Community involvement during the past year as an organization:

- Red Cross Blood Drives (4-6 per year)
- Monthly hot meals for Cannon Street low-income senior citizens
- Food donations to Liberty Station for homeless veterans
- Food pantry donations for local food pantries
- School supply collections for rural and migrant children
- CROP walk for hunger
- Mission of the month monetary donations to local charities (Hudson River Housing, Rural and Migrant Ministry, Meals on Wheels, Dutchess Outreach) as well as Church World Services
- Hudson Valley Bridge Builders

Denominations or religions present within three miles of our church:

St. Gregory's Orthodox Church
Mid-Hudson Korean United Methodist Church
Immanuel Church
Chapel Falls Christian Fellowship
Grace Bible Church
St. Martin de Porres Parish
Mid-Hudson Islamic Association
Mid-Hudson Chinese Christian Church
Vassar Road Baptist Church
Dutchess County Church of Christ
The Church of Jesus Christ of Latter-Day Saints
Chabad Lubavitch Center Synagogue
Hindu Samaj Temple of Wappingers Falls
Vineyard Community Church

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

Our strategy to reach unchurched people in our community centers on building genuine relationships and creating welcoming opportunities for connection. We believe outreach begins with service: showing Christ's love in tangible ways that meet the needs of our neighbors.

As part of that commitment, we offer several community-centered programs and events designed to open our doors to everyone, not just church members. Our New Hackensack Preschool serves families throughout the community, providing a nurturing environment where children can grow and families can connect with the life of our church. In addition, we host blood drives, our long-standing Piggy Bank Bazaar, and Kids Socials, all of which invite community members to experience our church in a friendly, non-intimidating setting.

Through these outreach efforts, our goal is to build trust, demonstrate God's love in action, and create pathways for people who may not currently attend church to explore faith and experience the warmth of Christian community.

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

About average for our community

Describe the community and school system:

The total population of Dutchess County is 299,963. The population density near New Hackensack Reformed Church is about 396 people per square mile.

NHRC is within the area of four school districts:

- Wappingers Central School District: www.wappingersschools.org
- Spackenkill Union Free School District: www.spackenkillschools.org
- Arlington Central School District: www.arlingtonschools.org
- Poughkeepsie City School District: www.poughkeepsieschools.org

NHRC is also within the area of:

- Vassar College
- Marist College
- Bard College
- Dutchess Community College
- Culinary Institute of America
- SUNY, College of New Paltz
- Mount Saint Mary College

Record of last three pastors:

Name	Dates
Keith Tamlyn	2002 to 2025
James Neevel	1975 to 2000
Gloria J. McCanna	1991 to 1999

Please complete your profile with the following contacts:

Name	
Roger Eddy	Vice President, Consistory
Rev. Luis Perez	Classis Supervisor

Reflections:

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

The mission of New Hackensack Reformed Church is to proclaim the good news of Jesus Christ according to the Word of God. As we grow in our commitment to Jesus Christ, we reach out in love, compassion, and kindness to the people of our community and our world. We share the blessings of Christ's love through worship, music, Bible study, prayer, education, mission, and service.

What goals have been developed from your mission and vision over the next 5 years?

Nurturing the internal life of our congregation is central to our mission for the next five years. We are committed to revitalizing our youth programs and Sunday school, offering creative, engaging ways for children, teens, and young families to grow in faith. We also hope to explore reopening our Stephen Ministry program to strengthen our capacity for compassionate pastoral care. Music remains a vital part of our identity, and we aim to expand our music program into a vibrant music ministry that enhances worship, encourages broader participation, and fosters community music exchange. Together, these ministries deepen relationships, strengthen discipleship, and create a worship environment that is welcoming, spiritually enriching, and supportive of all ages.

At the same time, we are committed to becoming a more engaged, welcoming, and community-centered church. A key goal is to increase our presence in community events, becoming a visible and approachable partner in the life of our town. We plan to expand outreach by strengthening ministries to veterans, individuals facing hardship, the less fortunate, and migrant communities. We also hope to build ecumenical and inter-religious partnerships that promote understanding and shared service with other faith communities. Additionally, we aim to increase participation in charity events and community service opportunities, so our church continues to express Christ's love in tangible, meaningful ways.

To guide these efforts, we will develop a long-range strategic plan that sets clear priorities, supports strong and consistent leadership, and ensures ministries remain aligned with our mission. This plan will help us navigate growth thoughtfully and sustainably, focusing our energy on areas of greatest impact. Collectively, these goals reflect our hope for a church that is spiritually strong, outward-focused, and full of life: a church that continues to grow in faith, service, and community presence over the next five years.

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

Our church is a vibrant, caring, and faith-centered community. We are proud to be an open and affirming congregation, welcoming all people to share in worship, service, and fellowship. Our dedicated volunteers and active councils work faithfully to support our ministries and ensure that our mission is lived out each day.

We are deeply committed to community outreach, serving others through programs that make a tangible difference in the lives of our neighbors. Our excellent facility is one of our greatest assets. It allows us to host a wide variety of ministries, gatherings, and events that meet the diverse needs of our congregation and community.

We offer a new pastor a warm, friendly, and supportive church family eager to grow in faith and service together. We are open to new ideas, willing to try new approaches to ministry, and excited about the opportunities ahead. With our strong foundation, engaged members, and high potential for growth, we look forward to partnering with a pastor who will lead us with vision, creativity, and faith.

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

Our congregation is energized by the many ways we can live out our call to be a missional church by serving others and sharing God's love beyond our walls. We are open to new opportunities to serve our community, always seeking creative ways to meet needs, build relationships, and make a positive impact.

We are especially excited about the use of technology as a tool for ministry. By embracing digital platforms, we can reach those who are unable to attend in person and connect with other congregations and communities near and far. We see technology not as a barrier, but as an opportunity to expand our outreach, strengthen communication, and extend our message of hope and inclusion to a wider audience.

Through openness, innovation, and a spirit of service, we strive to remain a vibrant, mission-minded church responding to God's call in new and meaningful ways.

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

1. Growth in Youth and Young Families

Our church is deeply passionate about nurturing the next generation in faith. We hope to see significant growth among youth, children, and young families, supported by creative and alternative programming designed to engage them in meaningful ways. This hope is significant because investing in young people strengthens the future of our congregation, brings fresh energy into our community, and ensures that our church remains a vibrant place for families to grow spiritually together.

2. Expanded Community Outreach and Visibility

We long to become a more visible and active presence in our local community through intentional outreach and community-focused events. This passion reflects our desire to be not only a welcoming church but also a church that reaches out to meet people where they are. Strengthening our witness in the community is significant because it allows us to build relationships, serve real needs, and embody Christ's love in everyday moments.

3. Inspiring Pastoral Leadership That Helps Us Reach Our Potential

Our church hopes for a pastor who is a strong, forward-thinking leader. We look forward to someone with an optimistic outlook who inspires us to grow, dream, and live into the full potential God has for us. This is significant because the right pastoral leader will guide us with vision, encouraging spiritual growth, unity, and renewed purpose as we pursue our mission together.

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

We hope that someone visiting our church would describe us as a community where the things that matter most are clearly reflected in the way we worship and welcome others. We hope they would say that our music is meaningful and uplifting, helping to create a worship experience that draws people closer to God. We also hope they would experience our congregation as open and affirming, a place where all people are valued, respected, and embraced just as they are.

A visitor would ideally notice, from the moment they arrive to the moment they leave, how warm and genuinely welcoming our church is. We want people to feel seen, known, and invited into deeper connection. We also hope they would recognize that we are a church that provides many opportunities to serve and get involved, encouraging each person to use their gifts in ways that make a difference both within the church and in the wider community.

Finally, we hope visitors would describe our church as a wonderful place for their children, offering a safe, nurturing environment where kids can grow in faith, build friendships, and feel at home.

Name at least one challenge facing your new pastor.

One significant challenge facing our new minister will be guiding the revitalization of our church and helping us discern how to prioritize that work. As a congregation, we are eager to grow, strengthen our ministries, and more fully engage both our members and our community. However, identifying which steps to take first, and how to allocate our time, energy, and resources effectively, will require strong leadership, thoughtful planning, and a shared vision. Our new minister will play a crucial role in helping us focus our efforts, inspire unity, and move forward with purpose as we seek renewed vitality in our life together.

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

Over the next five years, our vision is to grow into a church that is both vibrant in spirit and strong in leadership. We hope to become a congregation that openly welcomes new ideas. We trust that fresh perspectives can help us strengthen our ministry while embracing our rich heritage. We envision a future where creativity and openness guide us toward meaningful growth.

We also hope to see a full and thriving church, alive with people of all ages worshiping, learning, and serving together. A fuller church represents not only numerical growth but deeper spiritual engagement, renewed energy, and a shared sense of purpose.

In addition, we value stability and look forward to continued continuity in our leadership. We hope for a pastor who will partner with us long-term: someone committed to walking with our congregation through seasons of growth, challenge, and transformation. Strong, consistent leadership will allow us to build momentum, deepen trust, and pursue our mission with confidence.

Together, we envision the next five years as a time of renewal, growth, and faithful leadership that prepares our church for a flourishing future.

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

We want our potential pastor to know that our congregation is warm, welcoming, and deeply committed to both spiritual growth and community engagement. We are a church that values tradition but is also open to new ideas and creative approaches to ministry. Our members are passionate about nurturing children and youth, supporting families, and fostering meaningful connections across generations.

We are a community that takes service seriously. We are committed to reaching out to veterans, migrant communities, and those experiencing hardship. We strive to make a positive difference locally. At the same time, we enjoy vibrant worship, music, and fellowship, and we hope our pastor will share a love for inspiring and joyful worship experiences that engage both long-time members and newcomers.

Above all, we hope for a pastor who is a visionary and encouraging leader, someone who can guide us as we revitalize programs, strengthen outreach, and explore new opportunities to grow spiritually and numerically. Optimism, collaboration, and a heart for building community, both within the church and beyond, are qualities we deeply value. We want a pastor who will journey with us faithfully, celebrate our strengths, help us meet challenges, and inspire us to reach our full potential as a congregation.

