

Dear Members of Harderwyk,

Approximately four years ago, Harderwyk contracted Rev. Darwin Glassford to fill the role of Executive Pastor. This was a new role coming out of our realization that due to size and complexity of our staff we needed consistent management and leadership of staff. We have been and continue to be very pleased and grateful for his leadership and commitment to our ministries. Harderwyk is a unique, complex and exciting place, with growing and diverse worshipping communities, vibrant children and youth ministries, outreach ministries which range from local to international, and a strong team of pastors, staff and volunteers to carry it all out. Despite the challenges and necessary changes that we experience as we grow and develop ministries, things run quite smoothly around here; and this is due in a large part to the excellent leadership that Pastor Darwin brings. As we intend to move forward in our working relationship with Pastor Darwin, the time has come to transfer his ministerial credentials (licensure) here, rather than keeping them with his previous church, The Church of the Servant, in Grand Rapids.

Some Background Info... In order to hold the credentials of a Minister of the Word in the CRC, a call must be offered by the holding church. There are two types of call letters in the CRC. 1) The most common is a Standard Letter of Call offered to most preaching/teaching pastors in CRC churches; There are very clear stipulations regarding how these are written since they are open ended covenants between the pastor and the church. 2) The second type of call letter is a Term Letter of Call. The Term Letter of Call is used in situations where ordained pastors in the CRC who aren't employed as preaching pastors but have other types of ministerial employment, such as chaplains or missionaries, or Administrative/Executive pastoral roles as Pastor Darwin is with us. In these circumstances, the standard call letter isn't always an applicable fit, so Synod approved the Term Letter of Call as an alternative. The Term Letter of Call can be applied in special circumstances for a specific length of time, and can be renewable or extended as needed. After consulting with our church counselor and others leaders in the CRC and spending time in prayer to discern God's direction for our ministries, Harderwyk's Council has determined that a Term Letter of Call, renewable annually by a vote of Council, is the best way for us to move forward. This allows Pastor Darwin to continue in his current part-time employment with us, which is currently 32 hours a week. This also allows for more flexibility in allowing Council to renew his call annually as we evaluate our budget and ministry needs year to year. We have received approval from Classis (over->)

Holland and the Harderwyk Council has unanimously approved offering this annual Term Letter of Call to Rev. Darwin Glassford, retroactive to Jan 1, 2017. We are now coming to you, the members of Harderwyk Ministries to seek your support and approval of this call by way of a vote to occur on Sunday, June 18, across campus.

If you have any questions or would like further clarification, please don't hesitate to contact me via phone at 616-990-0556 or by email at rhonda@encompassmi.com.

Sincerely,
Rhonda Faber, Council Chair



About Pastor Darwin...For those of you who may not know Pastor Darwin's recent background, he began his service at Harderwyk while he was serving as Professor of Church Education at Calvin Seminary and felt those two positions complimented each other well. He transitioned from Calvin Seminary to Kuyper College a couple of years ago as their Director of Online Learning, (a part-time position) which also has proven to be a good compliment to his service at Harderwyk. Throughout these past four years he has continued to invest in leadership, project management, and financial/budget management training as part of his professional development plan here at Harderwyk, along with curriculum development and computer programming to round out his professional development plan at Kuyper College. Pastor Darwin says "My service at Harderwyk is challenging and fulfilling. I find great delight in envisioning a future, planning, team building and navigating difficult situations in pursuit of Harderwyk's vision of reaching the lakeshore and beyond with the gospel of Jesus Christ by equipping disciples and training leaders."