



Ecclesiastes 3:1 there is an appointed time for everything, and there is a time to every purpose under the heaven.

Today I want to let you know of a leadership change that is taking place within the Regional Synod of Mid-America. Effective January 1, 2021 Wayne Van Regenmorter will be transitioning into a new role of Facilitator of Multi-Ethnic Church Partnerships and Chad Schuitema will be stepping into the new role of Regional Synod Executive.

For the past year the Executive team of the RSMA has been planning for this time. Knowing that our Visionary Leader, Wayne Van Regenmorter, was looking for a change in his role we began, in March, to have conversations as to what that might look like moving forward. In August we met and looked at the giftedness and passions of Wayne and Chad and how we could better use them to walk alongside the ministries in the RSMA. We also attempted to identify what pressing, and future, needs were within the ministries in the RSMA.

From those conversations we created two new positions that are intentionally written to be both specific about role, title and areas of involvement, yet vague enough to empower both Wayne and Chad to use their unique gifts, develop tools and plans based on their perspective, resources and capacity. The new roles have job descriptions that prioritize what we think will allow the RSMA to better partner with the ministries in the RSMA in growing Gods kingdom.

This decision comes from a process between the Executive team of the RSMA and both Wayne and Chad. Personal conversations were conducted with both of them as well as a group dialog with them. We have asked both of them share a few thoughts with you about the process and future vision:

Wayne: *It's been tremendously exciting to see, experience and be fully engaged in what God is doing in the RSMA in making disciples who make disciples, who are springing up churches in Florida, Georgia, North and South Carolina, Latin America and elsewhere in fulfilling the Great Commission. Commissioned Pastors, mostly Hispanic, with church planting in their DNA are finding a home within the RCA as they identify and align missionally and theologically with Reformed doctrine and practice. In the midst of a COVID-19 pandemic, there are now 13 new church plants that belong to Classis de las Naciones, 4 which have become organized RCA congregations in the last few months, celebrating 42 new adult baptisms. All I can say is "to God be the glory" as I am humbled and gratified to be a part of what God is doing.*

As I shared my heart and vision with the RSMA Executive Team I asked if I could transition to a part-time position with the Regional Synod. Graciously the Executive Team and offered me this role. Basically I'll be working with Classis de las Naciones, the other classes' church multiplication teams or churches in our region sharing resources, events and opportunities, especially in Hispanic church planting. I will be connecting with existing RCA churches and leaders of emerging churches in sharing best practices from

growing multi-ethnic leaders and their churches and community. I will be helping to identify discipleship pathways, launch networks to support and promote disciples making disciples, resource church planters in the process of RCA certification, training and strategic planning. I will work to recruit new congregations and leaders into the RCA and help them in the process of ordination, commissioning and inclusion into the RCA, so they are equipped for ministry and theologically aligned with the RCA. I am grateful for the opportunity to serve and I want to thank you for the privilege of serving the RSMA as the Regional Executive/Visionary Leader for the past 14 years. I'll still enjoy the working relationship and partnership I have with Chad Schuitema, only in a different way.

Chad: *I'm excited and honored to step into this new role. I am thankful for an Executive Team that intentionally looked at giftedness and passions and incorporated that into our job descriptions rather than just keep things "as is." The RSMA has been led by an Executive Team that has continued to want to move ministry forward, and for that, I am extremely grateful. I have been committed to this work for a long time: prior to being called by the RSMA in Administrative and Ministry Leader role, I served as an Executive Team member, vice-president, president, and past president - all totaling over 14 years. I look forward to the challenges before us and know that both Wayne and I will flourish in these new roles while continuing to work together for God's emerging future in our region. I hope to further strengthen relationships and continue to provide helpful resources and be available for whatever way our classes and churches may need. Part of my gifting and training is in managing anxiety and developing healthy systems as well as helping churches engage missionally with their community. I will coach leaders, represent our region in relationship to the RCA, and if I don't know the answer I will find someone to connect you to who does. I will also help churches navigate the issues facing our denomination in regards to the Vision 2020 process and look to create a compelling case for ministry together as God continues to use us and bless us in the future. I trust God will use me for his purposes and am mindful of his continued calling on all of us. I look forward to conversations and working with our region in the coming months.*

We want to be clear that this not an announcement of Wayne's retirement. While his role will be that of "part time" he still has a lot of passion and energy for ministry. He loves, and is excited by making new disciples and seeing God's kingdom grow. This change allows him to live into that passion in a fuller way.

Chad is gifted in making connections and building coalitions. He is a great listener who can equip leaders and help develop healthy ministries. This change will allow him to grow in his giftedness.

With all that is going on in our world today, and what our ministries have to navigate through, we believe that this is the appointed time for this change to occur. The process is in place and Chad and Wayne are already making plans that will allow them to transition into their new roles smoothly.

On behalf of the RSMA Executive Team and in His service,

Bob Wierenga

President, Regional Synod of Mid-America