

CHURCH PROFILE FORM

Church Information:

Name: Faith Christian Reformed Church

Location of church [City, State/Province]: Burlington, Ontario

Classical Church Counselor: Rev. Joel Bootsma

Search Committee Contact:

Name: John Vanderhoek

Address: 3484 Ketelbey Court

Home: 905-379-9564 Cell: _____ Work: _____

Email address: searchteam@faithcrc.ca

Community Setting:

Location

- Rural
- Small Town
- Metropolitan
- Suburban
- Inner City
- Small City

Function

- Industrial
- College/University
- Agricultural
- Recreational
- Military
- Bedroom Community

Growth

- Growing
- Static
- Declining

Approximate population of community: 185,000

Church Profile:

We are open to:

- Male and Female pastors Female pastors only Male pastors only

List all staff positions:

- Lead Pastor
- Admin Assistant
- Building Coordinator
- Children's Ministry Coordinator
- Connections Coordinator
- Youth Coordinator

Position Available: Lead Pastor

Date of vacancy: May 2017

General position description:

The Lead Pastor, together with council, will provide overall spiritual guidance and leadership for the congregation and ministries at Faith Burlington CRC. This person helps develop and clarify the vision of Faith CRC and assists Council and Congregation towards fulfilling God's purposes for the church. The Lead Pastor serves as the primary teacher for the church. This person is also responsible for supporting and working with Council and the staff team to develop effective ministry in the congregation and in the broader community, particularly in the areas of leadership development, teaching, discipleship and pastoral care.

- Full-time Part-time

Bi-vocational position?

- Yes No

Number of years preferred of ministry experience of potential candidate:

5 years preferred

Required languages:

English

Church Demographics:

Average Sunday attendance:

250

Active adult professing members: 300

Profile of church members:

Age:

23% 0-11	13% 12-18	6% 19-24	12% 25-34
21% 35-49	19% 50-64	6% 65+	

Occupation:

15% Business 15% Professional

15% Trades 5% Stay-at-home parent

3% Agriculture 31% Student

8% Other 8% Retired

Percentage of members belonging to the congregation:

Less than 5 years	10%
5-10 years	20%
10 or more years	70%

Racial/Ethnic composition of congregation and surrounding community:

We are an increasingly diverse community and welcome people from all cultures and traditions; predominantly Caucasian.

Composition of congregation:

Mono-Cultural

Multi-Cultural

Specific Ethnicity (specify: _____)

List the last three persons in this position:

1. Kevin DeRaaf
2. John Groen
3. Peter Veltman

Worship:

How are members involved in planning and participation in the liturgy/worship?

- Worship Coordinator leads a team of 20+ worship team members.
- Each Sunday, the designated worship team leader plans a set list of songs that fit with the message and the joys or challenges the congregation is going through at that time.
- Members are encouraged to choose a song for special services (baptism, profession of faith)

Describe the worship services in your church:

- Reflective contemporary service, Team Led
- Follows basic order of worship with freedom and flexibility
- Use projection of lyrics and sermon notes with occasional videos
- Sanctuary contemporary style with platform, chairs (no pews or pulpit)

Describe the discipleship practices in your church for all ages of members and attenders:

Children

- Children's Director employed part-time
- Transitioned from a traditional Sunday school to Children's Worship and Journey Kids ministries that form the whole child with God in the age appropriate ways
- Vibrant Boy's club, GEMS program and Vacation Bible School

Youth

- Part-Time Youth Director
 - o Oversees Middle School and High School age ministries; highly relational ministry

Adults

- Part-time Connections Coordinator
- Women's Coffee Break
- Home Church is a key ministry intentional to adults
 - o High participation 50-60% are involved
 - o Most groups work with sermon-based materials out of morning sermons
 - o Goal: develop strong community putting faith into action in life
 - o Seasonal adult "Discovery" sessions
- Care Team to walk alongside those who find themselves in difficult and challenging circumstances
- Alpha church wide (Fall 2016)
 - o To process and nurture new believers and welcome these with questions about Christianity
 - o 90 participated
- Ridder church renewal
- FaithWalking - spiritual formation discipleship process
- Elders and Deacons support, encourage and partner with Care and Discipleship ministries.

Building/Financial:

Present annual budget: \$540,000

Last year's annual budget: \$513,800

Percentage of financial obligations met (last complete year reported): Budget
98%

Denominational Ministry Shares 52%

Classical Ministry Shares 100%

Amount contributed above budget and ministry shares: \$18,400

Specify (optional): Diaconal causes, Youth Ministries, Capital Fund

Facilities:

Describe facilities:

- Older
- Newly updated sanctuary and platform
- Recreation & Fellowship area
- Newly paved parking lot
- Children and Youth wing & classrooms

Are your buildings adequate for your ministries?

Yes No

If no, please explain:

Is a building program projected?

Yes No

If yes, describe what and when:

Does the church own a parsonage?

Yes No

Location of office or study: In Building

Compensation:

The salary range we are prepared to offer our new pastor is based on the CRC Minister

Compensation Survey for our area:

If other, please specify: [Adjusted to reflect merit, experience, and local cost of living factors.](#)

The average annual increase for this position over the past three years is:

\$

or

2.5%

Housing:

- Housing allowance
- Parsonage only
- Either of the above

Benefits and expenses:

- Pension
- Medical insurance
- Life insurance
- Social Security or Canada Pension
- Travel/mileage
- Continuing Education funds
- Continuing Education time allotted
- Sabbatical policy in place
- Annual vacation (# weeks)
- Other (please specify)

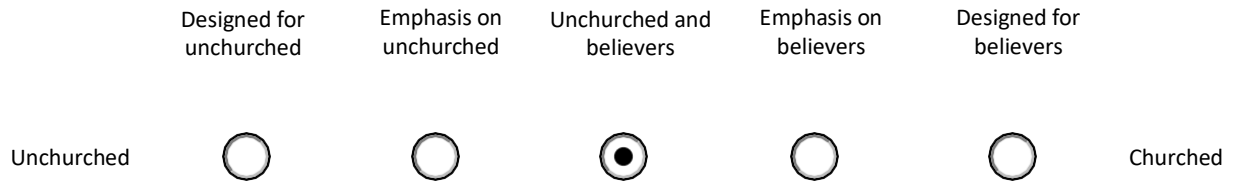
Church Characteristics:

[Check which one(s) are closest to your church's characteristics]

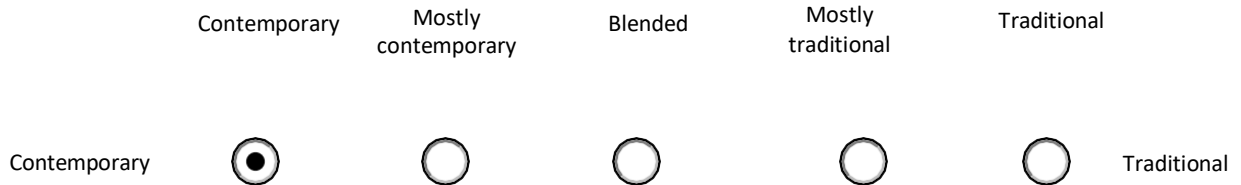
Presently, the FOCUS OF OUR CHURCH'S MINISTRY is



In our church, the WORSHIP SERVICE IS DESIGNED FOR



In our church, the STYLE OF MUSIC used in the worship service is



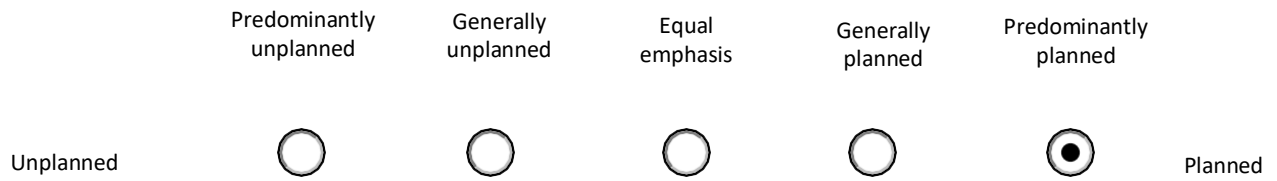
In our church, LEADERSHIP is generally provided by the



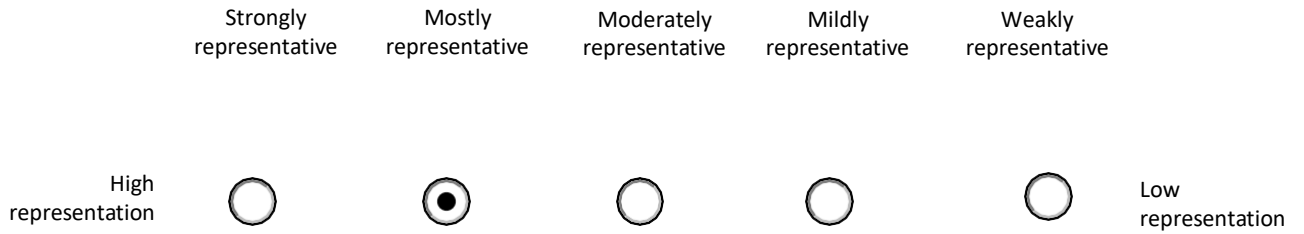
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through



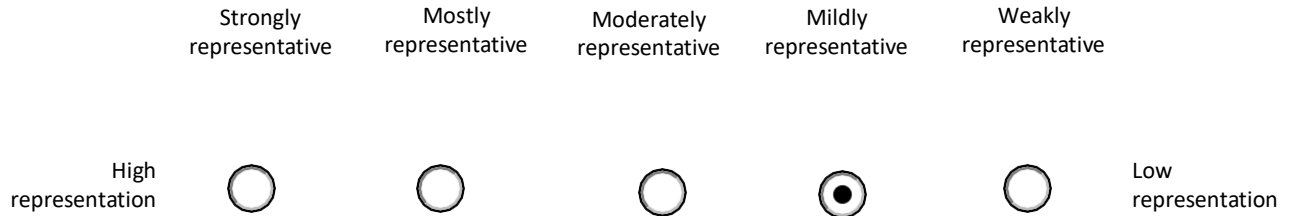
In our church, EVANGELISM STRATEGIES AND METHODS are



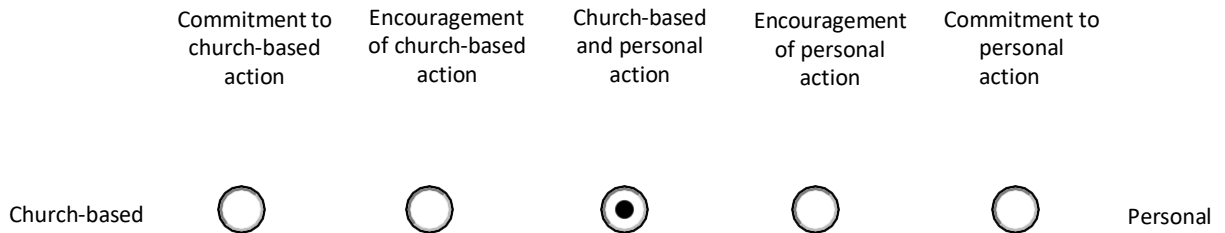
Our church is representative of the ECONOMIC DIVERSITY of our community



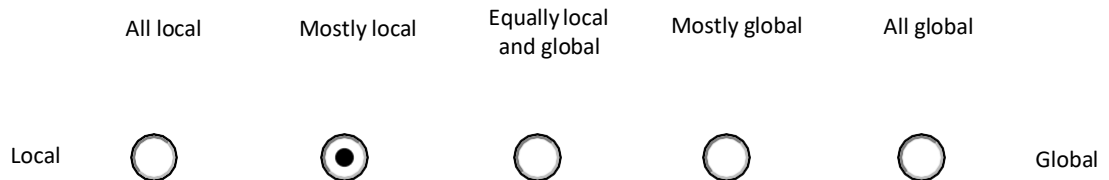
Our church is representative of the ETHNIC DIVERSITY of our community



Our church's RESPONSE TO COMPASSION, MERCY, AND JUSTICE NEEDS is



Our church's MISSIONAL FOCUS is



Narrative:

Do you have a recently articulated mission/vision for ministry?

Yes No

In what ways does your church participate in ecumenical activities?

- Ecumenical leadership with local pastors in our neighbourhood and community
- Ecumenical leadership - unify the voice of the church in Burlington - partnerships

Reflect on your strengths/gifts as a church:

We believe we are strong in the following areas:

- Sense of community, fellowship, and family
- Children programs
- Worship
- Community outreach
- Home church (60% of our members are involved in one)

Reflect on your passions as a church:

- We are passionate about growing deeper
- We are passionate about supporting local outreach programs.
- We are passionate about prayer. Making prayer the foundation of all our ministry activity.

List specific problems with which your congregation struggles:

- Busy culture
- We recognize that our facilities are aging (built in late 1950's and early 1960's) and are not always ideal for our ministries.
- "Churn and flow thru" of members and worship attendees due to the dynamic urban commuter nature of our community and its relatively high housing costs.

What has been the most interesting and challenging event in the life of your church in the last three years?

- Emergence of food based ministry for the community (30-50 families)
- Implementation of Faithwalking discipleship movement
- Church sponsorship of a refugee family of 6 from the Congo.
- Staff Transition when we closed the position of Pastor of Outreach and Discipleship.

List major goals that this congregation has set for itself or opportunities the congregation anticipates:

- a. That Faithwalking become a significant discipleship practice in the congregation.
- b. That ALPHA courses be ready, available and deployed on a regular basis to bring newcomers to faith.
- c. That missional activities such as food ministry and neighbourhood dinners lead to tangible maturing of newcomers to faith in Christ.
- d. Intentionally invest in the youth of the church and community to help them understand God's love for them and their place within the body of Christ and the church.

Describe what being Christians of Reformed accent means to you:

We, together with all Christians, are part of God's church worldwide. At the same time, we recognize that there are areas in which we understand Scripture differently, or place a different emphasis on it.

These include:

- **Sovereignty** – We believe that Jesus Christ is lord over all creation. There is nowhere and nothing that is outside his control. This breaks down the distinction between sacred and secular. We are called to do God's work in every area of our lives.
- **Covenant** – As Christians, we are in a covenant relationship with God. This relationship is expressed through infant baptism, by which children of believers are welcomed into the covenant, and later by making a formal profession of faith.
- **Kingdom** – We believe that Christians are called by God to participate in building his Kingdom. This means that God put us here for a purpose and we must seek to discern and carry out his will for our lives.

Describe your understanding of the relationship between the local church and the Christian Reformed denomination:

The local church is the primary place where ministry happens, and the denomination supports the local church in its ministry by providing encouragement and resources, as well as enabling local churches to participate in ministries that we could not do on our own.

We also are part of a family of churches and the denomination functions as our extended family, challenging times – such as finding a new pastor – and keeping us accountable enabling churches to work together, keeping us theologically grounded, helping us through.

Identify some of the cultural challenges facing Christians and Christian churches today:

- Despite the wonders of social media, we live in a culture where people are lonely and more isolated than ever.
- Fast-paced culture, short attention spans counter the church's traditions and routines.
- Issues of gender and sexuality.
- Sense of competition between and around churches causing a culture of consumeristic Christianity.

What have been the three most important events in the history of your church?

1. 18-year Leadership of Kevin DeRaaf - Formative work in shaping the culture of this church
2. Beginning - We grew out of New Street CRC in 1984. A number of families, some of which still attend Faith, came together to begin Faith CRC. The purchase of our facilities on Mountainside Drive was a significant part of the beginning of the church.
3. The interim work of Pastor John Groen. After the release of Reverend Peter Veltman, John Groen stepped in as interim Pastor and led us out of a time of significant decline.

Leadership:

How many council members does your church have?

Currently 14, normally 12

What is the length of term for council members?

3 years

How often does the full council meet?

Currently monthly (while vacant), normally bi-monthly

What subgroups of council exist, how do they function and how often do they meet?

Admin Team – Monthly

Elders – Monthly

Deacons – Monthly