

CHURCH PROFILE FORM

Church Information

Name: Charlottetown Christian Reformed Church

Location of church [City, State/Province]: Charlottetown, Prince Edward Island

Classical Church Counselor: Pastor Dan Hoogland

Search Committee Contact

Name: Julie Linzel

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Community Setting

Location: Rural, Suburban, Small City

Function: College/University, Agricultural, Recreational

Growth: Growing

Approximate population of community: Charlottetown 40,000 PEI 170,000

Church Profile:

We are open to: Male Pastors Only

List all staff positions: Co-pastors, Administrative Assistant & Clerk, Youth Ministry Assistant

Position Available: Co-Pastor

Date of vacancy: This is a new position

Time: Full-time

Bi-vocational position: No

Number of years preferred of ministry experience of potential candidate: 5+

Required languages: English

Church Demographics

Average Sunday attendance: 250

Active adult professing members: 228

Profile of church members

Age 0-11: 16%

Age 12-18: 10%

Age 19-24: 14%

Age 25-34: 16%

Age 35-49: 16%

Age 50-64: 18%

Age 65+: 11%

Occupation:

Business: 7%

Professional: 10%

Agriculture: 13%

Retired: 30%

Trades: 3%

Stay-at-home parent: 16%

Student: 8%

Other: 13%

Percentage of members belonging to the congregation:

Less than 5 years: 26%

5-10 years: 29%

10 or more years: 45%

Racial/Ethnic composition of congregation and surrounding community: Dutch, Scottish, Irish, English, French, Chinese, German and a variety of others within the diverse Charlottetown community.

Composition of congregation: Different backgrounds, but primarily Caucasian.

List the last three persons in this position:

Current: Brad Bootsma

1. Various Interim Pastors for 1-3 years
2. Chad VanderValk
3. Harry Bierman

Worship:

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

Worship Coordinators choose the elements of the worship service in consultation with the Pastor(s). Members of the congregation are encouraged to participate by joining one of the worship teams, as singers, instrumentalists or readers. The worship teams include children through adults, as members are encouraged to use their God-given talents. A variety of musical instruments are used with the goal of a blended (contemporary and traditional) service.

Describe the worship services in your church:

Our church strives to create a Christ-centered service that builds our relationship with God and our fellow human beings and challenges each worshiper to a life of service in the Kingdom of God. We are a close-knit congregation that aims to be safe and inclusive. Many of the families in the church are related and are deeply rooted here; they have belonged to the congregation throughout multiple generations. The strength in our services and congregation is a desire to see the church flourish and grow. Services focus on God's ability to use what has been prayerfully planned for the service to assist us to accomplish the Mission that calls us:

"To be a unified community of believers, who love and worship God, who love and care for each other, who encourage and equip each other to live for Christ, who reach out to a broken world to tell others about Jesus, to grow and equip people to know Christ and make him known."

Above all else, our services create opportunities for us to unite together to love, encourage, equip and care for each other, worship God, and reach out to those around us. Soli Deo Gloria

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

Charlottetown CRC seeks to provide a number of discipleship opportunities to the diverse ages of the congregation. We have a number of youth discipleship programs, including, but not limited to, GEMS for young girls, Cadets for young boys, a Youth Group for high school students and an emerging Young Adults group. A Sunday School for ages 4-5 is held during the worship service. A recently formed Faith Formation Team is encouraging more intentional inclusion of children in the worship service, so that families can reflect together throughout the week on the message presented. Many of our youth have participated in mission trips outside of the province and within the local community on volunteer projects. Additionally, some of the young adults participate in leadership positions with the programs for younger children. The congregation has been organized into 4 geographical Community Groups. Each group has its own Pastoral Elder and Deacon along with a leadership team. The groups are encouraged to meet for fellowship, discipleship and service. Each group seeks to take on a mission in its region, to reach out to the wide community. Coffee Break disciples women both from our congregation and the community in a weekly Tuesday morning Bible Study and fellowship time. Senior Circle is a group for the senior aged people within the congregation to meet together for a time of joyful fellowship. The group meets with the hope of individually supporting and committing themselves to making everyone a successfully integrated member of the congregation. A number of groups regularly meet together to conduct their own study of the word of God together with the goal of building their faith individually and communally.

Building/Financial:

Present annual budget: \$494,960

Last year's annual budget: \$501,307

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

Budget: 100%

Denominational Ministry Shares: 100%

Classical Ministry Shares: 100%

Amount contributed above budget and ministry shares: 32,825

Facilities:

Describe facilities: Our church facility is split-level. The bottom floor has our nurseries, classrooms, rooms for Happy Day Pre-Kindergarten, council room, library and multiple storage

spaces. Our second/main floor has our fellowship hall/gym, kitchen, foyer, church office and sanctuary. The sanctuary has 2 levels: ground floor and balcony seating, holding about 350 people. The fellowship hall seats about 150. The sound and projection equipment has recently been upgraded. Additionally, each service is live streamed using upgraded equipment. A security system has also been installed with cameras providing views around the building.

Are your buildings adequate for your ministries? Yes

Is a building program projected? No

Does the church own a parsonage? Yes – currently occupied by a non-profit women's shelter.

Location of office or study: Current Pastors office is in church, co-pastor office TBD.

Compensation: The salary range we are prepared to offer our new pastor is based on the CRC Minister Compensation Survey for our area. Housing allowance is included.

Benefits and expenses: Pension, Medical insurance, Life insurance, Social Security or Canada Pension, Travel/mileage, Continuing Education funds, 4 Weeks Annual vacation

Church Characteristics:

Presently, the FOCUS OF OUR CHURCH'S MINISTRY is: Current members/participants Primarily.

In our church, the WORSHIP SERVICE IS DESIGNED FOR: Emphasis on believers.

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

In our church, LEADERSHIP is generally provided by the: Lay leaders & Pastoral staff share leadership.

Our church seeks to ENCOURAGE SPIRITUAL GROWTH through: Ministries for most groups.

In our church, EVANGELISM STRATEGIES AND METHODS are: Generally unplanned.

Our church is representative of the ECONOMIC DIVERSITY of our community: Mildly representative.

Our church is representative of the ETHNIC DIVERSITY of our community Moderately representative.

Our church's RESPONSE TO COMPASSION, MERCY, AND JUSTICE NEEDS is: Encouragement of personal action.

Our church's MISSIONAL FOCUS is: Mostly local.

Narrative:

In what ways does your church participate in ecumenical activities? Offerings for many of the following are received; additionally members volunteer at several of the following:

- Harvest House
- Blooming House
- Island Pregnancy Centre
- Open Door Ministries for Women
- Coldest Night Walk for the Homeless
- Y Men's Food Drive
- Prison Ministry
- Canadian Foodgrains Bank
- Teen Challenge (overcoming drug addiction)
- Hosting International students from the university
- Lennon House

Reflect on your strengths/gifts as a church:

Fellowship/Community building

Solid programs: Coffee Break, GEMS, Cadets, Youth Group, Young Adults, Senior Circle

Love and support one another (Visitors say they can feel the positive vibe in the church.)

Reflect on your passions as a church:

Desire for solid, biblical preaching

To continue to be an intergenerational church

Maintain the spirit of fellowship and community

Engage in missional work and service

Care and nourishment of the youth

Care for seniors

List specific problems with which your congregation struggles:

- Ministering to people who are struggling through significant life issues, such as depression.
- Finding a balance between those who desire a more traditional approach to worship services with those who desire a more contemporary approach. We strive for a blended worship service, but the definition of blended varies.
- Whether to open all the offices of the church to women. Presently women are eligible to serve as deacons.
- Maintaining a biblical understanding of human sexuality, while creating a welcoming posture toward those who are choosing to engage in other life choices.
- Ministering to people trapped in addictions of many types in a biblical and compassionate way with the goals of healing and restoration through pastoral care and concern.

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

Our Mission Statement is as follows:

"The Charlottetown Christian Reformed Church exists to be a unified community of believers who love and worship God, who love and care for each other, who encourage and equip each other to live for Christ, and who reach out to a broken world to tell others about Jesus. In short, our mission is to grow, to equip people to know Christ, and to make Him known."

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

Dealing with the departure of a pastor after a very short tenure: this has been more challenging than interesting.

List major goals that this congregation has set for itself or opportunities the congregation anticipates: The council is in the process of adapting to a new governance model that has a group of the elders and deacons serving as a leadership team, governing the ongoing ministry of the church; while the pastoral care elders and deacons are responsible for the ongoing pastoral needs of their respective community group. Modifications will likely be made, as time goes on to what has been adopted to meet unforeseen circumstances.

Describe what being Christians of Reformed accent means to you:

We are constantly reforming our beliefs and practices. We are not content to simply do what we have always done, but examine our habits and policies to see if they are in line with scripture.

We believe strongly that all of creation is under Christ's domain, that Jesus is to be honored in everything, and that every aspect of our lives is to be considered an act of worship to the Lord.

For many families in our congregation, our Reformed heritage also means supporting local Christian schools.

We hold firmly to the priority of Scripture as our source of authority, to covenant theology, and the three forms of unity.

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

Our contact with the denomination comes mostly through Classis and denominational resource materials. Even though we are the only CRC in our province, attachment to the denomination is consistently strong and we work closely with the other Maritime CRC churches.

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

Reaching unchurched people and sharing the relevance of the gospel in today's world.

A view in secular culture that Christians are intolerant or annoying.

How to keep our young adults engaged in church life and passionate about their faith.

Maintaining a biblical view of marriage.

Answering the growing concerns about immigration, refugees, orphans and the poor.

Cultivating moral courage and radical forgiveness.

Promoting good stewardship in God's world.

Protecting the sanctity of life.

Having a voice of truth and love amidst the rising acceptance of alternative life styles.

Standing up against injustice and oppression.

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

Construction of our first church building in 1965 (10 years after our founding) and the influx of many immigrant families in the late 1970s and early 1980s.

Seven families leaving the CRC in 2008 to start a United Reformed Church.

Extended pastoral vacancies. Leadership within the congregation has risen to meet these situations, but a strong desire for an extended pastorate is longed for, to guide and encourage the congregation into the future.

Leadership:

How many council members does your church have? 14

What is the length of term for council members? 3 years

How often does the full council meet? 5 times per year

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

Leadership Team--6 times a year

Pastoral Care--6 times per year

Executive Committee--monthly

The following teams/committees have a council representative:

Worship--every two months

Administration--monthly

Faith Formation team--monthly

Safe Church--as needed

Happy Day Pre-Kindergarten--every two months