

CHURCH PROFILE FORM

Church Information:

Name: Imlay City Christian Reformed Church

Location of church [City, State/Province]: Imlay City Michigan

Classical Church Counselor: Rev. Christian Oh

Search Committee Contact:

Name: Jack Hoeksema

Address: 1909 William Imlay, Imlay City, MI 48444

Home: (810)724-8012 Cell: __ (____) _____ Work: __ (____) _____

Email address: hoekjaje@yahoo.com

Community Setting:

<u>Location</u>	<u>Function</u>	<u>Growth</u>
_____ Rural	X Industrial	X Growing
X Small Town	_____ College/University	_____ Static
_____ Metropolitan	X Agricultural	_____ Declining
_____ Suburban	_____ Recreational	
_____ Inner City	_____ Military	
_____ Small City	_____ Bedroom community	

Approximate population of community: Est.3,600 in the city limits
(Imlay City zip code population 9,165)

Church Profile:

We are open to:

Male and Female pastors ☐

Female pastors only ☐

Male pastors only ☒

List all staff positions: Pastor, Church Administrator, Financial Administrator, Worship & Music Coordinator, Custodian, Children's Ministry, Youth Leader

Position Available: Pastor Date of vacancy: 7/1/2017

General position description: Minister of the Word, Lead Pastor

Full-time or Part-time [F or P]: F

Bi-vocational position [Y or N]: N

Number of years preferred of ministry experience of potential candidate: No Preference

Required languages: English

Have you completed the Denominational Survey conducted by the Center for Social Research ☐

If yes, post link to it here: _____

Church Demographics:

Profile of church members:

Age:

15% 0-11 15% 12-18 5% 19-24 10% 25-34 20% 35-49
20% 50-64 15% 65+

Occupation:

8% Business 2% Professional 25% Trades 2% Stay-at-home parent
10% Agriculture 15% Retired 23% Student 15% Other

Percentage of members belonging to the congregation:

Less than 5 years 40%

5-10 years 20%

10 or more years 40%

Racial/Ethnic composition of congregation and surrounding community: Mostly Caucasian with some African American members in the congregation and a noticeable Hispanic population in the community of Imlay City.

Composition of congregation:

Mono-Cultural	<input checked="" type="checkbox"/>
Multi-Cultural	<input type="checkbox"/>
Specific Ethnicity (specify: _____)	<input type="checkbox"/>

List the last three persons in this position:

1. David Spoelma
2. Kenneth Vander Horst
3. Richard Loerop

Worship:

How are members involved in planning and participation in the liturgy/worship? The Worship & Music Coordinator typically chooses the music and delegates other projects to volunteers on the praise team, musicians and tech people while encouraging each to use their talents for the Lord. Often, scripture and prayer is offered by other members of the congregation. The Children's Message is also done by a volunteer, on a rotating schedule.

Describe the worship services in your church: We always open with singing. The music for a typical service is somewhat contemporary while incorporating occasional hymns. We have a praise band comprised of various instruments and a good number of vocalists-all volunteers. We strive for intimacy with God, and excellence in serving and musical ability. After the Children's Message, the younger kids leave the sanctuary for "Children's Church" where they hear a bit more about that same message. This is also led by volunteer church members. We always have a time of fellowship following our worship service.

Describe the discipleship practices in your church for all ages of members and attenders: We reach out to moms with young children through our MOPS ministry. There is an ongoing community Bible study for women that has ladies of all ages attending. We bring men from the area together for a free Men's Breakfast and a speaker. We also are involved in a hunting ministry-Huntin' the Truth. Our VBS is attended by many non-member children from the area and is also free.

Building/Financial:

Present annual budget: \$269,803.80

Last year's annual budget: \$266,967.02

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

Budget	Our expenses were \$10,000 less than our actual offering income
Denominational Ministry Shares	23% of Expected, 38% of our budgeted amt.
Classical Ministry Shares	28% of Expected, 38% of our budgeted amt.

Amount contributed above budget and ministry shares: \$142,324.36

Specify (optional): Special offerings and other designated gifts

Facilities:

The church building is a single level facility with handicap accessible entrances and restrooms. There are 7 classrooms, 4 offices, nursery, library, conference room and fellowship hall. The sanctuary seats 400.

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: The pastor's office is located inside the church building with an adjoining office for the church's office admin and a conference room for council meetings..

Compensation:

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

If other, please specify: Somewhat negotiable

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

\$ _____ or 1.6%

Housing:

☐ Housing allowance

X Parsonage only

☐ Either of the above

Benefits and expenses:

X Pension

X Medical insurance

X Life insurance

X Social Security or Canada Pension

X Travel/mileage

X Continuing Education funds

X Continuing Education time allotted

☐ Sabbatical policy in place

Negotiable 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

	The community exclusively	The community primarily	The community and current members / participants equally	Current members / participants primarily	Current members / participants exclusively
External	_____	_____	_____	X	_____ Internal

In our church, the WORSHIP SERVICE IS DESIGNED FOR

	Designed for unchurched	Emphasis on unchurched	Unchurched and believers	Emphasis on believers	Designed for believers
Unchurched	_____	_____	X	_____	_____ Churched

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

	Contemporary	Mostly contemporary	Blended	Mostly traditional	Traditional
Contemporary	_____	_____	X	_____	_____ Traditional

In our church, LEADERSHIP is generally provided by the

	Predominantly lay leaders	Frequently lay leaders	Lay leaders and pastoral staff share leadership	Lay leaders function under the pastoral staff	Predominantly pastoral staff
Congregational Members	X	_____	_____	_____	_____ Pastoral staff

Our church seeks to ENCOURAGE SPIRITUAL GROWTH through

	No specific ministries	Ministries for a few groups	Ministries for selected groups	Ministries for most groups	Ministries for all groups
Informal	_____	_____	_____	X	_____ Formal

In our church, EVANGELISM STRATEGIES AND METHODS are

	Predominantly unplanned	Generally unplanned	Equal emphasis	Generally planned	Predominantly planned
Unplanned	_____	X	_____	_____	_____ Planned

Our church is representative of the ECONOMIC DIVERSITY of our community						
	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	
High representation	_____	X	_____	_____	_____	Low representation
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Our church is representative of the ETHNIC DIVERSITY of our community						
	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	
High representation	_____	_____	_____	X	_____	Low representation
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Our church's RESPONSE TO COMPASSION, MERCY, AND JUSTICE NEEDS is						
	Commitment to church-based action	Encouragement of church-based action	Church-based and personal action	Encouragement of personal action	Commitment to personal action	
Church-based	_____	_____	X	_____	_____	Personal
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Our church's MISSIONAL FOCUS is						
	All local	Mostly local	Equally local and global	Mostly global	All global	
Local	_____	_____	X	_____	_____	Global
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Narrative:

Do you have a recently articulated mission/vision for ministry? [Y or N]Y

In what ways does your church participate in ecumenical activities? We often host the community Good Friday and Thanksgiving worship services that are organized by the local Ministerial Association. Our youth group combines with area churches for retreats and other activities. We have had a combined VBS. At times, we open our pulpit to other churches when a larger sanctuary is needed for a funeral or wedding. Several times we have come together with other local churches to help in a crisis or emergency situation.

Reflect on your strengths/gifts as a church: We are welcoming and friendly. We enjoy fellowship with each other and are supportive and offer assistance to families in need. We are a praying church.

Reflect on your passions as a church: To work with the community spreading the love and saving grace of Jesus Christ. We love to welcome unbelievers in the faith and the life of our church.

List specific problems with which your congregation struggles: We struggle with getting new volunteers who are dedicated to serve in most areas of our church life.

What has been the most interesting and challenging event in the life of your church in the last three years? Having many new faces join our church has been interesting. The challenge is they tend to not get involved, volunteer or tithe and soon leave the church. We started allowing children to participate in the Lord's Supper but have found parents are not properly preparing their children for Communion.

List major goals that this congregation has set for itself or opportunities the congregation anticipates: Keep growing our membership through outreach in our community and surrounding area.

Describe what being Christians of Reformed accent means to you: Sovereignty, Covenant, Kingdom and Scripture

Describe your understanding of the relationship between the local church and the Christian Reformed denomination: The local church falls under the umbrella of the denomination for teachings, principles and mutual support.

Identify some of the cultural challenges facing Christians and Christian churches today: How to grow spiritually and fully serve God in a world filled with distractions and focused on self.

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

1. Building the "new church building" at the same location as the original church.
2. Starting a Christian School for the families of the church and eventually having students from outside our church membership.
3. We had a great time celebrating our 75th Anniversary, 8 years ago!

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? Monthly

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

Executive-Pastor, President of Council, Vice President of Council, Clerk of Council,
Chair of Deacons, Treasurer

Recently-no set schedule

Deacons-Meet monthly before council meetings, usually on the same night as Council

Elders-Meet monthly before council meetings, usually on the same night as Council