

CHURCH PROFILE FORM

Church Information:

Name: Grace Christian Reformed Church

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

Classical Church Counselor: Pastor Nate Van Denend

Search Committee Contact:

Name: Paul Hoekstra (secretary)

Address: 4 Renfrew Ave. Chatham, ON N7M 4E3

Cell: (519) 359-8659 Work: _____

Email address: searchteam@chathamgrace.com

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: 45,000 (2021)

Church Profile:

We are open to:

☒ Male and Female pastors

☐ Female pastors only

☐ Male pastors only

List all staff positions:

Lead/Senior Pastor: Full Time

Pastor of Faith Formation and Worship: Full time

Administrative Assistant: Part time

Custodian: Part time

Treasurer: Part time

Position Available: **Lead/Senior Pastor**

Date of vacancy: 05/26/2025

General position description:

Minister of the Word:

Grace Christian Reformed Church is a congregation of 250 professing members located in the city of Chatham within an hour's drive of London to the east and Windsor/Detroit to the west. Grace Church is seeking a full-time ordained pastor with a deep personal faith in Jesus, who is an effective communicator, can provide compassionate pastoral care, and will foster spiritual growth in our congregation.

Grace Church recently went through a church renewal process and is experiencing a season of growth with around 25% of its members joining the congregation within the last five years, including many young couples. Many of our church members are involved in practical community outreach and Grace Church has helped sponsor and support many refugees over the last two decades. We're seeking a pastor who can support and lead continued ministry and growth.

☒ Full-time

☐ Part-time

Bi-vocational position?

☐ Yes

☒ No

Number of years preferred of ministry experience of potential candidate: Open

Required languages: English

Church Demographics:

Average Sunday attendance: 150

Active adult professing members: 249

Profile of church members:

Age:

20 %	0-11	8 %	12-18	3 %	19-24	11 %	25-34
12 %	35-49	22 %	50-64	24 %	65+		

Occupation:

31 %	Business	16 %	Professional	5 %	Trades	3 %	Stay-at-home parent
4 %	Agriculture	34 %	Retired	5 %	Student	2 %	Other

Percentage of members belonging to the congregation:

Less than 5 years	23 %
5-10 years	5 %
10 or more years	72 %

Racial/Ethnic composition of congregation and surrounding community:

Congregation: 95% white, 5% non-white

Community: Non-visible minority 93.4%, visible minority 6.6%

Composition of congregation:

Mono-Cultural

☒

Multi-Cultural

☐

Specific Ethnicity (specify:

)

☐

List the last three persons in this position:

1. Michael Borgert (2020-2025)
2. William Koopmans (2005-2017)
3. Peter Nicolai (1996-2002)

Worship:

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

Worship Committee has 6 members plus Pastor of Faith Formation.

There are 22 participants on various Praise Teams including musicians. We use a rotating schedule.

The Congregational Prayer Team has 15 participants on a rotating schedule.

8 people participate by taking turns reading Scripture during church services.

Leading the children's message and prayer, maintaining and operating audiovisual technology to enhance our worship and Livestream, using their artistic gifts to decorate the sanctuary in keeping with the liturgical seasons.

Describe the worship services in your church:

Intergenerational, passionate singing, Biblical preaching, blended musical style led by a variety of instruments and people of all ages

Structured

Church services are 10 am.

We celebrate communion once a month

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

Sunday School, Church School, Profession of Faith Class, GEMS, Cadets, Men's Breakfast, Bible Studies, Life Groups, Friendship Bible Hour.

Encouragement to pray for specific events, ministries, and needs through the year.

Spiritual disciplines like prayer, Bible reading, meditation, and faith practices are encouraged. Spiritual mentorship occurs within programs and informally as people serve together in ministry. In 2024 we held , for the first time, a prayer walk through the church building to pray for ministry.

Building/Financial:

Present annual budget: \$506,157.52 (2025)

Last year's annual budget: 477,941.86 (2024)

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

Budget 95%

Denominational Ministry Shares 100%

Classical Ministry Shares 100%

Amount contributed above budget and ministry shares: \$81,117.60

Specify (optional): Other Christian Causes

Facilities:

Describe facilities: 26,000 s.f. on two levels. 3,700 s.f. worship space. 3,200 s.f. Fellowship Hall. Many meeting and classrooms. 550 s.f. library. 265 s.f. Pastor study.

Are your buildings adequate for your ministries? ☒ Yes ☐ No

Is a building program projected? ☐ Yes ☒ No

Does the church own a parsonage? ☐ Yes ☒ No

Location of office or study: In the church

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:

The average annual increase for this position over the past three years is 3 %. During our vacancy we maintained a budget line item for a pastor's salary with an anticipated increase of 1.8% per annum.

Housing:

☒ Housing allowance

☐ Parsonage only

☐ Either of the above

Benefits and expenses: the following are to be reviewed with the potential candidate.

- ☐ 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)

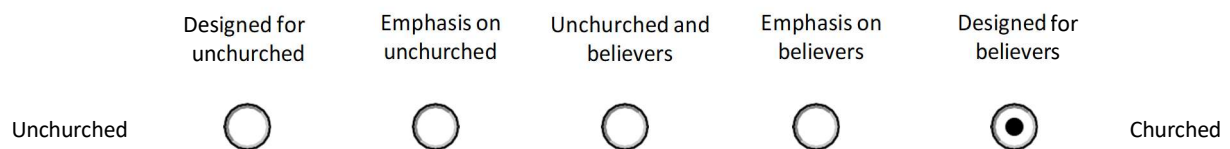
Church Characteristics:

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

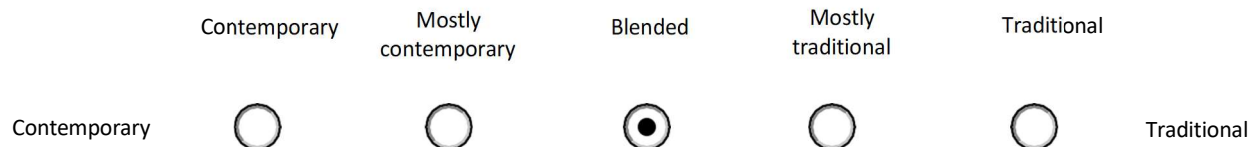
Presently, the FOCUS OF OUR CHURCH'S MINISTRY is



In our church, the WORSHIP SERVICE IS DESIGNED FOR



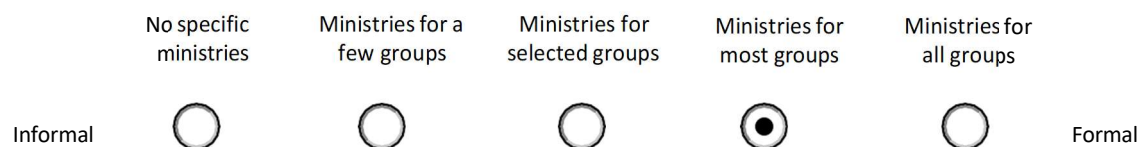
In our church, the STYLE OF MUSIC used in the worship service is



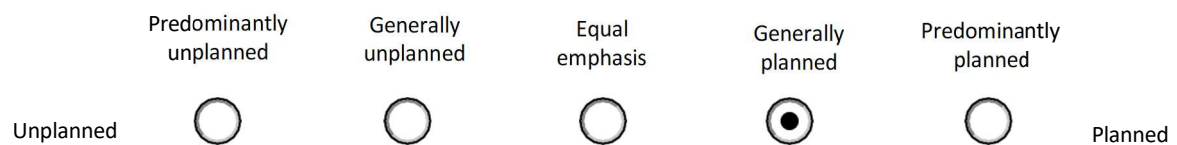
In our church, LEADERSHIP is generally provided by the



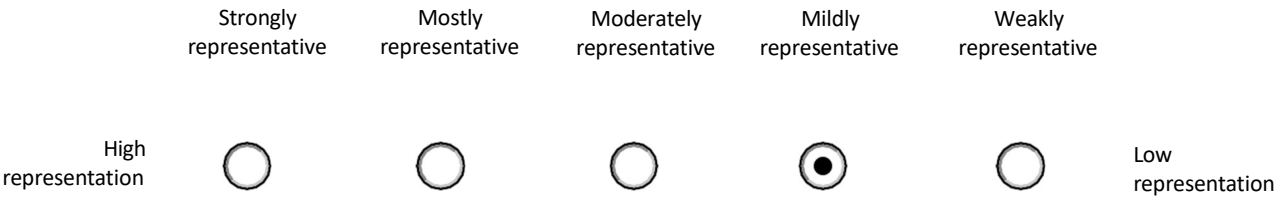
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through



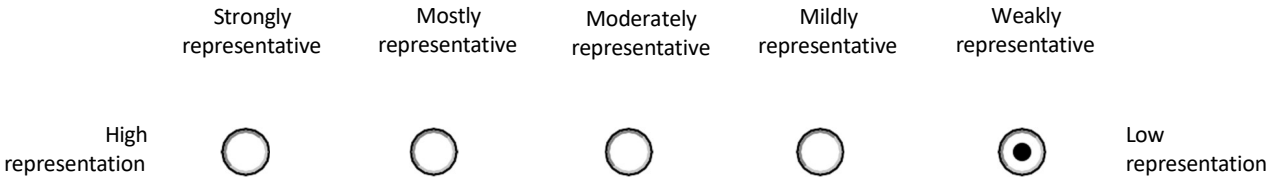
In our church, EVANGELISM STRATEGIES AND METHODS are



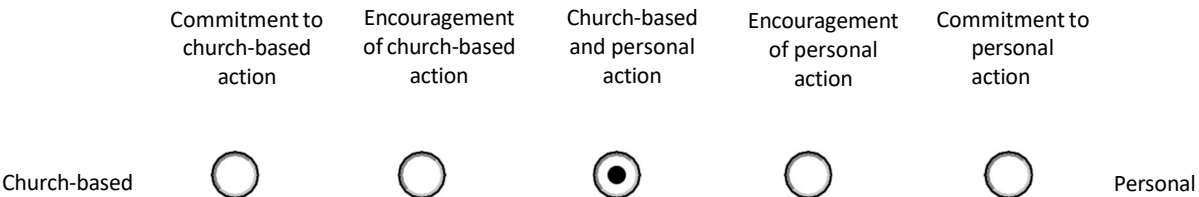
Our church is representative of the ECONOMIC DIVERSITY of our community



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:

In what ways does your church participate in ecumenical activities?

Pastor has regular meetings with the local ministerial association. We participate in Week of Prayer Service during the Lenten season. We provide financial support as well as food and occasionally the Pastor speaks.
Reformation Day Services
Promote local Christian events

Reflect on your strengths/gifts as a church:

The congregation is involved with many organizations in town and the community.
We consider ourselves generous financially. We are compassionate and 'there' for hurting people.
We have a group that meets regularly for prayer.
We have made our church building available to the broader public for the use of our kitchen and fellowship spaces.
We participated in the Church Renewal Lab.
Our congregation is passionate about and committed to worship.
Grace Church supports all members of our congregation to participate in our worship services. This includes, but is not limited to Congregational prayers, Scripture readings, and Praise team involvement on a weekly basis.
Friendship program has flourished for many years. We welcome our neighbors to a free BBQ and events in the parking lot a couple times a year. The congregation warmly welcomes and enfoldes newcomers.

Reflect on your passions as a church:

We support the following Kingdom causes:
World Renew,
Christian Education,
Refugee Sponsorship with other Reformed Churches in the area,
Neighbourlink, Loads of Love, Deacon Service Projects, Mission Thrift Store (supports the Bible League of Canada),
New Life Thrift Store (supports Chatham Christian School), Friendship Bible Hour, Soccer Camp for Christ, Annual Bike Rodeo.

List specific problems with which your congregation struggles:

Unfortunately, over the last couple of years our Youth program has seen a decrease in attendance, and we have struggled to find leadership in this area. We expect this to change in the next few years as there are many children that are coming of that age.
Adult education
Despite our best efforts we find it difficult to envelop 'new' folks in our church 'groups'.

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



Yes



No

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

Our Church hosts an annual summer Soccer Camp for Christ event for youth in our community. With its continued success has come additional strains on its leaders and volunteers. Through this challenge God has presented new opportunities to a wide range of members who wouldn't normally be involved in this type of event.

Grace Church successfully navigated the COVID pandemic and actually gained membership through this difficult time.

Our Congregation participated in the Church Renewal Lab and successfully identified future goals and our vision.

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

To complete enhancements to our building that will share our vision for ministry. Continue to help all members to develop a spiritual growth plan, to discover and use their spiritual gifts, and to be able to share their faith story in a clear and compelling way. To develop a robust and sustainable youth ministry with passionate volunteers, to help our young people grow in faith and service to God.

Describe what being Christians of Reformed accent means to you:

Out of the new life He has given us, He asks us to bring His love and grace to every part of our culture and community.

God is the prime mover in our relationship to Him and we then respond to His invitation. We don't have to be good enough for Him. He comes to us with open arms and changes us to be more like Him.

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

We give our financial support to the denomination. In addition, we also have an ongoing involvement with the denomination in that people in our church are working in various classical committees.

Our Classical Stated Clerk is member of our church.

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

We need to stand firm on the Truth of the Word in a culture that says there are no absolute truths or principles. Individualism, self-centeredness, technology and isolation are some of the challenges of today.

Polarization. At this time in the history of the West there seem to be only two sides to every decision. There is no willingness to allow for nuanced ideas. This trend is also appearing in the church. We need to be unified and love each other because we represent Jesus to the world.

The temptation to seek to have what the world has, instead of seeking holiness.

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

Every year we have baptisms and professions of faith which are evidence of God's goodness to us.

Building an addition on the church in 2013-14 has allowed us to change the use of our church. We are more open to the community using the spaces within the building. Planning for the addition was done very carefully and involved many groups within our church so that when it was time to approve the addition, we received nearly unanimous support, both of the idea and financially.

Having navigated the pandemic in the best way possible, with online and sometimes outdoors church, our congregation grew as a result.

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 Council: monthly

Elders: bi-monthly

Deacons: monthly