

CHURCH PROFILE
APRIL 2022



Bethel
CHRISTIAN REFORMED CHURCH

Bethel Christian Reformed Church
410 S. West Street
Waupun, WI 53963

waupunbethelcrc.com

Search Committee Contact

Jeremy Smith
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 920.296.4679
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Church Counselors

Classical Church Counselor: Rev. Keith Buist (2nd CRC Randolph)
 Transitional Pastor: Rev. Roger Sparks

Community Setting

Location:

<input checked="" type="checkbox"/>	Rural
<input type="checkbox"/>	Small Town
<input type="checkbox"/>	Metropolitan
<input type="checkbox"/>	Suburban
<input type="checkbox"/>	Inner City
<input checked="" type="checkbox"/>	Small City

Function:

<input checked="" type="checkbox"/>	Industrial
<input type="checkbox"/>	College/University
<input checked="" type="checkbox"/>	Agriculture
<input type="checkbox"/>	Recreation
<input type="checkbox"/>	Military
<input type="checkbox"/>	Bedroom Community

Growth:

<input type="checkbox"/>	Growing
<input checked="" type="checkbox"/>	Static
<input type="checkbox"/>	Declining
<input type="checkbox"/>	
<input type="checkbox"/>	
<input type="checkbox"/>	

Approximate Population: 12,000

Church Profile

Current Staff Positions: Pastor
 Children's Ministries Director
 Bookkeeper
 Administrative Assistant
 Custodian

Position Available: Pastor **Date of Vacancy:** July 1, 2021

We are open to:

Male & Female pastors Female pastors only Male pastors only

General Position Description:

The role of pastor for Bethel CRC (Waupun) focuses on leading worship services through preaching of the Word and conducting pastoral care for the congregation. It also includes involvement and leadership for ministries of the church, such as education and outreach. A job description is available which provides more details on the role.

Full-time Part-time

Bi-vocational position? Yes No

Number of years preferred of ministry experience of potential candidate: Some pastoral experience preferred

Required language(s): English

List of the last three persons in this position:

1. Rev. Jeffrey Brower (1999-2021)
2. Rev. Adrian Dieleman (1988-1997)
3. Rev. James Cooper (1980-1987)

Church Demographics

Average Sunday attendance: 270

Active adult professing members: 220

Profile of church members:

Age Distribution:

21%	0 – 11	14%	12 – 18	5%	19 – 24	9%	24 – 34
19%	34 – 49	16%	50 – 64	16%	65+		

Occupation Distribution:

13%	Business	13%	Professional	4%	Trades	4%	Homemaker
5%	Agriculture	21%	Retired	37%	Student	3%	Other

Percentage of members belonging to the congregation:

Less than 5 years: 14%

5-10 years: 15%

10 or more years: 71%

Racial/Ethnic composition of congregation and surrounding community:

Community: 86% Caucasian, 11% Black, balance of Latino/Hispanic, Asian and Native American; Caucasian population is predominately of Dutch and German background.

Church: Primarily white with a few Black, most of which are adopted children

Composition of congregation:

Mono-cultural

Multi-Cultural

Leadership

How many council members does your church have? 15 (9 elders, 6 deacons)

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?

The Council consists of 9 elders and 6 deacons along with the pastor. For a number of years now, an elder has been elected as chairman of the Council. The elders and deacons each meet monthly as does the full Council.

There are a number of committees which exist to engage members in conducting functions of the congregation and church: Fellowship, Evangelism, Worship, Education, Building & Grounds, Technology, Communion, Legacy Foundation. Most but not all these committees are chaired by an elder. The meeting frequency varies by committee.

Worship

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

Our Worship Committee consists of the pastor, organist, at least one member of Council, and 3-4 additional members from the congregation. Worship Committee typically meets monthly to collaborate on service components and song selection. We have a number of musically gifted members that participate through praise teams and accompaniment instrumentally (e.g. organ, piano, guitar, percussion, violin). A choir is organized for special services such as during Christmas season and Easter. Sunday School programs are also incorporated into the worship services a few times during the year.

Describe the worship services in your church:

The focus of our worship services is praising our God and Savior through preaching of the Word, song and prayer. We generally have some consistency with the order of worship with a traditional leaning and some contemporary elements. We regularly use our praise teams and instrumental support. Walk-out worship is available for 3-5 year-old children.

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

GEMS (25% of the girls are unchurched), Cadets, Walk-Out Worship Program, Sunday School, High School Catechism, Bible studies, junior high youth group (SWAT), High School Youth Group, Friendship Bible Study, Senior Fellowship, Coffee Break, Food Pantry and Missionary Support

Building/Financial

Present annual budget: \$669,334

Last year's annual budget: \$655,468

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

Budget: 100%

Denominational Ministry Shares: 100% (\$33,467)

Classical Ministry Shares: 100% (\$28,000)

Contributions beyond budget and ministry shares: Special funds; missions support; and building funds (e.g., parsonage renovation)

Facilities Description:

The main sanctuary and balcony are large enough to accommodate all current members. There is a large fellowship hall where members and visitors congregate before and after services. A building remodeling and expansion occurred in 2012: kitchen and bathrooms were moved and updated; pastor study, library, and expanded Sunday school area were added. The church also has a nursery, consistory room and four classrooms. Bethel has many young worshippers which necessitates that some Sunday school classes meet across the parking lot at Central Wisconsin Christian School.

Bethel also owns a parsonage located across the street from the church building. In 2022, a major remodel was completed. The main floor was completely updated, including new kitchen and bathroom cabinets/counters, a new HVAC system, all new windows, paint and carpeting. There are three baths and four bedrooms. The backyard offers a relaxing outdoor space.

Are your building adequate for your ministries? Yes

Commentary: Adequate, but not ideal – due to our number of children, we also utilize space at the adjacent Christian school for education programs.

Is a building program projected? Likely – it is currently under discussion by the Council.

Does the church own a parsonage? Yes

Location of office or study: Church building

Compensation

The salary range we are prepared to offer our new pastor is based on the CRC Minister Compensation Survey for our area, commensurate to experience and Classical profile.

The average annual increase for this position over the past three years is: 3%

Housing:

	Housing allowance
X	Parsonage only
	Either of the above

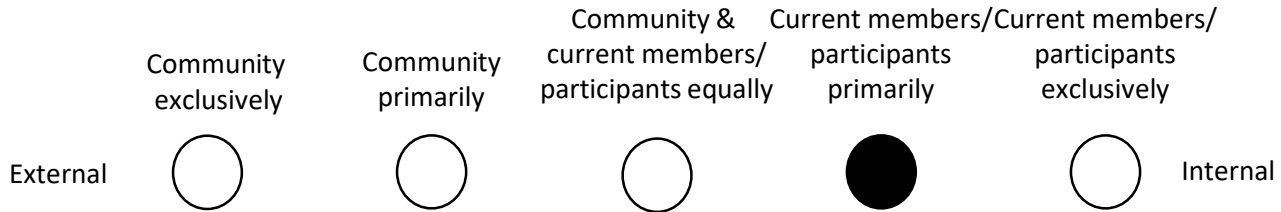
Benefits and expenses:

X	Pension
X	Medical insurance
X	Life Insurance
X	Social Security
X	Travel / Mileage
X	Continuing Education Funds
X	Continuing Ed. Time allotted
X	Sabbatical policy in place
3-4	Annual Vacation (#weeks)

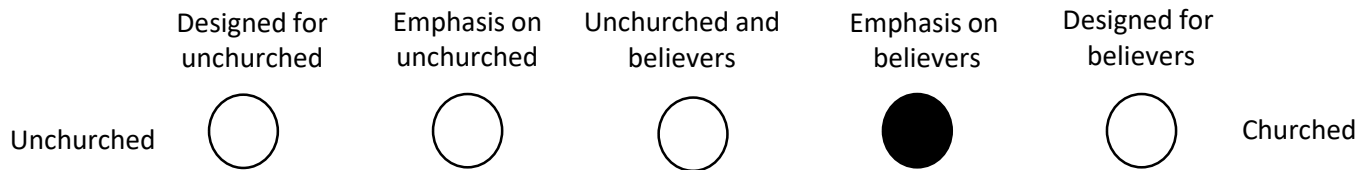
Church Characteristics

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

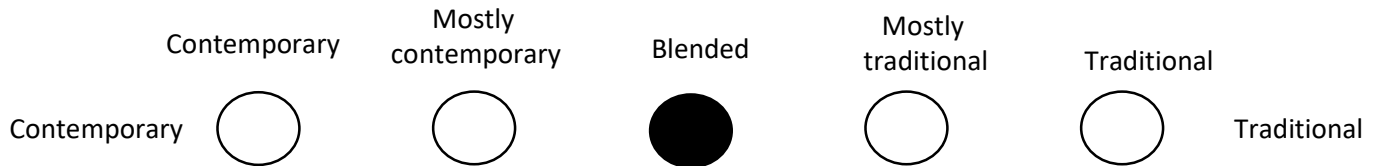
Presently, the FOCUS OF OUR CHURCH'S MINISTRY is



In our church, the WORSHIP SERVICE IS DESIGNED FOR



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



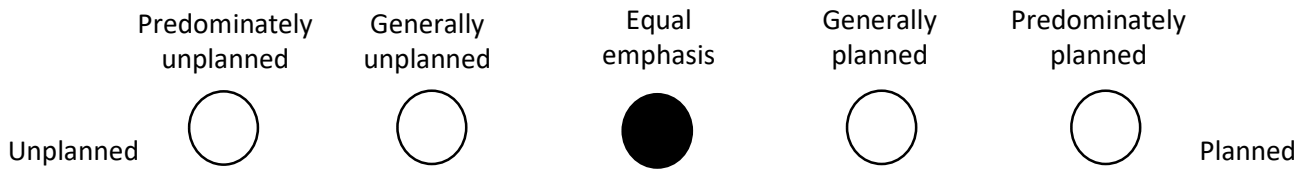
In our church, LEADERSHIP is generally provided by the



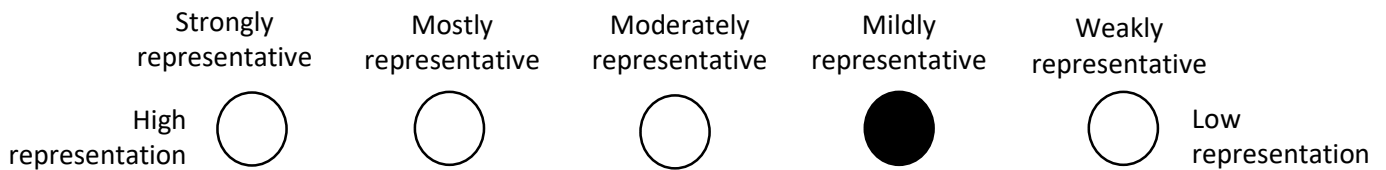
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through



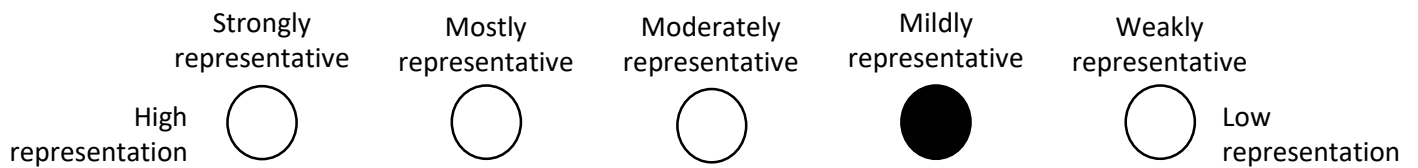
In our church, EVANGELISM STRATEGIES AND METHODS are



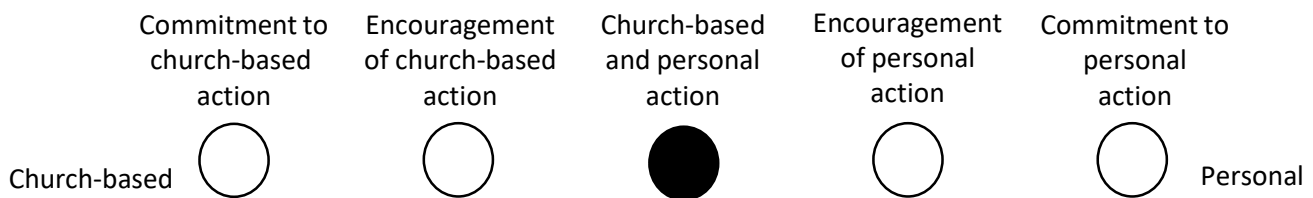
Our church is representative of the ECONOMIC DIVERSITY of our community



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?

Our church and our members are involved in a number of ecumenical activities in our community. These include activities focused on community support and service (e.g., food pantry meals, bag lunch program, One Waupun, Serve Waupun), youth ministries (e.g., GEMS/Cadets), and Bible studies (e.g., Coffee Break Ministry, Friendship Ministry). Bethel CRC members have a high degree of involvement, and members have leadership roles in a number of these.

Our pastor has also been involved in the local ministerial association.

Reflect on your strengths/gifts as a church:

A broad range of talents exist to support congregational programs and needs, but strengths that are foundational to our church family are caring and compassion and a passion for education. Our congregation steps up to support others in need through service, care and prayer. Benevolence often comes in the form of both meals and financially. There is great fellowship and community built when we work together.

Another area of strength is related to education. Support of Christian education is important at all ages, and this is realized through a number of different programs ranging from walk-out worship and Sunday school to middle and high school youth groups and adult Bible studies. Consistent with this, Bethel CRC has supported Christian education through our Covenant Plan. The Covenant Plan is a form of education ministry as part of our general fund obligation of the congregation to support the cost of tuition for Christian education. A number of Christian school teachers and board members are in our congregation.

Reflect on your passions as a church:

Our passions as a church connect to our faith and values: Christ-centered worship and building community. Christ-centered worship is foundational, and preaching of the Word is a fundamental part of our worship. Education and spiritual growth are important. We have increased the emphasis on Bible study groups over the last several years. We also have a passion for teaching children through our education programs. Our church is perhaps a slightly younger congregation and has had a rather stable membership overall. We have a relatively large number of children, and it is a blessing to see them learn and grow in their faith.

Building community is another passion. Beyond friendships and family connections, relationships are developed and strengthened through Bible studies and church-related service. When a family has a crisis or some form of need, our congregation readily leans in to support with meals and helping out. We also like to keep shut-ins and others not able to attend services connected. In the past this was done by sharing recordings of services. More recently with COVID, we began streaming our services which continues today.

List specific problems with which your congregation struggles:

One challenge is space, mainly as it relates to children and educational programs. The number of school-age children has increased over the years, and we find ourselves having to use classroom space at the neighboring Christian school to conduct some of our Sunday school classes. Our council is currently reviewing the situation and considering options, including a possible proposal to expand our church building further.

Another challenge is maintaining close fellowship within a growing congregation. Although building community and supporting each other is a passion, there can be a tendency to be content from a welcoming standpoint. There is an opportunity for us to enfold newcomers better.

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

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

Three events come to mind, but they are generally not unique to our church. First, elimination of our Sunday evening service in 2019. This was a difficult decision, partly due to the range of perspectives in the congregation on the matter. Given decreasing attendance in the second service over the years, the decision was ultimately made to focus efforts on other forms of education and enrichment instead of having a formal evening service.

The other challenges center on more recent events: adjustments due to COVID and losing our pastor of 20+ years. Like other churches and organizations, there were difficult decisions, adjustments and development of new policies and application of technology to adapt to the impact of COVID. In the end, we grew as a church and have some things in place (e.g., streaming services) that allows our church to better meet the needs of the congregation.

Of course, losing our most recent pastor of 20+ years to a call has resulted in some adjustment and growth for our congregation. We miss the steady leadership that was provided for many years. As we transition, we can confidently say that God provides, and we look forward to His good plans!

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

- Increase outreach through hospitality and enfolding newer families...strategies need to be developed to foster this.
- Remodeling of the parsonage...this is nearing completion and is a result of >\$200,000 investment.
- Review and update building needs...as mentioned elsewhere in this profile, there is a need to assure adequate functional space for education and ministry programs of our church.
- Review staffing and consider additional roles...our church family size and needs are being assessed to determine if additional staffing is needed.

Describe what being Christians of Reformed accent means to you:

Our hope and salvation are in our Lord Jesus Christ. Our worship focuses on the Word of God and uses the confessions of the Reformed faith as a guide for understanding, teaching and living our Christian faith. We seek to glorify our God through worship and living lives of service.

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

We look to and value guidance from the denomination. This is particularly important in an ever-changing world, given different social and political influences.

From a financial perspective, we have consistently satisfied our obligations through the pledge process.

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

- Sunday worship as a priority (versus competing things in society such as work, sports and social priorities)
- Influence of social media and changing lifestyles on traditional Christian perspectives
- Traditional vs contemporary components of services
- Being conservative with the Word, but not being narrow minded

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

1961: Founding of Bethel CRC as a plant from within the city; the original church building was completed in 1967.

2000: Established Covenant program as part of our General Fund to encourage and cover the tuition for Christian education.

2012: Building expansion which was driven by growth in membership, resulting in larger sanctuary, fellowship hall, upgraded kitchen area, library and upgraded pastor study and office areas; fellowship hall is an active gathering place before and after services and is a reflection of fellowship and community.