

# CHURCH PROFILE FORM

## Church Information:

Name: Calvary Christian Reformed Church

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

Classical Church Counselor: TBD

## Search Committee Contact:

Name: John Vedder

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## 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: Ottawa + Greater Ottawa Area (pop approx 1 million)

Church Profile:

We are open to:

- Male and Female pastors       Female pastors only       Male pastors only

List all staff positions: Pastor  
Part time Council Administrative Assistant  
Part time Custodian  
Part time Music Director

Position Available: **Pastor**

Date of vacancy: 11/01/2022

General position description:

The Pastor will lead and preach in our weekly worship services. They will plan the services with the Worship Committee. The Pastor will perform the sacraments. Together with the ministry elders and deacons, the Pastor will engage in pastoral care.

The Pastor will fulfill classical preaching appointments and participate with other churches in ecumenical events.

The Pastor, as an elder ex officio, will attend Council meetings and sit on church committees as required. In this, and in their relations with the Music Director and Council Administrative Assistant, collaboration will be important.

- Full-time       Part-time

Bi-vocational position?

- Yes       No

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

Required languages: English

Church Demographics:

Average Sunday attendance: 75-125 approx

Active adult professing members: 163

Profile of church members:

Age:

11 % 0-11    7 % 12-18    8 % 19-24    14 % 25-34  
13 % 35-49    19 % 50-64    28 % 65+

Occupation:

2 % Business    25 % Professional    17 % Trades    4 % Stay-at-home parent  
10 % Agriculture    28 % Retired    4 % Student    10 % Other

Percentage of members belonging to the congregation:

Less than 5 years    12 %  
5-10 years    16 %  
10 or more years    72 %

Racial/Ethnic composition of congregation and surrounding community:

Congregation is primarily, but not exclusively, of European descent.  
The congregation is drawn from many corners of the Ottawa area.

Composition of congregation:

Mono-Cultural (predominantly)

Multi-Cultural

Specific Ethnicity (specify:

)

List the last three persons in this position:

1. Pieter Heerema
2. Nicolaas Cornelisse
3. Gerald Hogeterp

## Worship:

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

The weekly planning of liturgies, songs, and preaching is currently done by the pastor. He naturally connects with the Music Director if he has any questions concerning music.

The worship committee is in charge of the Children's Message and congregational participation in worship activities i.e. reading liturgies, Bible readings etc.

Deacons, as part of Council, prepare the offering schedule.

An elder with the Pastor prepares the schedules for Lord's Supper.

The worship committee takes responsibility for seasonal worship (Christmas and Lent). The Pastor still usually prepares the liturgy for worship.

The Music Director is responsible for all weekly music, including instrumental and vocal soloists, as well as the rehearsal of a special events choir.

The Pastor emails the liturgy to the bulletin and broadcast team.

Church members normally volunteer for various tasks including:

- greeters
- sound reinforcement (microphones etc.)
- video and sound
- online streaming of worship services
- reading of Scripture

### **Describe the worship services in your church:**

Calvary follows a traditional CRC order of worship. Members of the congregation take a role in some part of the service, particularly the announcements, music, and scripture readings. There is typically more participation during special services and/or at certain times of the year, such as Advent, Christmas, and Holy Week. The children's message is part of the service, and then the children leave for Church School. Most songs are selected from the Lift Up Your Hearts hymnal. Other sources are also used, such as the Grey Psalter Hymnal, Maranatha Praise, and some more contemporary songs. The music is played live by our pianist, drummer, and Hammond organ player. We have had other instrumental musicians at different times. Our vocals are led from the piano and occasional soloists. One big feature of our congregation, noted by many visitors and visiting preachers, is how much we love to sing. We are a "singing congregation" and this has influenced the style and choice of songs in our song diet. We sing best with versified songs with diatonic melodies, not too much syncopation and that don't require a worship leader/praise team as such. We have many members that read music and will sing spontaneously in parts given the opportunity.

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

Discipleship is primarily through:

- 1) Regular worship services
- 2) Elder and pastor visits
- 3) Various church groups that meet on a regular basis
- 4) Faith Formation activities.

Building/Financial:

Present annual budget: \$250, 142

Last year's annual budget: \$252, 863

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

Budget	88%
Denominational Ministry Shares	54%
Classical Ministry Shares	100%

Amount contributed above budget and ministry shares: \$64, 343

Specify (optional): Special Causes and Mortgage Reduction

Facilities:

Describe facilities: Sanctuary, fellowship hall, kitchen, library, prayer room, Cadet workshop, offices (2), nursery, classrooms (upstairs and basement), parking. Accessibility elevator and washroom.

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: 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:

If other, please specify:

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

\$ \_\_\_\_\_ or 2.29%

### Housing

- Housing allowance, including Home purchase assistance
- 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
- 3 – 5 Annual vacation (# weeks)
- Other (please specify): Book allowance, Hospitality allowance

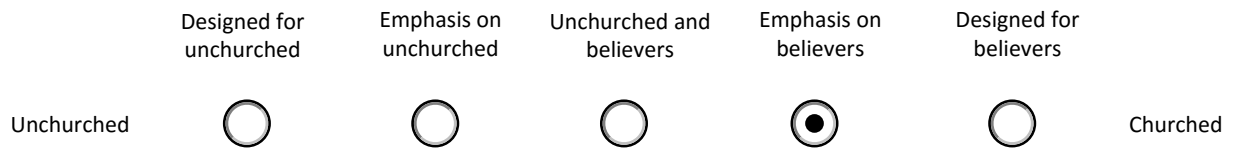
# Church Characteristics:

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

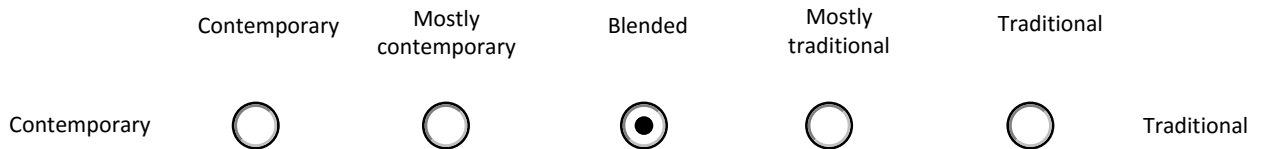
Presently, the FOCUS OF OUR CHURCH'S MINISTRY is



In our church, the WORSHIP SERVICE IS DESIGNED FOR



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



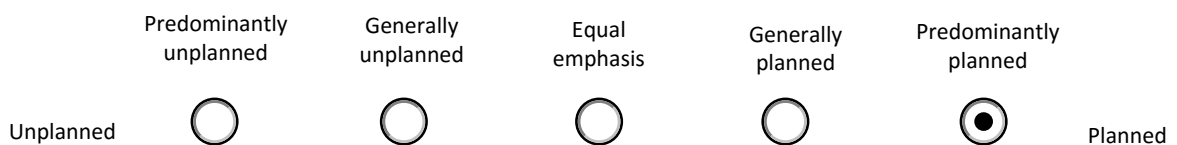
In our church, LEADERSHIP is generally provided by the



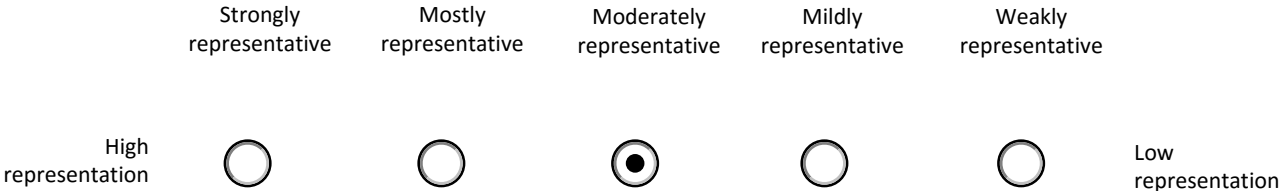
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through



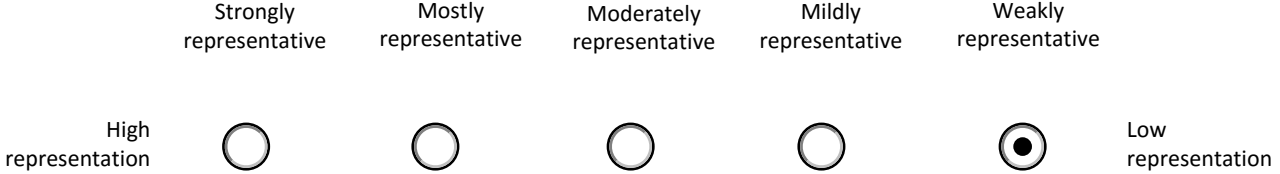
In our church, EVANGELISM STRATEGIES AND METHODS are



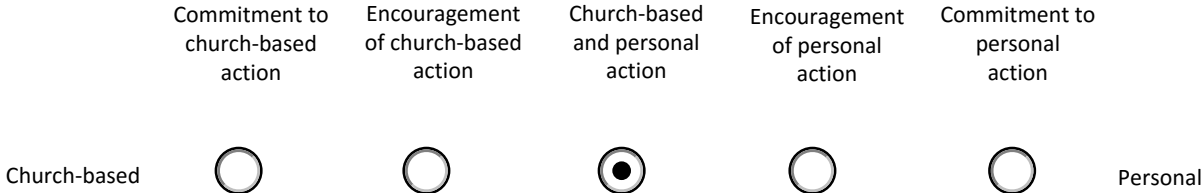
Our church is representative of the ECONOMIC DIVERSITY of our community



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?**

Please see "A Narrative of Calvary" in Appendix A.

**Reflect on your strengths/gifts as a church**

Please see "A Narrative of Calvary" in Appendix A.

**Reflect on your passions as a church:**

Please see "A Narrative of Calvary" in Appendix A.

**List specific problems with which your congregation struggles:**

Our issues include ones that are shared by many churches, particularly the one of growth. Attracting new members is a struggle and some younger members have left. As such, our congregation's average age is getting higher.

Despite the wide pool of skills and talents we can draw on from our congregation, and the good number of people willing to volunteer, some positions/needs remain unfilled. As is common, some people end up wearing many hats.

While we meet our budget consistently, this does not include our Ministry Shares obligations, and we have trouble meeting those in a timely fashion. However, many of our members also contribute on their own to causes such as World Renew.

Over the years we have struggled with our Lord's command to evangelize as per the Great Commission of Matthew 28. Some of our members argue we should be doing more.

**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?**

Like everyone, Covid-19 has been a great challenge to our congregation. While worship services moved online, all groups had to stop meeting which led to further isolation and hardship for all members. With the efforts of some gifted members we were able to move our services online. It was a challenge for our Pastor to lead online services in a near empty sanctuary.

The blessing of the past two years has been the push to online Sunday worship which has allowed us to reach a new audience and has given those who cannot attend in person a way to participate.

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

We hope to increase our membership. We need more young families. While the ability to provide access to worship via online streaming has been a boon, especially to those members who cannot attend in person, this seems to have also led to a bit of a more generalized acceptance of simply watching services, as opposed to attending them. As restrictions have lifted, attendance numbers have not kept pace, and this transition to 'normal' is proving to be unpredictable.

**Describe what being Christians of Reformed accent means to you:**

To our congregation, being Reformed is an active state. Guided by the Holy Word, we must constantly examine and be alert to the spiritual needs of both our church, and the world as a whole, assessing how we are to live, and taking that out into the community in our daily lives. This has also been guided and is reflected in our vision statement.

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

Calvary has a close working relationship with the CRCNA. We are involved both at the Classical and Synodical level. We rely heavily on resources provided by CRCNA and support Ministry Shares, missionaries and other initiatives provided by the greater CRC. We respect and follow the decisions of Synod.

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

We are living in a post-Christendom age. The world around us views Christians in a cynical and often hostile light. The fastest growing religious affiliation among youth and young adults is 'none' (*Canoeing the Mountains*, by Ted Bolsinger). Sundays are becoming more important as sports days/shopping. We are heavily influenced by the culture around us. Church numbers are declining in traditional churches. Some Christians are less faithful to a denomination and church 'shopping' is common. The focus is finding a church where they feel comfortable or spiritually nourished. Feeling becomes more important than theology.

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

- 1) Nine years after the founding of our church, we built our current building in 1967 and have made considerable expansions which have allowed us to both meet and worship and grow better as a church. This also enables us to share our space with other groups seeking a place to worship.
- 2) Several decades ago Calvary made the decision to allow women to hold office in the church resulting in the departure of some members.
- 3) Years ago several younger families left Calvary to found a new seed church, seeking a different vision of doing church. This small church community has since ended their ministry with a few families returning to Calvary.

## **Leadership:**

How many council members does your church have? 16  
What is the length of term for council members? 3 years  
How often does the full council meet? 5 times yearly

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

- Council Admin team - 5 times yearly
- Council Ministry team - 5 times yearly
- Deacons - 5 times yearly

In addition the following committees meet on an as needed basis:

- AODA (Accessibility for Ontarians with Disabilities Act)
- Committee Buildings and Grounds
- Care Circle
- Church School
- Communications Committee
- Education
- Faith Formation
- Finance Fundraising Committee
- Hospitality Committee
- Library
- Prayer Ministry
- Refugee Committee
- Safe Church Committee
- Youth Committee
- Worship Committee

## Appendix A

### A Narrative of Calvary

- 1) Our congregation was established in 1958, with Navan as the approximate center of our congregation. Our church building was finished in 1968. At that time some of our members lived in Ottawa, but many others lived in a large area to the South-East of Ottawa. This is still the case. We are not a city church based in Ottawa, but a regional congregation.
- 2) Several decades ago our congregation wrestled with the women-in-office issue, and about five families left us in the 90s. Starting in 2000 the first female deacons were installed, and female elders were installed four years later. Their work and giftedness have changed Council and the way members of our congregation reach out to each other in times of need. We have become more congenial. Presently, we have heard no voices objecting to our calling a female pastor.
- 3) Our congregation has many active small groups. These include:
  - The Friendship Circle for persons over 55.
  - The Cadets.
  - The GEMS.
  - Youth Group
  - Hands On, a women's group working on crafts Wednesday mornings. It is an unstructured group open to women from the wider community who seek social interaction and/or assistance in their crafts.
  - The Friday Potluck Group, that meets to discuss topics of various kinds.
  - Abba's Daughters, a women's discussion group.
  - Next Level, a men's discussion group. This is lead by Pastor Bryan Hummel, former pastor at Barrhaven CRC. We hold Pastor Bryan's credentials at our church.
  - Pastor Piet leads a Friday morning Bible study group.
  - Refine, a young women's discussion group.
- 4) These various small groups need meeting space. A decade ago we also wanted to provide space for groups not part of our congregation. Such considerations led us to add a large meeting hall to the church. This extension was completed about ten years ago. A great deal of volunteer effort went into this project: framing, shingles, flooring, painting. To help make our building more accessible, we also installed an elevator, and the washroom next to the sanctuary is similarly accessible.
- 5) In 2011 the Ottawa Christian Reformed Campus Chaplaincy was initiated, and in 2012 its first chaplain, Rev. Sid Ypma, was hired. Calvary supports this chaplaincy (now known as Ottawa Campus Chaplaincy) along with three other Ottawa-based CRCs with a yearly financial commitment. This commitment from the four churches provides the Chaplaincy with 30% of its budget. Our members have occasionally provided meals for weekly student Feast and Faith gatherings.

- 6) When the family of our present pastor moved to a house of their own in 2014 we rented the house for a few years to several families. Several years ago the Elisabeth Fry Society of Ottawa, that works with young and adult women who are completing a prison sentence or awaiting their trial, became interested in the house to accommodate some of these women. We renovated the house to serve such purposes and the Society now rents it. Our deacons were heavily involved in the organizing required.
- 7) When Covid hit we decided to stream our worship services on the Internet. We now stream all our services and plan to continue doing so.
- 8) Some 20 years ago we became more aware of the plight of refugees, and since that time we have sponsored the following persons:
  - 1980: a Vietnamese family of four;
  - 1999: a Kosovo family of six;
  - 2003: three young persons from Burundi;
  - 2016: a Syrian family of five;
  - 2018: a Syrian family of seven;
  - 2019: an Iranian family of four.

We are still in touch with most of these persons. The Iranian family had been active in evangelism in Iran, and in June '22, this family, with Vision Ministries Canada, formed the Ottawa Persian Church, the first Persian language church in Ottawa. We now, as a congregation, support this ministry.

- 9) Several couples of our congregation have gone on Disaster Response Services teams (DRS is an arm of World Renew) to Texas, New Jersey, N. Carolina, New Orleans, Mississippi, New York, Indiana, and Alberta. A larger group of our members went to the Dominican Republic to help build a school. Teams of young people and adults have also gone on intergenerational mission trips during the March break to Texas, Mississippi, North Carolina (twice) and New York. One of our retired teachers has volunteered at Rehoboth Christian School in New Mexico.
- 10) Our Hands On women's group, as part of a national reconciliation effort to bring some healing in the pain and harm inflicted on boys and girls in residential schools, have sewn nine colourful quilts for Indigenous women.
- 11) Since 2010 several of our ladies have been challenging the congregation each year to buy gifts for Christmas through World Renew. Each gift is acknowledged by a tag on a Christmas tree beside the pulpit. Gifts of the year vary from sheep to goats to chickens, while in 2020 and 2021 it was food for a family for a month, through World Renew and International Disaster Relief for refugees where needed. The congregation responds from the heart: in 2021 it donated 191 gift baskets. The various collections for World Renew (World Hunger, Refugee Sunday, and especially those using the Canadian Foodgrains Bank) are well supported financially. For two years a family of our congregation made available 10 acres of land to grow crops of soybeans or corn for the Canadian Foodgrains Bank. Our farmers have provided equipment and seeds to plant and harvest these crops.

12) Calvary has participated in ecumenical activities for many years. We have shared our building with two other non-CRC congregations since 2010. Pastor Heerema has led bi-weekly worship services at the Windsor Park retirement residence for about ten years. Before Covid he also led services in a Blackburn Hamlet seniors' residence. He leads devotions at the Viewmount Drive Retirement Home for two months of the year. In these activities he is assisted by several members of the congregation. Calvary has also participated in interdenominational services on Reformation Day. We are very pleased to see the formation of the above-mentioned Ottawa Persian church, and by the way our streamed worship services have reached others during the pandemic.

## A Summary

In this story of Calvary, and as well in other parts of our profile, we see an intertwining of several themes.

- Implicit is our **vision statement** of who our Lord is, and of who we are, the Calvary church. This vision statement is given on our website. It colours much of what we do, in our worship, in the major goals that we have, in the way we see ourselves as Reformed, and also in the position description of our new pastor.
  
- We also see our **passions** as a church. We are passionate about our worship and our serving the risen Lord, and about seeking to strengthen our faith in him. We are passionate about caring for each other, and especially for the needy and sick among us. Visitors have told us we are a welcoming congregation. We have found it difficult to do evangelization in our industrial neighbourhood, but our various activities reveal we are certainly passionate about reaching out globally to refugees and the marginalized.
  
- We also see evidence of our **strengths and gifts of our church**. We live out of the grace God daily extends to us – this makes us part of his people, and in our worship we respond to this grace.
  - We love to sing!
  - As the Body of Christ we care for each other, and many of us enjoy meeting in small groups. In this and other ways our Fellowship Hall serves us well.
  - Our global outreach is important to us.