

CHURCH PROFILE FORM

Church Information:

Name: Maranatha Christian Reformed Church

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

Classical Church Counselor: Rev. Len Riemersma

Search Committee Contact:

Name: Attn. Clerk of Council

Address: Maranatha Church, 100 College Street West, Belleville, Ontario K8P 2G5

Home: (613) 962-2062

Email address: info@maranatha-church.com

Community Setting:

<u>Location</u>	<u>Function</u>	<u>Growth</u>
<input type="checkbox"/> Rural	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Growing
<input type="checkbox"/> Small Town	<input checked="" type="checkbox"/> College/University	<input checked="" type="checkbox"/> Static 1.3%
<input type="checkbox"/> Metropolitan	<input checked="" type="checkbox"/> Agricultural	<input type="checkbox"/> Declining
<input type="checkbox"/> Suburban	<input checked="" type="checkbox"/> Recreational	
<input type="checkbox"/> Inner City	<input checked="" type="checkbox"/> Military	
<input checked="" type="checkbox"/> Small City	<input type="checkbox"/> Bedroom community	

Approximate population of community: 50,716 (2016 census)

Church Profile:

We are open to:

- Male and Female pastors
Female pastors only
Male pastors only

List all staff positions:

Senior Pastor, Assistant Pastor, Director of Worship, Director of Discipleship, Children's Ministry Director (PT), Children's Ministry Assistant (PT), Director of Youth and Young Adult Ministries, Office Manager and Caretaker.

Position Available: Senior Pastor

Date of vacancy: Vacant since Nov. 30, 2017

General position description:

- To minister to the congregation of Maranatha Church,
- preaching and leading worship services
 - providing leadership and direction to the church with council
 - working with staff and volunteers to minister to the congregation
 - encouraging outreach to our community.

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

Bi-vocational position [Y or N]: No

Number of years preferred of ministry experience of potential candidate: minimum of five.

Required languages: English

Have you completed the Denominational Survey conducted by the Center for Social Research? No

If yes, post link to it here: _____

Worship:

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

Maranatha Church has a full time Worship Director rather than a liturgy/worship committee. The worship director leads a worship team of her own and oversees and works with several other worship teams and the pastor to plan worship services. We have approximately 20 volunteer musicians and vocalists on our worship teams and another dozen volunteers involved on the tech side of worship. We also have some volunteers who perform dramas for services from time to time.

We do not use a lot of other lay people in our services. The pastor typically reads his own scripture and leads congregational prayer. At times, we invite congregation members to gather around an individual and lay hands on them for healing during congregational prayer. We also offer prayer after services on occasion as we feel the Spirit is leading.

We are experimenting at our evening service with elders and others sharing personal devotions as the message and focusing the service on the theme of the devotional.

Describe the worship services in your church:

Maranatha has a single worship service Sunday morning and another Sunday night. Typical attendance in the morning is around 450-500. It's too early to tell how our experiment with the evening service will work, but attendance has initially increased to 60-80 from 40-45. Our pre-school children are not part of the morning service and our elementary age children leave after the praise and worship for a children's service and small group time elsewhere.

Morning services are typically 1.25-1.5 hours in length, including about half an hour of praise and worship and sermons of about half an hour. Evening services are shorter, about an hour in length or even slightly shorter. We don't currently use a lot of powerpoint but we do show videos fairly often with worship or messages.

We live-stream our morning worship services and can have anywhere from 20-60 people joining us on a Sunday morning or checking out the service during the week after it is posted on the church website.

Our worship style is best described as praise and worship rather than liturgical. We lean towards contemporary songs, ranging from modern hymns by the Gettys to Bethel songs, with some traditional hymns.

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

We place a strong emphasis on discipleship - on growing up in all ways in Christ. We believe Jesus came to set the captives free and developed over the years an extensive ministry of healing

and restoration for individuals struggling with deep areas of their lives. That ministry is in transition with the retirement of our senior pastor and the coming retirement of two other staff members who have been directly involved in the ministry. A small group initiative by our marriage ministry may end up playing a key role in how we move forward with our ministry of healing and restoration.

Small groups have been the other main tool of discipleship. Our Midweek courses are really time-limited small groups. Typical attendance is over 120 people. We also have a number of other small groups that meet in individual homes.

Building/Financial:

Present annual budget: \$858,000 plus another \$100,000 annually designated to pay down the mortgage. (We currently owe about \$1.1M on our mortgage, which started out in 2008 at just under \$2.7M.)

Last year's annual budget: \$856,000 plus another \$100,000 to pay down the mortgage.

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

Budget (local ministry)	100%
Denominational Ministry Shares	70% (see note below)
Classical Ministry Shares	100%

Note: We plan in our annual budget to pay 70% of our denominational ministry shares, a decision that was taken many years ago to enable us to hire staff and develop local ministry.

Amount contributed above budget and ministry shares: Last year - \$88,000 to other causes that we support as a congregation, including our own Benevolence team.

Facilities:

Describe facilities:

Our facilities were newly constructed in 2008. The building was deliberately designed to feel like a public building and not like a church to be a more welcoming and less threatening place to the community. The heart of the building is a fully-equipped performing arts auditorium designed not only for worship, but also as a venue for concerts and other performances. It is the largest such venue in the area. We rent space regularly to community groups to serve our community and as a form of pre-evangelism to encourage the community to enter our doors. We used to be known as "the Dutch church", but at this point, we are known as the church

where people went for a concert or conference.

The building itself covers 39,700 square feet and includes a main auditorium, chapel, youth hall, fellowship hall, library, production suite, classrooms, and seven offices. Currently the auditorium is set up to seat 700 people but can hold up to 1000. Depending on how they are set up, there can be anywhere from 8-12 classrooms.

Are your buildings adequate for your ministries?

Yes X No _____

If no, please explain:

Is a building program projected?

Yes _____ No X

If yes, describe what and when:

Does the church own a parsonage?

Yes X No _____

(But we are in the process of selling our former parsonage)

Location of office or study: Our previous pastors had a study in the parsonage, but our administration complex includes offices for the senior pastor as well as other staff members.

Compensation:

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

If other, please specify: _____

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

\$ _____ or 2-3%

Housing:

Housing allowance

Parsonage only

Either of the above

Benefits and expenses:

- X Pension: CRC Pension Fund
- Medical insurance
- X Life insurance
- X Canada Pension
- X Travel/mileage
- Continuing Education funds
- Continuing Education time allotted
- Sabbatical policy in place

Annual vacation (# weeks): Starts at two weeks (the legal requirement in Ontario), but may be more based on prior work experience. That increases to three weeks at five years employment (also a legal requirement in Ontario). We add another week of vacation every five years after that, currently capped at six weeks for the senior pastor and five weeks for other staff.

_____ 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	_____	_____	_____	<u> X </u>	_____	Internal

In our church, the WORSHIP SERVICE IS DESIGNED FOR

Designed for 2015 edition Pastor-Church Relations CRCNA	Emphasis on	Unchurched and	Emphasis on	Designed for
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	unchurched	unchurched	believers	believers	believers	
Unchurched	_____	_____	_____	<u> X </u>	_____	Churched

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

	Contemporary	Mostly contemporary	Blended	Mostly traditional	Traditional	
Contemporary	_____	<u> X </u>	_____	_____	_____	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	_____	_____	<u> X </u>	_____	_____	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	_____	_____	<u> X </u>	_____	_____	Formal

In our church, EVANGELISM STRATEGIES AND METHODS are

	Predominantly unplanned	Generally unplanned	Equal emphasis	Generally planned	Predominantly planned	
Unplanned	_____	_____	<u> X </u>	_____	_____	Planned

Our church is representative of the ECONOMIC DIVERSITY of our community

	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	
High representation	_____	<u> X </u>	_____	_____	_____	Low representation

Note: We lack professionals such as doctors or lawyers. We have a lot of teachers and nurses.

Our church is representative of the ETHNIC DIVERSITY of our community

	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	
High representation	_____	_____	<u> X </u>	_____	_____	Low representation

Our church's RESPONSE TO COMPASSION, MERCY, AND JUSTICE NEEDS is

	Commitment to	Encouragement of	Church-based	Encouragement	Commitment to
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	church-based action	church-based action	and personal action	of personal action	personal action	
Church-based	_____	_____	_____	<u>X</u>	_____	Personal

Our church's MISSIONAL FOCUS is

	All local	Mostly local	Equally local and global	Mostly global	All global	
Local	_____	<u>X</u>	_____	_____	_____	Global

Note: We support Resonate through denominational ministry shares, of course, including a specific missionary from Resonate. We also recommend a number of missionaries to the congregation for support that are not with the CRC. Our congregation has also very strongly supported World Renew (CRWRC) over the years.

Narrative:

Do you have a recently articulated mission/vision for ministry? Yes, for many years:

Vision: To be a biblically –functioning community through which God’s redemptive purposes for the world can be realized.

Mission: To Reach the Lost, Restore the Broken, Equip the Saints and Release the Workers.

The vision and mission statements are a regular part of our vocabulary and discussion.

Fall 2018 has been marked by a prayer and planning initiative led by Jack Tacoma of Resonate Global Missions, which included 20 days of prayer and a "Discovery Weekend" to talk about ministry possibilities. Based on that input, we expect to develop a ministry plan by spring 2019 for the next 5-7 years.

In what ways does your church participate in ecumenical activities?

Maranatha is active in the city Ministry Association (Belleville Christian Ministries - BCM) that meets on a monthly basis. We find that we relate more to local evangelical churches in the BCM than to other Christian Reformed Churches in the region. We encourage our members to also be involved in other ministries in the local community such as the Pregnancy Crisis Centre, with some taking on significant leadership roles.

We are one of the sponsoring churches for a new initiative of the BCM to bring Will Graham of the Billy Graham Evangelistic Association to our region in October 2019 for a mass community outreach event.

Reflect on your strengths/gifts as a church:

Worship is one of our strengths. We have a lot of very talented musicians and vocalists and we love to worship together.

We have long been committed to ministering to people's hearts at the deepest levels. We have not been afraid of the messiness of people's lives as we welcome people who are broken and minister to brokenness. We really value authenticity in our relationship with God and with each other.

Our Friendship Circle ministry is huge (around 70 friends and workers participate weekly) and is the only such ministry in the area.

We launched "section pastoring" in 2017 to provide care and connection in the congregation, capitalizing on the fact that people typically sit in the same area for worship week after week. We divided our auditorium into sections. A number of couples are assigned to each section to connect with people and develop relationships in their areas. Response has been very positive.

We see a real desire for fellowship in the congregation. Our midweek dinners, which are held most Thursday nights during the ministry season, are very well attended (150 people and up). The desire for fellowship is also part of the reason for the success of our section pastoring.

Reflect on your passions as a church:

We have a passion to see people grow in Christ in all ways - which includes dealing with the emotionally broken places in our lives that keep us from following Jesus.

We have a passion for worship and for God's presence in worship.

We have a passion to see people come to the Lord.

List specific problems with which your congregation struggles:

Some differences over worship, prayer and spirituality. We are committed to vibrant Holy Spirit-led worship and to the full range of spiritual gifts, including the so-called charismatic gifts, but there are some issues over what Holy Spirit renewal should look like, what we can expect in prayer (especially for healing) and the role of the prophetic.

We'd like to see more newcomers and more people coming to salvation. We experienced a real wave of newcomers and new believers with Alpha in the 1990s and early 2000s.

Young adults and younger families are becoming a demographic gap that is troubling to us. We need to reach millennials.

Individuals who are unwilling to face their own issues, sin and brokenness in a community

that is committed to dealing with issues in authentic relationship. This not only keeps those individuals from coming into freedom and their inheritance in Christ, but it impacts the rest of the community as well, as they never feel fully part of the body.

As a larger church, there are challenges in seeing that members and visitors get connected. It takes more of a deliberate effort to recognize the stranger, the quieter one, and the ones who are hurting in our midst. Despite being purposeful in our reaching out, sometimes people are missed, which is why we started section pastoring.

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

The retirement of our senior pastor in November 2017 after 32 years of ministry here, which has caused a ripple-effect of changes in the congregation and in ministry – that is part of the reason for our prayer and planning initiative in the fall of 2018.

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

- 20 days of prayer and the Discovery Weekend initiative in the fall of 2018. We expect a ministry plan for the next 5-7 years to come out of the process by the spring of 2019.
- A major evangelistic initiative with the Billy Graham Evangelistic Association of Canada and Will Graham that we will be participating in through the Belleville Christian Ministries.

Describe what being Christians of Reformed accent means to you:

Being Christians of Reformed accent means to us that Jesus Christ is sovereign in all of life. “All” includes our personal and corporate lives, both the good and the bad.

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

The local church is the community of Christ – where believers gather together to worship, grow in faith, encourage one another, share fellowship, serve and witness to the risen Christ.

The relationship of the local church to the Christian Reformed denomination is not based on hierarchy. Classis and Synod are “broader” assemblies for seeking God’s wisdom and sharing in ministries that are beyond the scope of the local church. The denomination can also help the local church with conflicts and it helps to provide a shared theological framework for understanding scripture and engaging our culture.

Having said that, we do not always participate in CRC programs such as GEMs or Cadets.

Sometimes we have also found that initiatives being pursued by the denomination do not fit where we are at as a church. Over half of our worshipping congregation is from the community rather than traditional Dutch CRC background. They identify with the local church rather than the denomination, which means denominational ties are somewhat weaker at Maranatha than at many other older CRC churches.

We have concerns about the theological and cultural direction of the denomination in terms of acceptance of homosexuality and same sex marriage that normalizes what the Bible calls sin, and a social justice style of ministry that can take the place of a personal relationship with Christ. Typically our ministry is more locally focused than denominationally focused, with a strong emphasis on a personal relationship with Jesus Christ rather than on societal issues. That emphasis is reflected in the way the church has grown through evangelism.

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

There are three main cultural challenges that we see facing Christians and the Christian Church today and in the coming years. The first and over-arching one would be a growing hostility towards Judeo Christian values and faith. Despite both Canada and the United States being built, for the most part, on these values, they are quickly being eroded.

This erosion leads to the second challenge of dealing with the issue of homosexuality and all the identity issues connected with that. Society and even the church seem to be rapidly normalizing homosexuality, which we see as brokenness in need of restoration (as with many other forms of brokenness that need healing).

Finally, we also see that this erosion of values and faith has led to a generation that does not understand covenant commitment and letting your 'yes' be 'yes' and your 'no' be 'no'.

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

1. In June 1991, council adopted a motion that stated that Maranatha belonged to God and committing ourselves to following him wherever he led us as a church as the Holy Spirit gave us grace to do so. That was a very significant declaration and God has honoured it over the years.

2. Shortly after building a new facility in 2008, we found ourselves embroiled in a conflict with some concerned members and Classis Quinte. The conflict came to a conclusion after an appeal to Synod in 2012, and in 2015 a reconciliation service was held with representatives from Classis. This conflict was very painful and we continue to be affected by it in various ways. However, as challenging as it was, the conflict also helped to solidify who we are as a congregation and the call on this church.

3. Two other significant events included hosting Dunamis Conferences and holding the Alpha

program. In mid to late 1990s, Dunamis introduced our congregation to life in the Holy Spirit. At about the same time, the Alpha Program built on that emphasis on the Holy Spirit and also brought significant growth by conversion that radically changed the composition of the congregation.

Leadership:

How many council members does your church have? 6 Elders and 3 Deacons

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

How often does the full council meet? Twice per month

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

Technically there are no sub-groups of council. Council's main responsibility is the oversight of staff through the senior pastor, as well as overseeing the business of the church and discipline matters. Elders and Deacons share responsibility for governance of the church. They do not meet separately.

Within Maranatha, some traditional tasks of Elders and Deacons have been delegated to appointed teams. Members of council serve as liaison. Appointed teams include the Benevolence team and a team of people who conduct visitation to shut ins and with the hospitalized.

When completed, email finished profile to: profile@crcna.org