

# CHURCH PROFILE FORM

Church Information:

Name: Ridgewood Christian Reformed Church

Location of church [City, State/Province]: Jenison, MI

Classical Church Counselor: Marc Neleson

Search Committee Contact:

Name: Mike DeVries

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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: 53,000

Church Profile:

We are open to:

- Male and Female pastors       Female pastors only       Male pastors only

List all staff positions:	Lead Pastor	Full time
	Family-based Ministries Director	Full time
	Pastor of Congregational Care	½ time
	Office Administrator	.75 FTE
	Custodian	Part time
	Worship Coordinator	Part time

Position Available: **Lead Pastor**

Date of vacancy: 03/01/2021

General position description:

This position is a Lead Pastor Position. This pastor will lead worship and lead the congregation in its ministry vision. During our discernment process, the following have been identified as the vision for Ridgewood CRC's future and how the Lead Pastor could help in this vision.

- We desire to be engaged in outreach to our community
- We are leaders that desire and could benefit from leadership training
- We are aware of our strengths and struggles and seek direction
- We desire inspirational and engaging worship

- Full-time       Part-time

Bi-vocational position?

- Yes       No

Number of years preferred of ministry experience of potential candidate: 5 or Applicable

Required languages: English

Church Demographics:

Average Sunday attendance: 150

Active adult professing members: 290

Profile of church members:

Age:

9	% 0-11	6	% 12-18	8	% 19-24	9	% 25-34
9	% 35-49	17	% 50-64	42	% 65+		

Occupation:

23	% Business	15	% Professional	5	% Trades	3	% Stay-at-home parent
0	% Agriculture	50	% Retired	4	% Student	0	% Other

Percentage of members belonging to the congregation:

Less than 5 years	7	%
5-10 years	5	%
10 or more years	88	%

Racial/Ethnic composition of congregation and surrounding community:  
 Primarily Caucasian with small numbers of Asian, Hispanic, and Black

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. Leonard Kuyvenhoven
2. Joel Boot
3. Milton Doornbos

## Worship:

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

Five members of the staff (3 pastors, worship coordinator, and office administrator) are involved in worship planning. We have a small worship team (instrumentalists and vocalists) that participates in worship approximately every other week, and we regularly incorporate children, youth, and adults into our worship in special music and children's choir & reading of liturgy.

Describe the worship services in your church:

Our worship style is liturgical and traditional, but we're open to using both hymns and contemporary christian music. Although some of our worship services take on a blended style, we have not strayed very far from our traditional roots. Our commitment has been to offer a more liturgical but engaging worship experience with excellence.

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

We have groups of adult bible studies - Small Groups, Coffee Break, Men's morning Bible study. We have some mentors who meet with young adults. We have a middle school and high school program. GEMS, Cadet and Sunday School teachers take an interest in the kids with whom they work.

An understanding of and growing as a church in our discipleship practices is something from which we could benefit and grow.

## Building/Financial:

Present annual budget: 780,651

Last year's annual budget: 851, 411

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

Budget 100

Denominational Ministry Shares 49

Classical Ministry Shares 100

Amount contributed above budget and ministry shares: 79,789

Specify (optional): Missions

Facilities:

Describe facilities: We have a large facility that is well cared for

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: In 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:

\$ Based upon the wage level      or      %

## Housing:

- Housing allowance
- 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
- 4 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

	Community exclusively	Community primarily	Community & current members/ participants equally	Current members/ participants primarily	Current members/ participants exclusively	
External	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Churched

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

	Contemporary	Mostly contemporary	Blended	Mostly traditional	Traditional	
Contemporary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Traditional

In our church, LEADERSHIP is generally provided by the

	Predominantly lay leaders	Frequently lay leaders	Lay leaders & pastoral staff share leadership	Lay leaders function under pastoral staff	Predominantly pastoral staff	
Congregational members	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	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	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Formal

In our church, EVANGELISM STRATEGIES AND METHODS are

	Predominantly unplanned	Generally unplanned	Equal emphasis	Generally planned	Predominantly planned	
Unplanned	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Planned

Our church is representative of the ECONOMIC DIVERSITY of our community

	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	
High representation	<input type="radio"/>	<input type="radio"/>	* <input checked="" type="radio"/>	<del><input checked="" type="radio"/></del>	<input type="radio"/>	Low representation

Our church is representative of the ETHNIC DIVERSITY of our community

	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	
High representation	<input type="radio"/>	<del><input checked="" type="radio"/></del>	* <input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Low representation

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	<input type="radio"/>	<input type="radio"/>	* <input checked="" type="radio"/>	<del><input checked="" type="radio"/></del>	<input type="radio"/>	Personal

Our church's MISSIONAL FOCUS is

	All local	Mostly local	Equally local and global	Mostly global	All global	
Local	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Global

\* INDICATES CORRECT SELECTION. PDF FORM ISN'T WORKING PROPERLY.

## Narrative:

In what ways does your church participate in ecumenical activities?

We have had a relationship with Love Your Neighbor (formerly Love In the Name of Christ of Hudsonville/Jenison) for several years. Through this relationship, we have provided benevolence and service to the community. We also host and support their Life Skills Program. Other ministries with whom we have developed relationships include Kids Hope USA and Jenison Campus Life. Our congregation has regularly supported various forms of missions, including regular national and international service trips.

Reflect on your strengths/gifts as a church:

The Ridgewood community offers great support during times of crisis. We are generous with our financial gifts and time; we strongly support mission projects; we are dedicated to biblical teaching. Worship is well-planned and every part is meaningful. We are a very welcoming congregation.

Reflect on your passions as a church:

Preaching of the Word  
Caring for its members  
Support of Christian Education  
Singing  
Welcoming those who visit  
Global Missions

List specific problems with which your congregation struggles:

Many of our struggles extend from having an aging population. We struggle to keep our members and bring new members into our church. These factors have contributed to a lack of available volunteers for Council and other ministries. We have been putting a significant amount of energy into discussing and discerning what this means for Ridgewood, including developing a clear vision for our church.



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?

While it is certainly not unique to us, the COVID pandemic has taken a significant and lasting toll on the Ridgewood family. Like many churches we chose to “go remote” in March of 2020, but at the time, we had no capability, and limited knowledge, of live streaming. Thanks to a few congregants, we were able to get up-and-running in a very short time. Unfortunately, we had clashing perspectives on when and how to “re-open” to live worship, which ultimately led to many of our ‘middle-aged’ congregants choosing to worship elsewhere, and our lead pastor giving up his position.

With the departure of our lead pastor in March of 2021, we currently have no one on our pastoral staff who was here three years ago. This clearly presents some unique challenges, especially in light of the constant monitoring of the pandemic and a lack of direction from a lead pastor.

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

- Offering a liturgical, but engaging, worship experience with excellence
- Looking to secure a lead pastor
- To set a more defined vision and direction for the future
- Increased and better communication
- More community outreach

Describe what being Christians of Reformed accent means to you:

We are part of God’s family - His Church. We believe in one God in three persons - the Father, the Son and the Holy Spirit. God is Sovereign. Salvation is an undeserved and unearned gift from God. God invites us to accept this gift. God not only invites individuals, his covenantal love is extended to the children of believers.

God’s kingdom and creation are being restored through the work of the Spirit working through Christ’s believers (the Church). Through Christ’s victory over sin and death, God’s kingdom is here and yet we are still waiting for Christ’s fulfillment of the Kingdom when he comes again. Until then we pray and work to tell others about Christ’s forgiveness and saving grace through his death on the cross. The Bible is central to our being and worship. Our faith in God and instruction through His Word provide the direction for living our lives and treating others.

Because of our concern for family and our belief that our faith is important in all areas of our lives, we support Christian schools and offer many programs to help families grow spiritually. We want all members to be informed Christians.

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

The local church and the Christian Reformed denomination work together to respond to God’s call to bring shalom –to do justice, love mercy, and walk humbly with our God. The local church equips believers to be salt and light in their communities and in the local church’s community. It also supports the denomination in its efforts to bring shalom and further God’s kingdom.

The Church Order and its Supplements show how congregations of the Christian Reformed Church in North America (CRC) live together and organize themselves. The Church Order regulates the organization and activities of the church. The Supplements are decisions that synods have judged significant enough to accompany the Church Order.

More than a set of regulations and guidelines, the Church Order is like a covenant among church members in a denomination who agree to abide by its provisions and to work together to change the regulations when necessary. In an era of growing diversity in the church, the Church Order establishes common ground and promotes unity even as it encompasses many different churches in varying local contexts.

Identify some of the cultural challenges facing Christians and Christian churches

today:

Biblical Illiteracy - being part of a church but not being invested in personal study of the Bible and what it is saying to you personally.

Consumerism Christianity - a focus on being entertained rather than worshiping God. More about what do I get from the church rather than what can I give to further the Kingdom.

Lack of Commitment - living a "busy" life and striving for "worldly" things leading to less time for volunteering and serving others. Also not standing firm in the commitment to being a Christian the way in which the Bible teaches. Instead looking for ways to turn what it says into what is best for me.

Identity Crisis - finding identity and worth in political beliefs, social communities, or the attitude of "just let me be me" rather than finding identity in Christ.

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

We are very proud of our history. Ridgewood was organized as a church in 1965. Many of our current members have been members since the beginning and we have very fond memories of those early years. In 2015, we celebrated our 50th year as a church with special services and brought back all of our earlier pastors. We had a dinner at the Pinnacle Center and had members who became pastors come back to preach."

In August of 1985, lightning hit our church and destroyed the sanctuary. Current members who attended Ridgewood at the time regularly reflect on how the fire and subsequent reconstruction was a great demonstration of God's blessing and provision for the Ridgewood community. Many also reflect fondly on returning to worship in the sanctuary on Easter of the following year.

2000 was another significant year for the Ridgewood family. This is the year that a construction project nearly doubled the size of our facility. Significant additions included a kitchen, a youth room, and a multi-purpose room. This is also the year that our church first approved women for election to office and our first female deacon was elected.

## Leadership:

How many council members does your church have? 25 (considering reduction)

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

How often does the full council meet? Every other month

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

Administrative Board: takes on day-to-day administrative responsibilities; meets once a month

Pastoral Elders: concerned with the care of the congregation; meets every other month, opposite of full Council

Pastoral Deacons: concerned with benevolent needs of the church and the community; meets the same time as Pastoral Elders

Leadership Team: Pastoral Staff and Chairs of Ad Board, Elders & Deacons; meet once a month to discuss any concerns that are brought to the attention of leadership-an opportunity for fellowship, praying, and establishing direction for the church.