

CHURCH PROFILE FORM

**Church Information:**

Name: Volga Christian Reformed Church

Location of church [City, State/Province]: Volga, South Dakota 57071

Classical Church Counselor: \_\_\_\_\_

Search Committee Contact:

Name: Doug Wermedal or Dan Runia

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Email address: Doug – douglas.wermedal @sdstate.edu Dan – dan\_man\_2005@yahoo.com

**Community Setting:**

<u>Location</u>	<u>Function</u>	<u>Agricultural</u>
<u>Rural</u>	Industrial	<u>Growing</u>
Small Town	College/University	Static
Metropolitan	<u>Agricultural</u>	Declining
Suburban	Recreational	
Inner City	Military	
Small City	Bedroom Community	

Approximate population of community: 2,200 (Recent growth of approximately 7%, median age of 30).

**Church Profile:**

We are open to:

Male and Female pastors

Female pastors only

Male pastors only

List all staff positions: Pastor, and paid custodian all other positions are volunteer

Position Available: Immediate

Date of vacancy: 06/25/2022

**General Position Description:** Pastor for small congregation in rural community with traditional pastoral duties. Provide regular Bible-based Sunday sermons, children’s sermon and lead catechism class for youth group meeting during the Sunday School hour. Meet at least monthly (more frequently as required by Church business) with the Church Council. Conduct program of regular visitation to elderly and shut-in members and church-affiliated persons. Maintain regular, confidential communication with

Church Council regarding spiritual health of church and members. Sustain connection with denominational organizations on the local, regional and national levels. Provide periodic programs and Bible studies to the GEMS and Cadet programs, and the Youth Group. Participate in annual evaluation with Church Council, by attending an in-person evaluation session and completing a self-evaluation document.

Full-time     Part-time

Bi-vocational position? Yes  No

Number of years preferred of ministry experience of potential candidate: Will consider candidates with no full-time experience and recent degree completion.

Required languages: English

**Church Demographics:**

Average Sunday attendance: 90-120

Active adult professing members: 80

Profile of church members:

Age:

22% 0-11 years old, 8% 12-18 years old, 8% 19-24 years old , 11% 25-34 years old  
11% 35-49 years old, 17% 50-64 years old, 23% 65+ years old.

Occupation:

9% Business, 16% Professional, 13% Trades, 3% Stay-at-home parent  
10% Agriculture, 29% Retired, 3% Student, 17% Other

Percentage of members belonging to the congregation:

Less than 5 years: 15%  
5-10 years: 25%  
10 or more years: 60%

Racial/Ethnic composition of congregation and surrounding community: Primarily Caucasian community with principal area minorities composed of Hispanic and Native American people groups.

Composition of congregation:

Mono-Cultural

Multi-Cultural

Specific Ethnicity (specify:)

List the last three persons in this position:

1. Bryan Dick
2. Chris Peterson
3. John Douma

**Worship:**

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

Worship Committee consists of about five members. Worship Team (instrument/vocal) consists also about five people. Pastor is/was always open to hearing suggestions for additions to the service.

Describe the worship services in your church: <https://www.volgacrc.org/sermons/april2022.cfm> - (this is a link to a recent service); <https://www.volgacrc.org/connect/bulletins.cfm> - (this is a link to recent bulletins); Opening readings, greetings, blend of traditional and contemporary music, children's message, Scripture reading, Sermon, closing hymns and partings. Current practice is to celebrate communion monthly on the third Sunday, and Good Friday.

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

*Waking with the Word*, a weekly radio broadcast of the previous Sunday's sermon provides an outreach to the community. A number of Women's Circle groups support church events and meet with some frequency. A Men's Bible study has also met weekly and one Adult Sunday School class has been meeting regularly. Youth Group for high school aged students in the church and community. GEMS and Cadet programs for younger children in the church and community.

**Building/Financial:**

Present annual budget: \$154,875

Last year's annual budget: \$150,425

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

Budget: 100% +

Denominational Ministry Shares: 13%

Classical Ministry Shares: 100% +

Amount contributed above budget and ministry shares:

Specify (optional):

Facilities:

Describe facilities: Church building is of 1940 construction with a main floor sanctuary, including a narthex, pastor's study, and small library, member mail-box area. A full basement with a kitchen, fellowship hall, classrooms, copying/work room and restroom facilities. A balcony provides overflow seating and an extra space that has occasionally been used as a classroom. The on-grade main entry has an elevator which serves the two main floors.

A four-bedroom (3 up, 1 down) parsonage with an upstairs, full basement and an attached two-car garage is immediately adjacent to the church. A small out-building frequently used for Cadet programs and storage is also located on church property.

Are your buildings adequate for your ministries?  Yes  No

Is a building program projected?  Yes  No

If yes, describe what and when:

Facilities are adequate in the sense that we are able to comfortably host worship and Sunday school classes. Some classrooms are improvised, and the youth group is hosted in the parsonage or other host homes. Funds for a building project have been accumulated for the last three years, and preliminary designs are available. Some conceptual work has been done on a proposed building plan and more than \$225,000 has been raised. Preliminary building plans are available upon request.

Does the church own a parsonage?  Yes  No

Location of office or study: Flexible, can be in either church or parsonage

### **Compensation:**

The salary range we are prepared to offer our new pastor is based on the CRC Minister Compensation Survey for our area: See below the link to the survey of Average Base Salary per area. Classis Minnkota.

<https://network.crcna.org/sites/default/files/documents/Church%20Admin%20and%20Finance%20Guide%202021.pdf>

If other, please specify:

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

\$            or            3.5    %

Housing:

Housing allowance

Parsonage only

Either of the above

Benefits and expenses:

Pension: Yes

Medical insurance: Yes

Life insurance: No

Social Security or Canada Pension

Travel/mileage: Yes

Continuing Education funds: Yes

Continuing Education time allotted: Yes

Sabbatical policy in place: No

Annual vacation (# weeks): Three weeks paid time off, plus one week paid time off for Christian Education.

Other (please specify): Pastor's children are eligible for substantial scholarship support to attend Volga Christian School, a pre-K to 8<sup>th</sup> grade school operating in Volga.

**Church Characteristics:**

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

Presently, the FOCUS OF OUR CHURCH'S MINISTRY is

External

Community exclusively

Community primarily

Community & current members/participants equally

Current members/participants primarily

Current members/participants exclusively

Internal

In our church, the WORSHIP SERVICE IS DESIGNED FOR

Unchurched

Designed for unchurched

Emphasis on unchurched

Unchurched and believers

Emphasis on believers

Designed for believers

Churched

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

Contemporary

Contemporary

Mostly contemporary

Blended

Mostly traditional

Traditional

Traditional

In our church, LEADERSHIP is generally provided by the

Congregational members

Predominantly lay leaders

Frequently lay leaders

Lay leaders & pastoral staff share leadership

Lay leaders function under pastoral staff

Predominantly pastoral staff

Pastoral staff

Our church seeks to ENCOURAGE SPIRITUAL GROWTH through

Informal

No specific ministries

Ministries for a few groups

Ministries for selected groups

Ministries for most groups

Ministries for all groups

Formal

In our church, EVANGELISM STRATEGIES AND METHODS are

Unplanned

Predominantly unplanned

Generally unplanned

Equal emphasis

Generally planned

Predominantly planned

Planned

Our church is representative of the ECONOMIC DIVERSITY of our community

High representation

Strongly representative

Mostly representative

Moderately representative

Mildly representative

Weakly representative

Low representation

Our church is representative of the ETHNIC DIVERSITY of our community

High representation

Strongly representative

Mostly representative

Moderately representative

Mildly representative

Weakly representative

Low representation

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

Church-based

Commitment to church-based action

Encouragement of church-based action

Church-based and personal action

Encouragement of personal action

Commitment to personal action

Personal

Our church's MISSIONAL FOCUS is

Local

All local

Mostly local

Equally local and global

Mostly global

All global

Global

**Narrative:**

In what ways does your church participate in ecumenical activities?

Emphasis on Christian Education for youth. The Volga Christian School, (VCS) also located in Volga was founded through efforts from our church. VCS is ecumenical in that you do not need to be from the Reformed denominational tradition to attend or be employed by VCS. This is a pre-K to 8<sup>th</sup> grade program with approximately 60 – 70 total enrollments. Our church offers \$1,000 annually toward tuition for member's children attending VCS. More information on VCS is available at [volgachristianschool.org](http://volgachristianschool.org)

Also, annually host VBS with other churches in town. Pastor has typically participated in county ministerial association. We take part in special services for Reformation Day, Lent, and Old Timer's weekend (town festival) with the First Reformed Church.

Reflect on your strengths/gifts as a church: Emphasis on sound fundamental doctrine, adhering to Biblical inerrancy, good missionary support for a church our size, active Youth Group and kids programs.



We have a very welcoming congregation. We are "smaller" in comparison to mega churches, making it easier to be able to connect with ALL other members instead of knowing just a small percent of the congregation. Family-oriented with many young children. Phenomenal giving each week.

Reflect on your passions as a church: Christian education for youth. We have a passion to preach the truth of the Bible, not transforming to today's world and being "people-pleasers". We strive to help support ministries that preach these same beliefs and are working to bring people the good news. We are passionate about helping all people feel welcome and important.

List specific problems with which your congregation struggles: Size of church sometimes over-taxes volunteers. We have a smaller youth group, but have been discussing combining with the other Reformed church in town.

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? Plans to build an addition. Radio ministry. Online Services due to, and thanks to, COVID.

List major goals that this congregation has set for itself or opportunities the congregation anticipates: Hire new pastor; Progress on building expansion; Recently discussed/approved a Christian education fund for members; We are in a big push to increase local outreach

Describe what being Christians of Reformed accent means to you:

Emphasis on orthodox, traditional, conservative interpretation of Biblical truths such as summarized in various creeds and confessionals. - Apostles' Creed, Nicene Creed, Heidelberg Catechism, Belgic Confession and the Canons of Dort.

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

Organizationally subordinate to the various governing entities, but accountable to Christ if the denomination should stray from Biblical truth. - Has been greatly strengthened in recent times after having been strained the last few years due to different standings on tough subjects

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

Eroding attendance, watered-down faith practice, increasing materialism, cheap grace, turning away from Biblical truth. - More of the obvious ones being people who believe in same-sex relationships, abortions, the idea of what relationships before marriage can/should look like.

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

- 1) Our founding.
- 2) Plans for expansion.
- 3) The church has had excellent pastoral leadership who have helped grow the church.

**Leadership:**

How many council members does your church have? 8 (4 elders, 4 deacons)

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

How often does the full council meet? 1 time per month

What subgroups of council exist, how do they function and how often do they meet? 2: Elders & Deacons; Elders being there for personal needs and guidance; deacons are more "transactional", dealing with finance and other miscellaneous items.