

CHURCH PROFILE FORM

Church Information:

Name: Bethel Christian Reformed Church

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

Classical Church Counselor: Sid Ypma

Search Committee Contact:

Name: Eric deKroon

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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: 22000

Church Profile:

We are open to:

- Male and Female pastors Female pastors only Male pastors only

List all staff positions: Lead Pastor (full-time)
Office Manager (15 hours/week)
Custodian (contract position)
Director of Faith Formation (20 hours/week, to begin when new lead pastor arrives)

Position Available: **Lead Pastor**

Date of vacancy:

General position description:

The pastor is responsible for preaching, worship, and working with the elders and Life Groups in providing pastoral care. The pastor will continue working out the Growing Vision of Growing in Faith, Growing Through Relationships and Growing Out into the Community. The pastor will work with the Director of Faith Formation to encourage faith development and service through discipleship and mentoring. See the "Leadership" section for more information on this position and working relationship.

- Full-time Part-time

Bi-vocational position?

- Yes No

Number of years preferred of ministry experience of potential candidate: see "Leadership"

Required languages: English

Church Demographics:

Average Sunday attendance: 75-100

Active adult professing members: 155

Profile of church members:

Age:

4 % 0-11 4 % 12-18 4 % 19-24 4 % 25-34
14 % 35-49 25 % 50-64 45 % 65+

Occupation:

5 % Business 10 % Professional 10 % Trades 5 % Stay-at-home parent
10 % Agriculture 60 % Retired % Student % Other

Percentage of members belonging to the congregation:

Less than 5 years 5 %
5-10 years 15 %
10 or more years 80 %

Racial/Ethnic composition of congregation and surrounding community:

Caucasian 96%

Asian 2%

African 2%

Composition of congregation:

Mono-Cultural

Multi-Cultural

Specific Ethnicity (specify:

)

List the last three persons in this position:

1. Jack Van de Hoef (current pastor)
2. Nick Cornelisse
3. Henry Kranenburg



Worship:

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

Worship planners are regularly involved in planning the liturgy for our services.
We have different teams who lead the singing in our worship services.
Different people lead the children's message, read scripture, lead in prayer.
A number of people are responsible for audio, video recording, multi-media (EasyWorship).
We have ushers/greeters at the door as people enter the sanctuary.

Describe the worship services in your church:

Our worship services include a blend of traditional and contemporary music with members participating in different aspects of leadership. Worship services are relaxed, with a focus on grace. Communion is celebrated once a month. Services include a call to worship, time of confession/assurance, children's message, prayer, preaching and blessing. Children are welcome to stay in the service or exit to the Fellowship Hall adjoining the sanctuary for a play area.

Visit our church YouTube page to watch our services: Bethel Church Brockville

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

We have a mentor program for youth grade 8 through high school. We are working with Generation Spark. Our youth have been participating in several SERVE mission trips over the last number of years. We have chosen to not continue with GEMS, Cadets, Church School, with the intention of developing groups for fellowship and mentoring. This is a work in progress as we develop our Life Groups. With our new vision on "Growing" we are seeing people involved in a Community Cares ministry as well as R.A.K.E. - Random Acts of Kindness Everywhere.

Building/Financial:

Present annual budget: \$253,441

Last year's annual budget: \$247,900

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

Budget	100%
Denominational Ministry Shares	pledged amount
Classical Ministry Shares	100%

Amount contributed above budget and ministry shares: \$45,648

Specify (optional):

Facilities:

Describe facilities: It is a 30-year old building with a gym, sanctuary, fellowship hall, kitchen, classrooms, handicap accessible. It is shared with a daycare and community youth program. Another church rents

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: office area 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:

\$

or

2

%

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 checked="" type="radio"/>	<input type="radio"/>	<input 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 checked="" type="radio"/>	<input 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

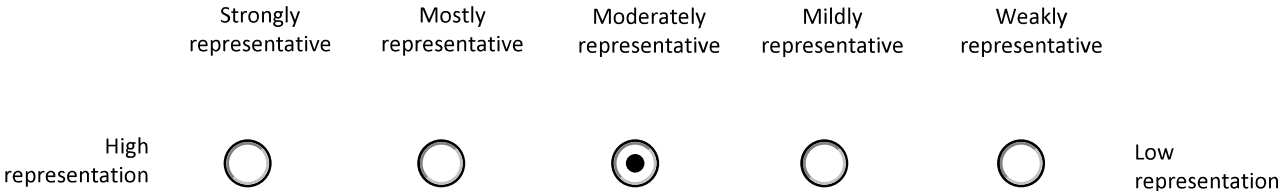
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through

	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 type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Formal

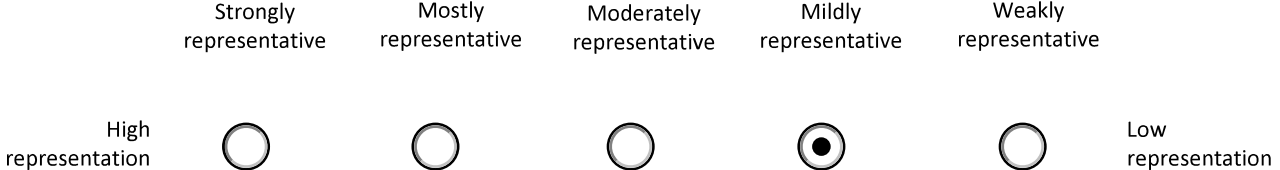
In our church, EVANGELISM STRATEGIES AND METHODS are

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

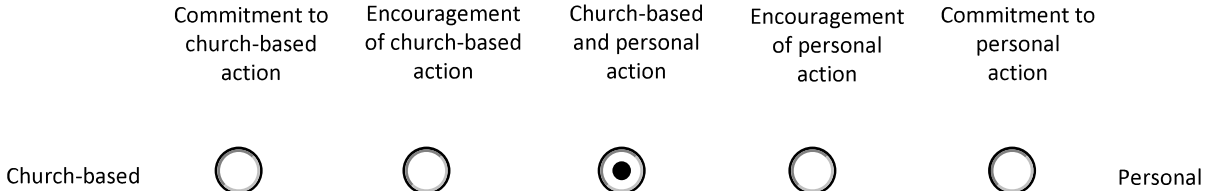
Our church is representative of the ECONOMIC DIVERSITY of our community



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 participates with area churches in the annual Walk of the Cross through downtown Brockville on Good Friday. Our Pastor co-hosts an Easter sunrise service with a local United Church pastor.

Our Pastor is actively involved in the Brockville and Area Ministerial Association.

We have been involved with a group of other churches to sponsor 3 refugee families in the past 5 years.

The Pastor is involved with the Refugees for Brockville committee, which raises funds and awareness for refugee sponsorship in our community. Our church has a partnership with this committee to receive and hold their funds and issue charitable tax receipts.

Our church participates in The Big Give on the first Saturday of June.

Reflect on your strengths/gifts as a church:

There is generous support for causes in our community (e.g. Connect Youth for at-risk youth, Food Bank, Palliative Care, CrossTown Impact which is a ministry in local public schools)

We enjoy hosting hospitality events involving food, such as potluck meals, cookie Sunday, a strawberry social

We have an effective kids program for one week in August (formerly VBS, renamed and restructured as Summer Kids Club), with up to 40-50 kids attending.

In considering our next steps, post-COVID, there was a clear desire and intention to trust God to lead and a desire to follow the nudging of the Holy Spirit.

Reflect on your passions as a church:

-As we have been developing our Growing Vision of Growing Out into the Community, we have members involved in the Community Cares group which works with the local Connect Youth group in our community to help at-risk youth and teens. We also participate in a "Coldest Night of the Year" fundraising walk.

-Our Growing Vision of Growing in Relationships has been expressed in enthusiastic participation in our Life Groups. This has led to increased casual interaction among the church members.

-There is a passion in our church for the Word of God as a guide for our lives, as expressed in Sunday worship attendance and several small study groups.

-We are consistent in our support for specific CRC missionaries related to Christian education development in East and West Africa. This is also related to support for our local Christian school.

-There is faithful support for those in our community who have financial need (unhoused or food insecurity.)

List specific problems with which your congregation struggles:

-We have an aging congregation which means much life experience and committed faith and we are looking at how to effectively translate that to the next generations.

-Our Growing Vision includes Growing in Faith, which involves the challenge of developing confident leaders.

-While we have no current youth programs (other than mentoring), we are working at developing this mentoring ministry across more generations.

-Finding and developing ways to include interaction with our online audience.

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?

Adapting to the COVID pandemic has motivated (forced) us to an improved online presence with services being livestreamed. (YouTube: Bethel Church Brockville)
We have responded to the shutdown of ministries during the pandemic with a new vision. We believe God has led us to an emphasis on Growing in Faith, Growing through Relationships and Growing Out into the Community. The emphasis is on relationships rather than programs. We encourage creative initiative to live out these areas of growing.

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

1. Improved interaction with our online audience.
2. Working out the details of our new vision.
3. Determining the impact of our new vision on leadership roles, especially for elders and deacons. For example, we have changed the name of "Elders District" to "Life Group," to build a stronger understanding of shared responsibility for care and support between members of the church, rather than relying only on the leaders.
4. An increased number of opportunities for greater fellowship and to foster discipleship.
5. Leadership development, where people identify their gifts and are confident to lead groups or ministries.
6. Further developing our mentoring relationships to involve more generations (not only youth).

Describe what being Christians of Reformed accent means to you:

We acknowledge that we are continuing to understand what it means to live out our faith. While we have a doctrinal context for our faith in the Reformed teaching, we are continually seeking to understand how that applies in our daily lives in the changing world in which we live.

We desire to put an emphasis on living by grace, applying the spirit of the law rather than living by the letter of the law.

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

We are thankful for the resources which are available from our denomination for training and encouragement in ministry. We have benefited from Thriving Essentials training and Small group Bible study training as we seek to develop our vision. Our deacons have benefited from the training of their Diaconal Ministry consultant. In developing our Growing Vision, we received support and guidance from our Classis Outreach Ministry Developer. Our pastor is active with a local peer group, receiving support from Pastor-Church Resources. While there are some concerns with regards to the recent decisions of Synod regarding human sexuality, we continue to support the work and ministry of our denomination.

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

It is a challenge to find ways to connect with those who are not part of a faith community or who have minimal knowledge of Christianity or matters of faith.

We recognize the importance of meeting people where they are, rather than where we think they should be before we reach out to them.

It is important to accept and walk with people, whatever their lifestyle decisions, and to share God's love, but this is not always easy.

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

Relocating from an industrial area at the edge of Brockville to a subdivision (1991)

The 50th anniversary of Bethel in Brockville (2000)

Adapting to the recent pandemic

Leadership:

How many council members does your church have? 9

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

How often does the full council meet? once a month

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

Consistory (elders) and deacons meet once a month, and provide written reports to full Council.

The executive of Council meets as needed to act on recommendations of Council or to provide direction for Council to consider.

Worship Ministry Team oversees worship direction, meeting 3 times per year, and provides written reports to Consistory.

Maintenance Committee oversees building care and upkeep and meets bi-monthly with written reports to Council.

The Safe Church Team meets bi-monthly to oversee implementation of our Safe-Church policy, and reports to Council.

Each of these ministries or subgroups work freely according to their defined mandate.

We have a unique and exciting opportunity, as the person accepting this full-time pastor position could benefit from a mentoring relationship with our current pastor as he moves toward retirement. Our current pastor is prepared to take on the part-time role in the church as a Director of Faith Formation (a new position for our church). This is not the usual way that things are done in the CRC. But the pastor is committed to giving his full support to the person in the pastor role.

The Director of Faith Formation will work with our local Generation Spark Leadership Team to support and encourage the growing of faith among people of all ages, especially in relationships between members of different age groups. This will include identifying and training leaders, and expanding mentoring beyond youth/adult relationships into other age groups.