

# CHURCH PROFILE FORM

## Church Information:

Name: Ebenezer Christian Reformed Church

Location of church [City, State/Province]: Jarvis ON Canada

Classical Church Counselor: Pastor Jack Kerkhof

## Search Committee Contact:

Name: Ray VanDerMolen

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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: 5,000

Church Profile:

We are open to:

- Male and Female pastors       Female pastors only       Male pastors only

List all staff positions: Lead Pastor - Vacant  
Office administrator - Part time  
Book Keeper - Part time  
Custodian - Part time  
Director of Youth Ministries - Vacant

Position Available: **Currently available**

Date of vacancy: 06/30/2022

General position description:

Lead Pastor:

- 75% of services
- visiting the members, sick and shut ins
- guide/oversee faith formation for all ages
- In the past, Ebenezer has had a co-pastor arrangement. At this time, a Lead Pastor is the priority for the Pastor Search Team. The Council looks forward to discussion and guidance from the Lead Pastor on whether and when another pastor position is God's desire for Ebenezer once again.

- Full-time       Part-time

Bi-vocational position?

- Yes       No

Number of years preferred of ministry experience of potential candidate: 5+

Required languages: English

Church Demographics:

Average Sunday attendance: 250

Active adult professing members: 250

Profile of church members:

Age:

18 % 0-11    10 % 12-18    7 % 19-24    8 % 25-34  
15 % 35-49    15 % 50-64    27 % 65+

Occupation:

6 % Business    8 % Professional    10 % Trades    7 % Stay-at-home parent  
9 % Agriculture    30 % Retired    30 % Student    % Other

Percentage of members belonging to the congregation:

Less than 5 years    5 %  
5-10 years    5 %  
10 or more years    90 %

Racial/Ethnic composition of congregation and surrounding community:

98% Caucasian

Composition of congregation:

Mono-Cultural

Multi-Cultural

Specific Ethnicity (specify:

)

List the last three persons in this position:

1. Pastor Wim deVries
2. Pastor Daryl DeKlerk
3. Pastor John Huyser

## Worship:

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

Ebenezer has a Music Coordinator and with the help of many volunteers we uphold our Music Ministry. The Pastor and Music Coordinator (but not limited to) work together along with the Worship Committee to have the message and music compliment each other.

- Volunteer adult and youth praise teams lead during worship services.
- Elders will lead congregational prayer when the Pastor is absent.
- Pulpit supply coordinator fills the Sundays when the Pastor is absent.

Describe the worship services in your church:

Ebenezer places a very high value on Worship and especially the music and singing with a wonderful balance of traditional and contemporary styles, such that both young and old can participate. Included is a great appreciation of solid, biblical, Christ-centered preaching. A striking phrase is, "Preaching Christ crucified guides and directs and enables all ministry."

The evening service is similar to the morning service, with a higher ratio of traditional versus contemporary worship music.

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

Sunday worship services are the highlight of the week. Sunday school is available for the ages 3 to Grade 3 children during part of the morning worship service. Many programs run during the week that are more specific for different age groups e.g. Gems, Cadets, Youth Group, Coffee Break and Small Group Bible Study.

## Building/Financial:

Present annual budget: 522,391

Last year's annual budget: 464,884

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

Budget	103%
Denominational Ministry Shares	100%
Classical Ministry Shares	113%

Amount contributed above budget and ministry shares: \$90,423

Specify (optional): Deacon ministries

Facilities:

Describe facilities: Spacious building, recently renovated, educational wing for youth programs, spacious administrative wing and large fellowship hall.

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: At the church in administrative wing

## 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

2-3%

%

## 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) modest 2 bedroom parsonage is available

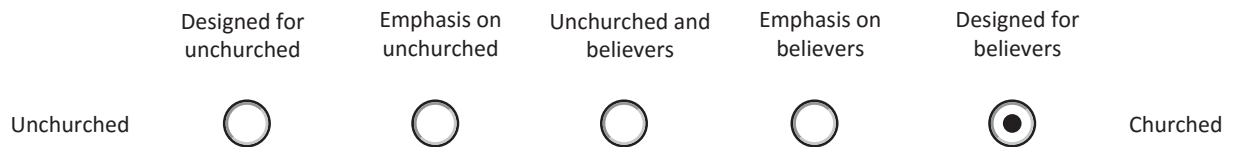
# Church Characteristics:

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

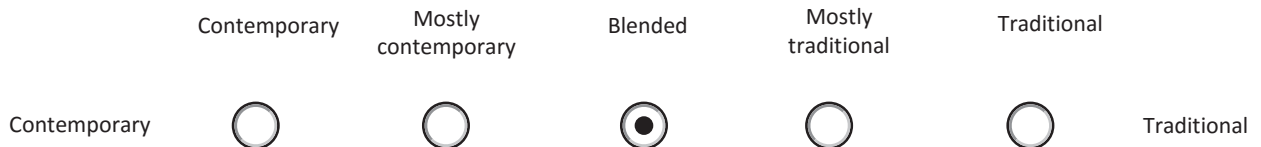
Presently, the FOCUS OF OUR CHURCH'S MINISTRY is



In our church, the WORSHIP SERVICE IS DESIGNED FOR



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



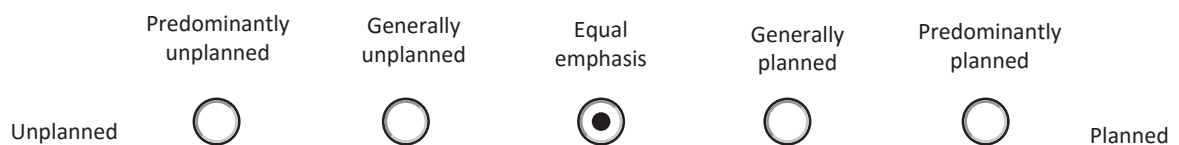
In our church, LEADERSHIP is generally provided by the



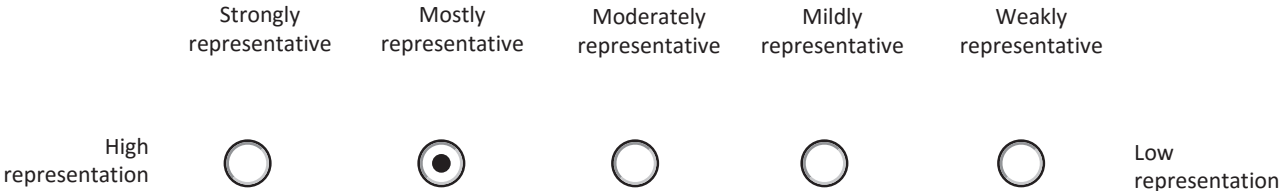
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through



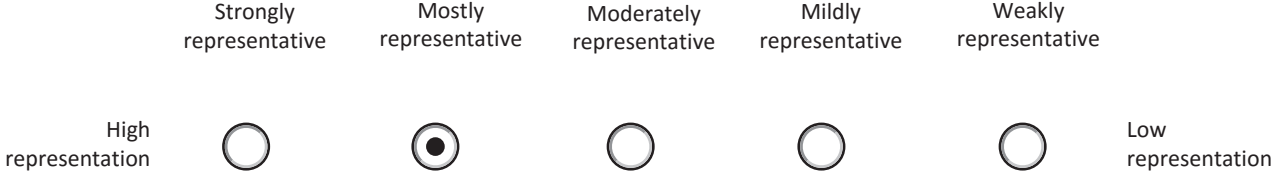
In our church, EVANGELISM STRATEGIES AND METHODS are



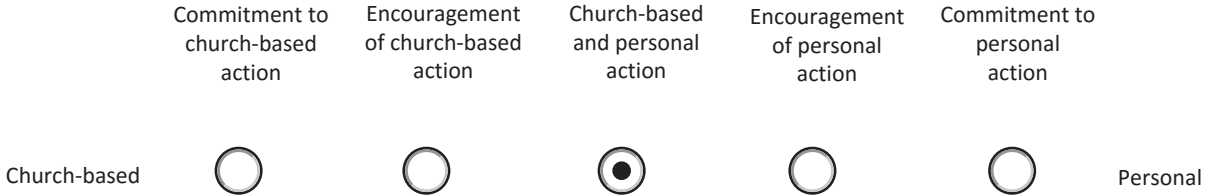
Our church is representative of the ECONOMIC DIVERSITY of our community



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?

- (i) Historically our church has been very involved in the local ministerial, including hosting 200 children for community VBS. Hosting/participating in a yearly community Christmas Carol Evening. As well as other functions for the local ministerial.
- (ii) Daily services and luncheons during Holy Week (Easter)
- (iii) World Day of Prayer
- (iv) Refugees of Hope Committee, which has been instrumental in sponsoring several refugees to the local community.

Reflect on your strengths/gifts as a church:

- (i) Intergenerational involvement in worship services, through youth & adult praise teams, scripture readings, responsive readings and children's messages.
- (ii) Lots of people with musical talent in church.
- (iii) Christ-centered worship - Honoring the principles of the Reformation is what binds our congregation together. Biblical preaching and teaching, preaching of the Word is central, with an emphasis on giving examples for daily living and followed with acts of faith.
- (iv) Caring community, there is a genuine concern and care for people within the church community. The community is known for its ability and efforts to rally around those in crisis (sick, injured, loss of loved one)
- (v) Put a high value on Fellowship, with a conscious effort to try to be inclusive to everyone (i.e. intentionally trying to avoid cliques).

Reflect on your passions as a church:

- (i) Reformed traditions and perspective
- (ii) Community connections through the Jarvis Ministerial. The church community is a strong supporter of the local food bank as well as Indwell housing projects and poverty relief organizations.
- (iii) Ministering to children, youth, Cadets, Gems, VBS and a strong support for local Christian elementary school.
- (iv) Many dedicated volunteers giving freely of time and money with items (ii) and (iii) above.
- (v) Deacons support of various local causes (i.e. food bank, Indwell and other local poverty relief organizations) as well as causes abroad (i.e. Timothy leadership training in Uganda) By holding a pork and corn roast every August.
- (vi) Worship that is Christ-centered and involves intergenerational participation and attendance.
- (vii) Refugees of hope - Ebenezer takes the lead and has incorporated into its church's organizational structure and oversight, a community effort of 6 churches to sponsor refugees to the area. This committee is known as Refugees 

List specific problems with which your congregation struggles:

- (i) Increasingly struggle to retain our young adults.
- (ii) Health of the fellowship - while we value the beauty of the fellowship that exists and the efforts of members to be inclusive, our recent listening circles report indicates there is more work to do, as there are members that expressed concerns about the degree of judgmental-ism, individualism, and the cliques/fractures that do exist.
- (iii) We do evangelize but it is done more informally by individuals from our congregation. Ebenezer struggles with formalizing its evangelism leadership.



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?

- (i) COVID and administering sacraments, especially the Lord's Supper remotely.
- (ii) Bringing people back into worship service, after the incorporation of live streaming of worship services.
- (iii) Maintaining and re-building unity, especially since it was strained during Covid.
- (iv) Retaining engagement of youth in congregational life.
- (v) Building challenging and life application teaching and preaching.

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

- (i) Presently congregation wide small groups have been formed and are meeting for Bible study and community building, the goal is to continue to retain and grow this ministry.
- (ii) Presently, we do certain portions of faith formation well, such as our Sunday School, Gems and Cadet programs. The goal is to ensure that these independent programs become part of and form into a comprehensive faith formation plan for all members of the church and all prospective future members of the church.

Describe what being Christians of Reformed accent means to you:

- (i) Strong adherence to the Bible as the infallible, inspired and authoritative word of God for life, and reliance on the confessions of the church, i.e. Apostle's Creed, Nicene Creed, Athanasian Creed, Belgic Confession, Heidelberg Catechism and Canons of Dordt as sound biblical doctrinal guides of Scripture.
- (ii) Our relationship with God is a personal one, the essence of which is defined in Question and Answer 1 of the Heidelberg Catechism and we are motivated by our gratitude to God in our day-to-day activities and actions towards others.
- (iii) God is ruler over all of life and his kingdom is both present and future. This is reflected in the community's strong commitment to Christian education; church programs, elementary, secondary and post-secondary schooling.

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

- (i) We are a part of a larger family and care for that family. Through the unity of this family we are able to work together to further God's kingdom through our local Classis, Synod and giving to denominational shares.
- (ii) As is becoming more apparent over time, the Christian Reformed denomination is becoming an increasingly diverse family. This causes more diverse responses and opinions on changing cultural norms in the world we seek to be a salt and light to. We are concerned about the impact of this diversity of responses on our own ability to rethink or restate our positions as we navigate application in the changing world,
- (iii) On items that the Christian Reformed denomination has deferred to the local church (such as Children at the Lord's Table). The local church and its volunteer leadership, face a lot of pressure to define their positions and practice, without the expertise within that leadership.

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

- (i) Are we allowing culture to define God/Scripture rather than the reverse?
- (ii) How do we remain culturally relevant without giving up our Christian distinctiveness?

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

Jarvis Ebenezer Christian Reformed Church was established 1948, and some of the most important events include the following:

- (i) Building of the new church building - 1975, Building of the Administrative Wing - 2011
- (ii) Establishment of 3 daughter churches; York CRC, Simcoe CRC and Hagersville CRC
- (iii) Listening Circles held as part of the activities to help us understand where we are at as a church after coming through COVID and transitions.

Leadership:

How many council members does your church have? 20

What is the length of term for council members? 3

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?

Executive - once a month

Deacons - once a month

Elders - once a month