

CHURCH PROFILE FORM

Church Information:

Name: Ada Christian Reformed Church

Location of church: Ada, MI

Classical Church Counselor: Scott Greenway of Caledonia CRC

Search Committee Contact:

Name: Michael DeGroot

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Community Setting:

Location: Small Town/Suburban

Function: Bedroom Community

Growth: Growing

Approximate population of community: 14,000 in Ada, a suburb of Grand Rapids at about 200,000 people

Church Profile:

We are open to: Male pastors only

List all staff positions:

- Lead Pastor (Open)
- Commissioned Pastor of Outreach (Part-Time)
- Coordinator of Worship Arts (Part-Time)
- Office Coordinator (Part-Time)
- Office Support Coordinator (Part-Time)
- Accountant (Part-Time)
- Janitorial (Part-Time)

Position Available: Lead Pastor

Date of vacancy: July 2021

General position description:

Seeking a Full-Time Lead Pastor that is responsible for preaching, shepherding, and leadership.

Full-time

We would consider Part-time (with Bi-vocational possible) with primary responsibility being preaching. An additional resource would be needed to cover non-preaching responsibilities.

Number of years preferred of ministry experience of potential candidate: 5+ years (Prior job experiences may be factored in)

Required languages: English

Church Demographics:

Average Sunday attendance: 70? + 15 live online

Active adult professing members: 118

Profile of church members:

Age:

%0-11	5
%12-18	10
%19-24	0
%25-34	9
%35-49	13
%50-64	19
%65+	77

Occupation:

- 5% Trades
- 5% Stay-at-home parent
- 5% Business
- 5% Professional
- 5% Student
- 75% Retired

Percentage of members belonging to the congregation:

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

Racial/Ethnic composition of congregation and surrounding community:

<https://www.census.gov/quickfacts/adatownshipkentcountymichigan>

Composition of congregation: Similar to surrounding area

List the last three persons in this position:

1. Will Hensen
2. Scott Van Voorst
3. Bruce Vaandrager

Worship:

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

Planning:

Pastor: message and worship elements (Welcome, Confession, etc.) and Worship coordinator in musical selections. Liturgy template is generally defined and details flushed out online for each week.

Participation

Worship, Praise Team, Music, Prayers of the People, Tech, Singing

Describe the worship services in your church:

General Liturgy: Welcome, Song, Greeting, Confession, Children's Blessing, Song, Prayers of the People, Offering, Message, Closing, Song, Postlude

Overall style is "not-formal". Music style is mixed with piano and praise team. Songs generally out of Lift Up Your Hearts, Celebration Hymnal and CCM. The pipe organ is played every couple of months. Other musical instruments are played regularly (drums, trumpet, trombone, guitar, etc.)

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

Children's worship, Women's Coffee Break and Men's Bible Study. There is a desire for an improved discipleship experience.

Building/Financial:

Present annual budget: 250,290

Last year's annual budget: 229,287

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

Budget	90% (expense at 83%)
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Ministry Shares	48%
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Amount contributed above budget and ministry shares: \$55k

Specify (optional): Christian Ed, Missionary, Benevolence, ...

Facilities:

Describe facilities: Ada has three buildings: Sanctuary, Office, and Parsonage situated on 5.5 acres.

Are your buildings adequate for your ministries? Yes

Is a building program projected? Yes

If yes, describe what and when:

Recently, bathrooms were remodelled and pews replaced with chairs. New roof.

The front of church is planned to be remodelled in the next couple of years

Does the church own a parsonage? Yes

Location of office or study: There is a full Pastoral Office in the office/Ed building.

Compensation:

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

The average annual increase for this position over the past three years is: 3.8%

Housing:

Housing allowance or Parsonage

Benefits and expenses:

X Pension

X Medical insurance

Negotiable - Annual vacation (# weeks)

Other (please specify) - General Allowance

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

X Current members/participants primarily

Current members/ participants exclusively

In our church, the WORSHIP SERVICE IS DESIGNED FOR

Designed for unchurched

Emphasis on unchurched

Unchurched and believers

X Emphasis on believers

Designed for believers

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

Contemporary

Mostly contemporary

Blended

X Mostly traditional

Traditional

In our church, LEADERSHIP is generally provided by the

Predominantly lay leaders

Frequently lay leaders

Lay leaders & pastoral staff share leadership

X Lay leaders function under pastoral staff

Predominantly pastoral staff

Our church seeks to ENCOURAGE SPIRITUAL GROWTH through

No specific ministries

X Ministries for a few groups

Ministries for selected groups

Ministries for most groups

Ministries for all groups

In our church, EVANGELISM STRATEGIES AND METHODS are

Predominantly unplanned

X Generally unplanned

Equal emphasis

Generally planned

Predominantly planned

Our church is representative of the ECONOMIC DIVERSITY of our community

Strongly representative

X Mostly representative

Moderately representative

Mildly representative

Weakly representative

Our church is representative of the ETHNIC DIVERSITY of our community

Strongly representative

X Mostly representative

Moderately representative

Mildly representative

Weakly representative

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

X Encouragement of personal action

Commitment to personal action

Our church's MISSIONAL FOCUS is

All local

X Mostly local

Equally local and global

Mostly global

All global

Narrative:

In what ways does your church participate in ecumenical activities?

In no official way.

Reflect on your strengths/gifts as a church:

- Centrality of the Bible
- Authentic Spirituality
- Generous Stewardship

Reflect on your passions as a church:

We have a strong ministry to special needs individuals and a strong sanctity of life ministry.

List specific problems with which your congregation struggles:

- Inward Focus
- Critical Thread
- Absence of Younger Members

Do you have a recently articulated mission/vision for ministry? Yes

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

Covid, Retiring of Pastor Will from Ada,

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

- Increasing Online Outreach
- New Lead Pastor
- Incubating a church plant
- Restarting after Covid

Describe what being Christians of Reformed accent means to you:

Cornelius Plantinga wrote:

Our accents lie more on the sovereignty of God, on the authority of Scripture, on the need for disciplined holiness in personal Christian life, and finally, on Christianity as a religion of the Kingdom.

—A Sure Thing: What We Believe and Why

Historically the Christian Reformed Church and the Ada CRC congregation tend to emphasize some teachings or Scriptural interpretations more than others. The Ada CRC congregation hold these teachings dear. These three are sovereignty, covenant, and kingdom.

Sovereignty

It's all about God! Those of us who speak with a Reformed accent hold a very high view of God's sovereignty: God's plan, God's will, God's power. Everything that happens in the world, from the acts of nations to the faith of individuals, is ultimately under God's sovereign control.

Covenant

God makes firm covenant promises to love and protect, to care for and guide his people—in sickness and in health, for richer or for poorer. Though our promises prove feeble, God's are firm. In fact, God can carry our covenant all by himself.

Further, we profess that God's promises are not simply made to individuals but to a community. Not only that, they are generational.

Kingdom

A final word that's important to our Reformed accent is kingdom. We believe that God's Spirit is busy extending God's rule all over creation.

God calls each of us to participate in the spread of his kingdom. The whole world is a place where we can carry out the mission of restoring God's creation. In the memorable words of Dutch statesman and pastor Abraham Kuyper, "There is not a square inch in the whole domain of our human existence over which Christ, who is Sovereign over all, does not cry: 'Mine!'"

Avoiding any division between sacred and secular, we encourage endeavors in any sphere of human activity: art, media, publishing,

law, education, labor relations, caregiving, agriculture, business, social justice, and politics. This unquestionably and emphatically includes, among many others, the sins of abortion, homosexual behavior, and same sex marriage.

(Copied from the CRCNA website with edits.)

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

Ada CRC appreciates much of the work that the Denomination does that is too large for a single church to do. We support missionaries and appreciate the mission work that the denomination does. We have members that are involved in disaster relief both now and in the past. Ada CRC is active in our Classis and makes attendance a priority. We have a \$5k grant from our Classis for an online church outreach initiative.

At the same time, Ada CRC is a conservative church and some members are wary of the direction that the denomination is leaning on some issues. Some will not support any budget that includes money for Calvin University and Calvin Seminary. Accordingly, we do not include Ministry Shares in our budget and we give to Ministry Shares only what people earmark so that people can opt out. We normally contribute around 60% of Denominational shares and 100% of Classical shares based on those contributions.

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

Villanizing of Christianity in America

General Religious Apathy

Materialism/Entertainmentism

List some positions your church holds firm.

Pro-Life Statement:

God lovingly created all human life in His image. In the womb, He lovingly knits together each tiny person with an innate knowledge of Himself, along with talents and purpose for His glory. Therefore, we respect the precious gift of all human life from fertilization until natural death.

Our heart goes out to those that are facing an unplanned pregnancy and may be considering abortion. Ada CRC stands ready to show God's love by working to provide physical, emotional and spiritual resources within our church family as well as resources that are available within our community.

Ada CRC also strives to support those that are suffering from guilt and the effects of a past abortion. We want all to know that God loves us so much and says that if we confess our sins He is faithful and just to forgive us our sins and cleanse us from all unrighteousness.

Sexuality Statement:

We affirm that marriage is to be between one man and one woman. Sexual intimacy is a gift from God to be cherished and is reserved for the marriage relationship between one man and one woman. Marriage was instituted by God for the mutual help and blessing of husband and wife, for procreation and the raising together of godly children, and to prevent sexual immorality. Marriage is also a God-ordained picture of the differentiated relationship between Christ and the Church. All other forms of sexual intimacy, including all forms of lust and sexual activity of any kind, are sinful.

We affirm not only that our inclination toward sin is a result of the Fall but that our fallen desires are in themselves sinful.

Nevertheless, we celebrate that, despite the continuing presence of sinful desires (and even, at times, egregious sinful behavior), repentant believers are free from condemnation through the imputed righteousness of Christ. We believe it right and good to share these truths of sexuality and these truths of God's freeing grace always clearly and together.

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

In the 1970's Ada CRC enjoyed a period of growth with Rev. Angus MacLeod as our pastor. General Contractor Dan Vos, a member of our church, designed a church renovation that literally split our church building in two. The walls were moved out and a large flat roof was built over the center of the sanctuary, along with a larger narthex, doubling the size of Ada Church.

In the 1980's, with Pastor Brian Bosscher, Ada again experienced a time of renewal and growth. Evangelistic fervor was running high and many new families were added. Our number increased so that we began a second Sunday morning service in addition to our Sunday evening service and a Saturday evening prayer and praise service. We also had a series of Discipleship classes that were well attended even by members outside of Ada Church.

Ada Christian School was built in the 1950's next to Ada CRC and shared a large parking lot with the church. In 2002, Ada Christian School built a new campus a few miles away and the building was purchased by Forest Hills for their new Spanish Immersion School, Ada Vista. We now have the unique

opportunity of having several hundred cars with parents and kids driving right onto our property every school day. This gives us multiple opportunities to minister to these community people, including after-school programs for the students and periodic luncheons for the teachers and staff in our church narthex.

How many council members does your church have? 10

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

How often does the full council meet? Scheduled at once a month

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

Elders, Focus on the Worship and Pastoral needs, Once a month

Deacons, Focus on the Financial and Physical needs, Once a month