

# Church Profile

## Church Information

Name: Agassiz Christian Reformed Church

Location of Church: Agassiz, BC

Classical Church Counselor: Rev. Jeff Janssen

## Search Committee Contact:

Name: Mike Dieleman

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## Community Setting:

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

Approximate population of community: 6000

## Church Profile:

We are open to:

<input checked="" type="checkbox"/>	Male and Female Pastors	<input type="checkbox"/>	Female pastors only	<input type="checkbox"/>	Male Pastors only
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List all positions: **Full time Pastor**

Position Available: **Pastor**

### General position description:

Agassiz CRC is seeking a full-time pastor. Agassiz is a small town located approximately 1.5 hours east of downtown Vancouver, BC. The Agassiz CRC has been active for over 50 years and is multi-generational. Our congregation is seeking a pastor who, through preaching, pastoring and example, will nurture spiritual growth in our church family and in the surrounding community.

<input checked="" type="checkbox"/>	Full Time	<input type="checkbox"/>	Part time
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### Bi-vocational position?

<input type="checkbox"/>	Yes	<input checked="" type="checkbox"/>	No
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Number of years preferred of ministry experience of potential candidate: **Open**

Required languages: **English**

## Church Demographics:

Average Sunday attendance: **80**

Active adult professing members: **76**

## Profile of church members

Age:

27%	0-11	4%	12-18	3%	19-24	15%	25-34
12%	35-49	22%	50-64	16%	65+		

Occupation:

11%	Business	15%	Professional	15%	Trades	22%	Stay-at-home parent
13%	Agriculture	26%	Retired	1%	Student	0%	Other

Percentage of members belonging to the congregation:

Less than 5 years	26%
5-10 years	16%
10 or more years	58%

Racial/Ethnic composition of congregation and surrounding community:

Nearly 80% of the population of Agassiz and the surrounding area is of European descent (with English and Scottish predominating, followed by Dutch and German.). roughly 20% is First Nations. An increasing number of people of Asian descent add to the diversity. The congregation still largely reflects its Dutch roots, though there are a few significant others among the long-term members. A number of people who have begun attending recently are not Dutch or CRC in background.

Composition of congregation:

<input type="checkbox"/>	Mono-Cultural
<input checked="" type="checkbox"/>	Multi-Cultural
<input type="checkbox"/>	Specific Ethnicity (specify: _____ )

List the last three persons in this position:

1. Rev. John Koster
2. Rev. Leon Johnston
3. Rev. Rudy Ouwehand

## Worship:

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

We have active worship teams leading services of blended worship styles. Volunteers take care of the scheduling, including Children's Message and Worship Teams. The worship teams welcome input on songs and service details, but are creative and capable themselves

### Describe the worship services in your church:

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

The Children's Sunday school is headed up by an experienced teacher with a number of volunteers taking regular turns in the classrooms. The congregation is small enough that each teacher has a personal relationship with all the children and their parents. The Cadet and GEMS programs are active and flourishing, with many participants from the neighborhood. With few students of high school age, the congregation is concerned about supporting the teens in their faith but appreciates that they have found good youth groups in other churches. Formal and informal small groups are integral to discipleship among the adults in the congregation. More than half of the members of the congregation are involved in a formal small group. Tuesday pool night and Thursday game night are key moments of informal discipleship. Wednesday morning Coffee Break is led by a cluster of young mothers with the warm encouragement of some of the senior women. A dedicated crew of lively "grandmothers" has created a Story Hour that charms the little ones and is a huge draw to those exploring the faith and the neighborhood.

## Financial:

Present annual budget: **\$143,559**

Last year's annual budget: **\$159,894**

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

Budget	100%
Denominational Ministry Shares	100%
Classical Ministry Shares	100%

Amount contributed above budget and ministry shares: **\$21,007**

Specify (optional):

## Facilities:

Describe facilities:

The church building seats 250, Two Sunday School rooms and a nursery, large renovated Foyer/fellowship hall/meeting area with kitchen attached. Council room and library. Separate Cadet building on the grounds.

Are your buildings adequate for your ministries?

<input checked="" type="checkbox"/>	Yes	<input type="checkbox"/>	No
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Is a building program projected?

<input type="checkbox"/>	Yes	<input checked="" type="checkbox"/>	No
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Does the church own a parsonage?

<input type="checkbox"/>	Yes	<input checked="" type="checkbox"/>	No
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Location of office or study: Council room, Library or home

## Compensation:

The salary range we are prepared to offer our new pastor is based on the CRC Minister

Compensation Survey for our area:

Housing:

<input checked="" type="checkbox"/>	Housing allowance
<input type="checkbox"/>	Parsonage only
<input type="checkbox"/>	Either of the above

Benefits and expenses:

<input checked="" type="checkbox"/>	Pension
<input checked="" type="checkbox"/>	Medical insurance
<input checked="" type="checkbox"/>	Life insurance
<input checked="" type="checkbox"/>	Social Security or Canada Pension
<input checked="" type="checkbox"/>	Travel/mileage
<input checked="" type="checkbox"/>	Continuing Education funds
<input type="checkbox"/>	Continuing Education time allotted
<input type="checkbox"/>	Sabbatical policy in place
<input type="checkbox"/>	Annual vacation (# weeks)
<input checked="" type="checkbox"/>	Other – Vacation weeks to be determined

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			X			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				X		Churched

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

	Contemporary	Mostly contemporary	Blended	Mostly traditional	Traditional	
Contemporary			X			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			X		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			X		Formal

In our church, EVANGELISM STRATEGIES AND METHODS are

	Predominantly unplanned	Generally unplanned	Equal emphasis	Generally planned	Predominantly planned
Unplanned			X		Planned



## Narrative:

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

✓	Yes		No
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In what ways does your church participate in ecumenical activities?

Agassiz CRC is well-connected with her sister churches in the communities of Agassiz & Harrison. Agassiz's Vacation Bible School is held at the local Christian school with volunteers from a variety of local churches. A weekly community meal (Olive Branch) was started by members of the CRC in conjunction with those from other churches. We have welcomed other congregations into our preparations for a refugee family from the Congo, and we also hope to sponsor a Syrian family in conjunction with other churches. We also have a range of informal ties with our sister churches.

Reflect on your strengths/gifts as a church:

Our congregational survey suggested the following strengths and gifts: Encouragement, willingness to volunteer, hard working, welcoming and friendly, good social interaction, prayer for each other, inspiring music, building community, visitation of the elderly (by members, not just the pastor or elders), growing number of vibrant young adults, openness, family.

Reflect on your passions as a church:

Our congregational survey suggested the following: socializing, particularly gathering after the Sunday worship time worship through song, children's ministries, ministry with the elderly welcoming, helping hands, volunteering family

List specific problems with which your congregation struggles:

- Residual unhappiness after a tangled parting with previous pastor.
- A historical pattern in which those who are dissatisfied walk away from the church.

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

Most challenging was the exit of Rev Koster and Council/Congregation dynamics. Interesting events included the major changes Rev Koster successfully led the church through: children at the Lord's Supper & women in office. Most interesting may be the arrival of many new members and attendees. (Coffee Break ministry is very influential here.)

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

1. The possibility of hosting two refugee families in the near future.
2. Continuing to implement a mission of “God is already working in this neighborhood” posture.

Describe what being Christians of Reformed accent means to you:

- We are more interested in the “Christian” part than the “Reformed” part of our denomination’s title.
- It is part of our tradition and how we were raised, but it can be a barrier to welcoming people from our community and we don’t want to raise barriers.
- Logical, individualistic, work ethic, influential & busy.
- Bible (not Holy Spirit) driven, somewhat exclusive, we struggle with accepting grace.
- An emphasis on Christian day schools.

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

- the local church does ministry; we like the support of the denomination (eg. God in the Neighborhood workshop) but we don’t want the denomination to get in the way of welcoming our neighbors.
- We do like to communicate with other CRC churches and do events together.
- very positive view of World Renew (members volunteer regularly with WR) Generally positive to other denominational ministries (to a lesser degree.)

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

- Overcoming our traditions in order to be welcoming and inclusive. Avoiding “stuffiness.”
- Individualism, pride in self-achievement, & exclusivity.

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

1. Start of Coffee Break in the 1980s
2. The attempt to take the church out of the CRC in 1992.
3. Parting with Rev Koster in 2015.

## Leadership:

How many council members does your church have? **5**

What is the length of term for council members? **3 Years**

How often does the full council meet? **Monthly (10x a year)**

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

Senior Care Team connects informally, meets 2 times a year.

- Provides pastoral visits to seniors & the ill.

GGIFT (Greetings & Gifts In Fellowship Team)

- Takes responsibility for greeting newcomers (visiting after the second or third time they attend church), and regular gifts (baptism, weddings, pastor appreciation, thank-you cards etc.)