

CHURCH PROFILE FORM

Church Information:

Name: Fellowship Church

Location of church [City, State/Province]: Greeley, CO 80634

Classical Church Counselor: Pastor John Terpstra

Search Committee Contact:

Name: George Ottenhoff

Address: 2113 51st Ave, Greeley, CO 80634

Home: (970) 351-6968 Cell: (970) 397-0476 Work:

Email address: ghocolo@gmail.com

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: 125,000

Church Profile:

We are open to:



Male and Female pastors



Female pastors only



Male pastors only

List all staff positions: Pastor (open)
Secretary
Worship Pastor
Custodian

Position Available: **Pastor**

Date of vacancy: January 2018

General position description:

Biblical Basis for the position of pastor

God gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of men in their deceitful scheming. Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work. Ephesians 4:11-16

Fellowship Church is seeking a servant-leader who will:

- nurture our congregation towards maturity in faith, hope, love, unity and Bible knowledge
- equip, inspire, model and lead us in ministry and outreach
- be committed to continual personal development in skills, knowledge and discipleship
- model a personally healthy, balanced, relational and spiritual life
- help us become a healthy congregation in every way
- live among us as our partner and friend

Regular responsibilities include:

- preach and lead worship, bringing biblical, practical messages to all ages that teach and convict those who are searching and challenge the spiritually mature
- partner with the council and church members to ensure pastoral care for all members and others who may participate in our fellowship
- work alongside the council to ensure organized and efficient administration and communication
- give direction, support and assistance to ministry groups and leaders in providing faith formation opportunities for everyone through discipleship classes and small group gatherings
- facilitate pre-marriage counseling and being available to officiate at weddings and funerals
- fulfill community, ministerial, classis and denominational responsibilities, and being a positive liaison with our broader mission efforts
- model a life of prayer, discipleship, outreach and service

In addition to the regular above-mentioned responsibilities and expectations our pastor will:

- articulate and promote the vision and mission of our church to the congregation and community
- inspire, train, support and guide members to use their spiritual gifts in ministries to the church and community
- encourage, support and mentor members in their relationships with non-Christians, and in the ability to lead a person to saving faith in Jesus Christ
- insure that all ministries of the church are being implemented consistent with our goals and objectives
- research and introduce ideas, resources and programs to further the ministries and effectiveness of our church (worship, fellowship, faith formation, pastoral care and outreach)
- provide leadership training to equip the church family to serve in the areas of pastoral care, prayer, worship, teaching and outreach
- promote an inclusive and participatory model of ministry, with a goal of developing lay leadership.



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: 93

Active adult professing members: 76

Profile of church members:

Age:

11 % 0-11 8 % 12-18 4 % 19-24 5 % 25-34

26 % 35-49 14 % 50-64 32 % 65+

Occupation:

20 % Business 18 % Professional 10 % Trades 3 % Stay-at-home parent

10 % Agriculture 30 % Retired 1 % Student 8 % Other

Percentage of members belonging to the congregation:

Less than 5 years 18 %

5-10 years 28 %

10 or more years 54 %

Racial/Ethnic composition of congregation and surrounding community:

Caucasian (white), Latino, other (Asian, African, Middle Eastern)

Composition of congregation:

Mono-Cultural

Multi-Cultural

Specific Ethnicity (specify:

☐☒☐

)

List the last three persons in this position:

1. Don Orange 2003-2018
2. Clair Vander Neut 2000-2001
3. Dennis Kamper 1987-1999

Worship:

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

Planning: There are 2-4 people involved in planning the worship services. (Pastor, Worship Leader and sometimes artists in the church or the Children's Ministry Team Leader). Typically the Pastor and Worship Leader meet weekly to discuss the themes and to share ideas regarding the elements involved. Sometimes others are invited into this process, specifically during Lent and Advent. It has been the Worship Leader's role to finalize the order of service, to coordinate with the various people involved, to include creative and liturgical elements and to lead the weekly worship.

Describe the worship services in your church:

Very friendly atmosphere. Lots of talking and fellowship prior to the service. A general joy in gathering together. Most Sundays, people sit around tables during the worship service. This allows for opportunities to pray together weekly and to interact with the teaching through discussion and prayer. Services are mostly contemporary with a few consistent liturgical elements. Weekly, songs intentionally include a mixture of hymns, older choruses, and modern choruses. Typical order of service: Video Prelude, Bell, Welcome, Call To Worship, Songs, Announcements, Table/Missionary Prayer, Offering, Message, Songs, Benediction. This may vary depending on the theme or season of the church year. Congregants are generally quite genuine in their worship but reserved in their expression. Communion is currently shared 1 Sunday per month, typically around the tables.

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

There are few formalized discipleship programs currently running at Fellowship. We hire 2 college students and utilize volunteers to teach our Kids Oasis 1 and 2 classes during the worship services and currently have volunteers meeting with our small group of Youth during the week. The Kids Oasis classes use a video-based curriculum based on Bible stories. There are several informal small groups meeting, several of which have been meeting for years with primarily the same members. All of the groups have different purposes for meeting and most are studying the Bible or other biblical materials. Each group is autonomous and there is no overarching structure or vision to these groups. There are approximately 25-30 members currently attending one of these groups. There are currently no adult discipleship classes during the week or on Sundays. The Sunday services are done well and are currently the primary source of structured discipleship for most members.

Building/Financial:

Present annual budget: \$257,248

Last year's annual budget: \$253,130

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

Budget	88%
Denominational Ministry Shares	20%
Classical Ministry Shares	100%

Amount contributed above budget and ministry shares: \$22,558

Specify (optional): Missions Offerings

Facilities:

Describe facilities: Single building with worship and classroom space. Capacity of 400 people. Four classrooms, Pastor's Office, Kitchen, Cry/Prayer Room and Meeting Room

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: In the 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

2-3

%

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) Health and Savings Account (HSA)

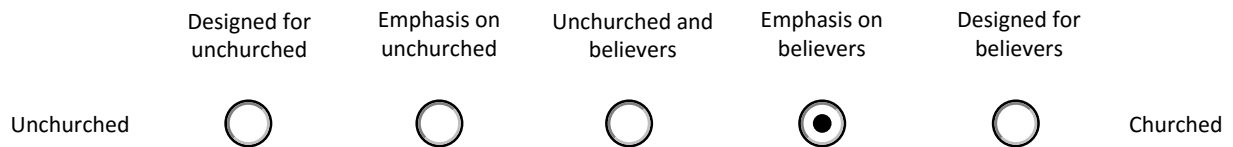
Church Characteristics:

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

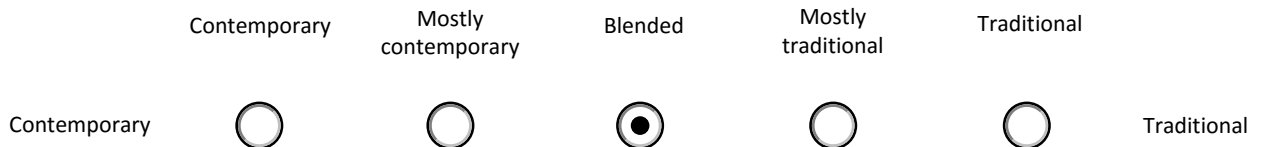
Presently, the FOCUS OF OUR CHURCH'S MINISTRY is



In our church, the WORSHIP SERVICE IS DESIGNED FOR



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



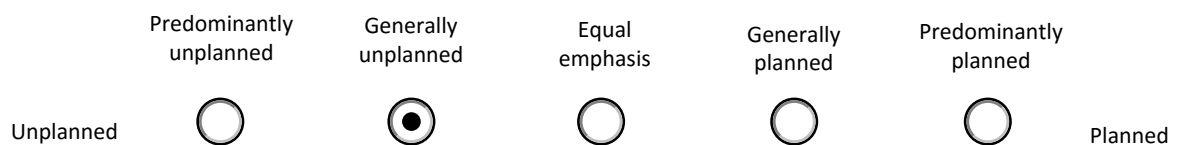
In our church, LEADERSHIP is generally provided by the



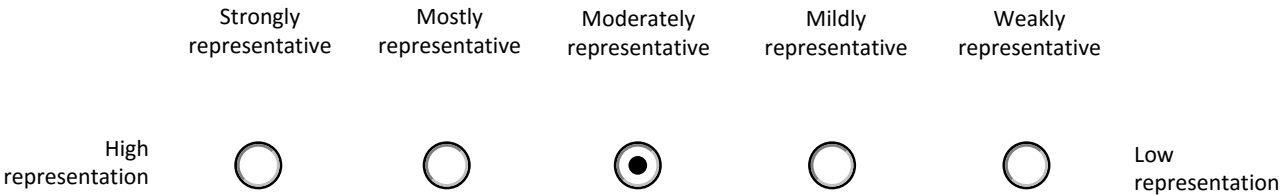
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through



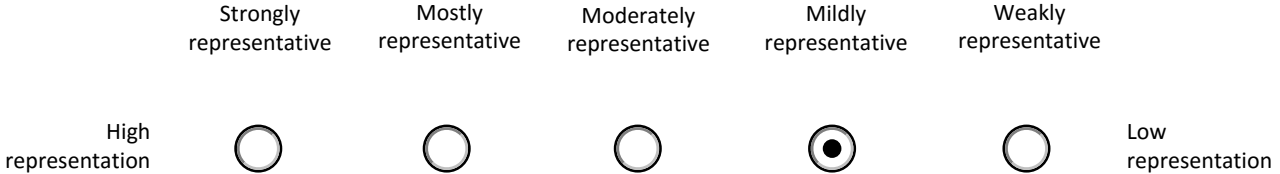
In our church, EVANGELISM STRATEGIES AND METHODS are



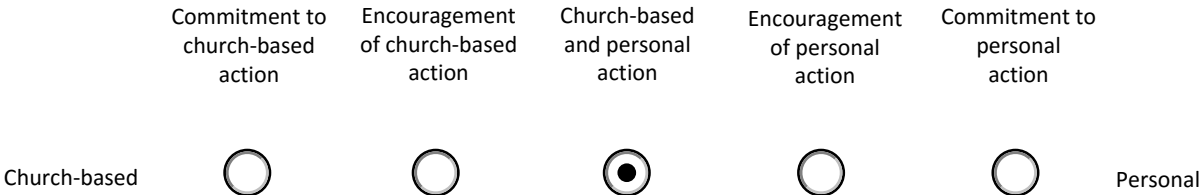
Our church is representative of the ECONOMIC DIVERSITY of our community



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?

In the past few years Fellowship has hosted a community-wide (including churches and secular organizations) resource assistance program called Bridges of Hope for everyone in the community. Resources presented included help with issues like budgets, resumes, children's learning deficits, utility payments and legal advice. Fellowship also participated in providing meals for the homeless shelter run by Catholic Charities. Members of Fellowship have been involved with Tower 21 and Jobs of Hope, organizations that work with former felons to open doors for employment. We have partnered with a local elementary school to support teachers and tutor children through the Kids' Hope program. Fellowship also participated with another local church to develop an art show to showcase local artists and raise money for different programs such as the support of a group home in Peru. We hosted a Perspectives on World Missions class with participants from many different churches and denominations. For the past six years Fellowship church families have participated with many other local churches in the Friendship Family program through International Students Incorporated. This program pairs international students studying at the University of Northern Colorado with supportive American families in Greeley. Our church works with other churches in outreach to the refugee community in Greeley. Several members volunteer their time to teach English and develop friendships with a diverse refugee population. Fellowship has shared its facilities with church plants of other denominations, and currently is home to a Spanish speaking church plant. As a church and as individuals we support our local pregnancy resource center, and several members have been actively involved in the interdenominational Christian school as teachers and board members.

Reflect on your strengths/gifts as a church:

The number one attraction for visitors to Fellowship church is the friendliness of its attendees. This friendliness has developed a close-knit, family-like atmosphere among the church members in which people feel that their needs will be met.

Strong Biblical teaching and the encouragement to live out one's faith in the community has been an ongoing strength in this church. The ability to look outside of our small congregation and welcome diversity into it has also been a developing strength.

The worship team guides the topics of musical worship in correlation with the messages in an impactful manner. Fellowship has a strong involvement in missions, and there has been a vital tie between the congregation and the missionaries it supports. They are known personally and are "adopted" by various members of the congregation. Teams from Fellowship helped to organize the Luz De Esperanza children's home in Peru and have visited and worked with the home. We hosted the leadership of that organization in Greeley for a two-week vacation and time of spiritual support.

Fellowship is known in Greeley as a praying church. The congregation prays weekly for its missionaries. The members are notified of individual prayer requests of other members during the week. Several years ago, the church came together in intense prayer for a near-death medical crisis of a member and witnessed a miraculous healing. This was a God event that has had a profound impact on every member to this day.

Reflect on your passions as a church:

Fellowship Church has a passion for strong Biblical teaching and discipleship training which will lead us to be an influence on our community. The church longs to continue outreach, both locally and internationally. There is a deep desire to teach our children and youth the elements of the faith, and to encourage them toward spiritual growth and maturity. Fellowship Church wants to remain a united, caring family with a passion to be led by the Holy Spirit in all endeavors.

List specific problems with which your congregation struggles:

Members of the congregation struggle to identify their spiritual gifts and how to use them in the church and the community. Volunteers are hard to find, especially in the children's ministry. The small church body may be spread too thin to accomplish all that our hearts desire. Evangelism and discipleship training are wanted, but don't seem to happen outside of the Sunday morning church service.

We face an ongoing challenge in maximizing the advantages and minimizing the disadvantages of sitting around tables in our worship services.

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?

The greatest recent challenge to Fellowship has not been a single event, but rather the change over several years in the composition of the Greeley community. Greeley has experienced significant growth and an influx of immigrants and refugees from many different areas of the world. There are more than sixty different primary languages now being spoken in the Greeley school system. Fellowship, and all other churches in Greeley, are faced with the question of how to respond, as God's servants and ambassadors, to these new neighbors who have totally different cultures and religions. Recognizing that God has brought the world to our doorstep, we struggle with finding ways of loving our new neighbors, while at the same time not neglecting to love our "old" neighbors. Our challenge is encouraging and helping every person to love his or her neighbor with the gifts and opportunities that God gives.

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

To build a more intentional program of faith development for youth and members of all ages;
To discover member' spiritual gifts, and provide opportunities to use those gifts;
To recognize how God is calling us to make disciples in our community; and
To be a body of believers that is growing in numbers and in faith.

Describe what being Christians of Reformed accent means to you:

We exist because God has invited us to join His kingdom and live in relationship with Him as He originally intended. We exist to show and reveal to our neighbors in Greeley and the ends of the earth the greatness and awesomeness of our God. We exist to do this in the ways Jesus did this in His lifetime in that culture. We exist to demonstrate how the love of God given to us in Jesus changes how we live, love, relate, work, prioritize, spend our time and money and pursue meaning in this life. Because Jesus' Kingdom is so different from the culture we live in, we exist to encourage one another in this exciting, life-giving challenge.

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

As a member church we support the work of the denomination and classis. At the same time the denomination and classis are valuable resources to us in fulfilling our ministry calling.

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

Understanding and accepting God's role for women in leadership in the church;
Understanding how God calls us to respond to homosexuality and other gender issues;
Faithfully understanding and following God's word regarding the immigration challenge;
Knowing how to effectively teach our children to deal with the post-Christian culture in which they are immersed every day.

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

1. Foundation and Organization (1968-1969)
2. Relocation, construction of new building and intentional outward focus (1992-1995)
3. The Rebirth Process (2001-2003). After a loss of half of the members, God rebuilt Fellowship Church with new members and a new vision for ministry that eventually led to a greater involvement in local and global missions.

During the past year in our time of transition, Fellowship has engaged in a focused process of examining who we are and who we want to be as a church. We were led through a "This Is Us" history of our church, held several Listening Sessions in which we invited everyone to give us feedback, and took the Health Church Survey. We have processed the results from these three steps as a Transition Team and as a church body, and that has helped inform this profile. One of the great successes of this time of transition is that our church attendance has only decreased slightly and in many ways, engagement has increased.

Leadership:

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? Bimonthly (every other month)

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

Deacons

Elders

Landscaping Team

Transition Team

Children's Ministry Team

Social Planning Committee