

CHURCH PROFILE FORM

Church Information:

Name: Champlain Valley Christian Reformed Church

Location of church: Vergennes, Vermont

Classical Church Counselor: Joel Vande Werken (Fairlawn CRC in Whitinsville, MA)

Search Committee Contact:

Name: Helena D. Van Voorst

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Community Setting:

Location: Rural, Small Town

Function: Agricultural, Bedroom Community

Growth: Static

Approximate Population: Population of Addison County is 37,000

Church Profile:

We are open to: Male Pastors Only

List all staff positions: Pastor (full time), Secretary (part time)

Position Available: Pastor

Date of vacancy: July 2020

General position description:

The pastor serves the church by leading public worship and exercising the tasks of an elder, serving individual congregants by providing them spiritual care and counsel, and serving the surrounding community by equipping the church for the work of evangelism. In the Christian Reformed Church pastors are ordained as "ministers of the Word" and their work is guided by Article 12.a of the Church Order (pg. 27): *A minister of the Word serving as pastor of a congregation shall preach the Word, administer the sacraments, conduct public worship services, catechize the youth, and train members for Christian service. The minister, with other office bearers, shall supervise the congregation and fellow office bearers, exercise admonition and discipline, and see to it that everything is done decently and in order, exercise pastoral care over the congregation, and engage in and promote the work of evangelism and diaconal outreach.*

Full-time Part-time: Full Time

Bi-vocational position? No.

Number of years preferred of ministry experience of potential candidate: We are open to any number of years experience

Required languages: English

Church Demographics:

Average Sunday attendance: 70 AM service, 30 PM service

Active adult professing members: 100

Profile of church members:

Age:

17% 0-11 12% 12-18 6% 19-24 9% 25-34

22% 35-49 10% 50-64 24% 65+

Occupation:

10% Business 24% Professional 5% Trades 6% Stay-at-home parent
24% Agriculture 24% Retired 7% Student 0% Other

Percentage of members belonging to the congregation:

4% Less than 5 years 11% 5-10 years 85% 10 or more years

Racial/Ethnic composition of congregation and surrounding community:

Composition of congregation:

X Mono-Cultural ____ Multi-Cultural ____ Specific Ethnicity (specify: N/A)

List the last three persons in this position:

1. Rev. Phillip Westra
2. Rev. Thomas Albaugh
3. Rev. Ted Gray

Worship:

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

Over the past 7 years, under the guidance of Rev. Westra, our congregation has been moderately involved in the planning and participation of our worship services. Volunteers from the congregation play the piano/organ, run the sound system, serve as greeters, sing in the choir, read Bible passages, present on church/service projects during offering, etc. Once a month an Elder leads congregational prayer. There is an ad hoc Worship Committee that helps plan special services (e.g. Good Friday, Easter, Advent, Christmas). This kind of involvement continued even during the recent pandemic.

Describe the worship services in your church:

In a word, we would describe our worship services as traditional. We are greeted and ushered by volunteers from the congregation while the pianist or organist play a prelude. There is warmth and laughter at the start of the service during our time of greeting one another. Over the years we have grown to enjoy a nice mix of traditional hymns and contemporary songs.

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

Youth: We have regularly scheduled Sunday School (pre-k to high school), Gems and Cadets (1st-6th grades), and Young Peoples (middle and high school). Our church also has a long history of offering a robust Vacation Bible School every July. We partner with the local United Reformed Church (which split from our church in 1997) to host this annual event which attracts 50 (+/-) church and un-church children/families.

Young Adults: We have a small, but faithful Young Adult & Married group (YAMs) that meets regularly for Bible studies and fellowship.

Adult Bible Studies: We have four active Bible study groups for adults: Faith & Prayer Group, Adult Bible Study, Men's Breakfast, and Coffee Break.

Building/Financial:

Present annual budget: \$155,688

Last year's annual budget: \$148,404

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

96% Budget

Unknown Denominational Ministry Shares

Unknown Classical Ministry Shares

Amount contributed above budget and ministry shares: N/A

Specify (optional):

Describe Facilities: The sanctuary seats 400+ people. The large fellowship hall sometimes doubles as a basketball court. We have one nursery, a young people's room, a library/classroom, and a classroom for our youngest Sunday school students. There is a large kitchen, an office for the secretary/pastor, and two rooms at the front of the sanctuary for storage/meeting space. We also have ample parking and a large playground. The parsonage, located on a hill behind the church overlooking the valley, has four bedrooms, two bathrooms, and a two car garage.

Are your buildings adequate for your ministries? Yes

If no, please explain: N/A

Is a building program projected? Yes

If yes, describe what and when: New roof, Summer/Fall 2020

Does the church own a parsonage? Yes

Location of office or study: Church and Parsonage

Compensation:

The salary range we are prepared to offer our new pastor is based on the CRC Minister Compensation Survey for our area: No

If other, please specify: Salary is commensurate with experience

The average annual increase for this position over the past three years is: \$1,000 (but this does not necessarily reflect future compensation increases)

Housing:

☐ Housing Allowance

☒ Parsonage only

☐ Either of the above

Benefits and expenses: Pension, Medical Insurance, Life insurance, Social Security Travel/Mileage, Vacation

Church Characteristics:

Presently, the FOCUS OF OUR CHURCH'S MINISTRY is:

Community & Current Members Equally

In our church, the WORSHIP SERVICE IS DESIGNED FOR:

Emphasis on believers

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

Blended

In our church, LEADERSHIP is generally provided by the:

Lay leaders & pastoral staff share leadership

Our church seeks to ENCOURAGE SPIRITUAL GROWTH through:

Ministries for most groups

In our church, EVANGELISM STRATEGIES AND METHODS are:

Predominantly planned

Our church is representative of the ECONOMIC DIVERSITY of our community:

Mostly represented

Our church is representative of the ETHNIC DIVERSITY of our community:

Strongly representative

Our church's RESPONSE TO COMPASSION, MERCY, AND JUSTICE NEEDS is:

Church-based and personal action

Our church's MISSIONAL FOCUS is:

Equally local and global

Narrative

In what ways does your church participate in ecumenical activities?

Our church participates in several ecumenical activities spanning fellowship (co-hosting Labor Day picnic with United Reformed Church), evangelism (Vacation Bible School, GEM & Cadets, and gospel choir), and discipleship (Reformation Conference, baccalaureate, women's retreat, and National Day of Prayer).

Reflect on your strengths/gifts as a church:

Our church recently completed a SWOT analysis together and identified the following as our top strengths: multigenerational fellowship, offering each other support during crisis, focused on

faith in Christ, strong Bible teaching, leadership is connected to the congregation and accessible, pastoral involvement, love of singing, and warm fellowship.

Reflect on your passions as a church:

As a congregation, our passions include gathering for worship, gathering for fellowship, singing together, and supporting mission work in various forms (giving to missionaries, Operation Christmas Child, supporting local Christian school, VBS, etc).

List specific problems with which your congregation struggles:

During a recent SWOT analysis, present members of the congregation identified the following as problems: diversions and excuses for church involvement, temptation to downplay truth for easy, warm feelings of inclusiveness, and unresolved conflict among members/families.

What has been the most interesting and challenging event in the life of your church over the past 3 years?

We are preparing this church profile in the midst of the COVID-19 pandemic. This has undoubtedly been one of the most interesting and challenging events in our church's history! As a church that values fellowship and singing, we find ourselves missing one another and gathering in the house of the Lord. We have, however, found new ways to worship and fellowship using recorded services, Zoom fellowship hours, and, for Easter, a drive-in service with live trumpet music by one of our young adults.

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

Our congregation identified the following as opportunities: using technology to help spread the gospel (rather ironic in light of current global events and our total reliance on technology to worship together right now), identifying and easing needs in the community (food access, tragedies, benevolence, etc), connecting more with "seekers" (people unsatisfied with the world's answers), and leveraging the groups/outreach activities we have to bring people to the Lord.

Describe what being Christians of Reformed accent means to you:

To our church, being Christians of Reformed accent means that we believe first and foremost in God's sovereignty. Conforming to both the Heidelberg and Belgic Confessions, we profess and find comfort in the knowledge that God is in control of all things at all times. We believe in the covenant promises of the Lord and seek to further His kingdom.

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

As a local church, we look to the Christian Reformed denomination for many practical things including resources, tools, guides, and support to help further God's kingdom in Vermont. The larger denomination also serves to identify needs far beyond our geographical location and can help us minister beyond our typical reach through missionary work, service opportunities, etc. We believe our local church has responsibility to participate in the governance of the denomination and therefore sends our Pastor and representative Elders and Deacons to regional Classis and Synod meetings.

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

Vermont is the most unchurched state in the nation. The liberal and permissive worldviews of many of our neighbors, co-workers, and friends makes being a believer challenging/intimidating at times. Unlike some other parts of the country, being a Christian is not the "norm" here. Many people in our local community have only been inside churches for weddings or funerals and are not comfortable walking into the building for a Sunday service.

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

1. 1966: CVCRC was founded by Dutch immigrants
2. 1976: The church building we still meet in for worship was built
3. 1997: The church split (over half our congregation left to establish a United Reformed Church 6 miles away)
4. 2011: URC experienced an issue with their church building that left them without a space for worship. For many months our two churches worshipped together in CVCRC's sanctuary which proved to be an incredible time of healing for both congregations
5. 2016: Celebrated 50th Anniversary
6. On-going: The URC and CRC share leadership of Champlain Valley Christian School (K-8)

Leadership:

How many council members does your church have? 6 (3 Elders, 3 Deacons)

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

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? Elders & Deacons, both groups meet independently once a month