



Church Administration & Finance Guide

Published July, 2020

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Important Dates and Schedule of Reporting

The Finance Department of the Christian Reformed Church in North America (CRCNA) is eager to partner with you in your administrative role. We reach out to you several times a year to provide you with updates on your ministry share and church offering gifts. We also provide you with a calendar outlining key dates in the ministry year and suggested dates for offerings.

July 2020

- Church Administration & Finance Guide distributed
- Report of your ministry share and offering giving for January-June 2020
- Letter with your specific ministry share allocations for 2021
- Letter providing guidance as the church considers its pledge for the new reimagined ministry share for the period July 1, 2021 through June 30, 2022

August 2020

- CRCNA offering calendar and deacon's helper sheets
- Letter also sent to each classis indicating the giving by congregations in that classis

September / October 2020

- Ministry share pledge amounts due to the Fall Classis meeting from each congregation
Pledges are for July 2021-June 2022 *

October 2020

- Report of your ministry share and offering giving for January-September 2020

January 2021

- Letter outlining the new ministry share amount for the first half of 2021 and membership counts for your congregation
- Report of your ministry share and offering giving for January-December 2020
- Letter also sent to each classis indicating the giving by congregations in that classis
- Classis treasurers send ministry share pledge amounts from all of their congregations to the CRCNA denominational offices *

March 2021

- March 31 is the final day for 2020 ministry share gifts records. All ministry share gifts after this date will be recorded for 2021 ministry shares. *

April 2021

- Report of your ministry share giving for 2020, including gifts that were received in 2021 but marked "ministry shares 2020" and submitted before March 31
- Letter also sent to each classis indicating the giving by congregations in that classis.

May 2021

- Letter to each church with pledge amount for 21/22 fiscal year
- Letter to Classis Treasurers with pledge amounts for each church

July 2021

- Switch to new ministry shares reimagined (pledge) system

* Denotes an item that requires action or communication from your congregation

Ministry Shares

Over the course of the more than 160-year history of the Christian Reformed Church in North America, various individuals, congregations, and classes have expressed needs for specific supports, ministries, or outreach programs. Along the way, as new ministries were started to meet these needs, our congregations have covenanted to support them through an innovative system known as ministry shares.

You can learn more about our covenantal relationship of ministry shares at crcna.org/ministryshares. You can also find infographics, bulletin inserts, videos, and other tools there to help you communicate about ministry shares with your congregation. In addition, our advancement staff would be happy to talk with you or even visit with you and/or your members to explain in more detail the impact of ministry shares.

Ministry shares work by means of each congregation of the CRCNA contributing a set amount of funds. These funds are then pooled to make a variety of congregational-support ministries possible, such as Safe Church Ministry, Disability Concerns, Race Relations, Worship Ministries, and Pastor Church Resources. The funds also support evangelism and outreach efforts such as Chaplaincy and Care Ministry, Resonate Global Mission, and Back to God Ministries International. To see a complete list of the ministries supported by ministry shares, visit crcna.org/ministryshares.

You may have heard that Synod 2019 asked, and the special meeting of the COD in June 2020 approved, a plan to significantly revise the ministry share system. According to this new plan, each congregation must carefully consider how much it will pledge to contribute to the ministry shares program. Pledges are due in September 2020 for a ministry year that will begin in July 2021. In the meantime, the system will remain as it has been.

The special meeting of the COD also approved a ministry share amount of \$346.48 per active member for the first six months of the coming year. The ministry share amount for Calvin University is based on the number of students from a region that attend Calvin. This means that some churches in some areas may give less ministry shares to Calvin and instead contribute a greater amount to denominationally affiliated colleges in their region.

You will soon receive a letter outlining the specific ministry share allocations for your congregation. The following pages show how ministry shares are allocated and how they compare to last year.

Small Church Ministry Share Reduction

Synod 1987 approved “the concept of a [ministry share] reduction for smaller churches” (*Acts of Synod 1987*, p. 559) and adopted a “formula for [ministry share] reduction. . . at a one percent increase/decrease per family beginning with thirty families paying 50 percent of the total [ministry shares]” (*Acts of Synod 1987*, p. 560). The percentage is now based on a per-member allocation, beginning with churches of 72 members paying 50 percent.

Members / Percentage of Ministry Shares Expected

193	100.00%	161	86.78%	129	73.55%	97	60.33%
192	99.59%	160	86.36%	128	73.14%	96	59.92%
191	99.17%	159	85.95%	127	72.73%	95	59.50%
190	98.76%	158	85.54%	126	72.31%	94	59.09%
189	98.35%	157	85.12%	125	71.90%	93	58.68%
188	97.93%	156	84.71%	124	71.49%	92	58.26%
187	97.52%	155	84.30%	123	71.07%	91	57.85%
186	97.11%	154	83.88%	122	70.66%	90	57.44%
185	96.69%	153	83.47%	121	70.25%	89	57.02%
184	96.28%	152	83.06%	120	69.83%	88	56.61%
183	95.87%	151	82.64%	119	69.42%	87	56.20%
182	95.45%	150	82.23%	118	69.01%	86	55.79%
181	95.04%	149	81.82%	117	68.60%	85	55.37%
180	94.63%	148	81.40%	116	68.18%	84	54.96%
179	94.21%	147	80.99%	115	67.77%	83	54.55%
178	93.80%	146	80.58%	114	67.36%	82	54.13%
177	93.39%	145	80.17%	113	66.94%	81	53.72%
176	92.98%	144	79.75%	112	66.53%	80	53.31%
175	92.56%	143	79.34%	111	66.12%	79	52.89%
174	92.15%	142	78.93%	110	65.70%	78	52.48%
173	91.74%	141	78.51%	109	65.29%	77	52.07%
172	91.32%	140	78.10%	108	64.88%	76	51.65%
171	90.91%	139	77.69%	107	64.46%	75	51.24%
170	90.50%	138	77.27%	106	64.05%	74	50.83%
169	90.08%	137	76.86%	105	63.64%	73	50.41%
168	89.67%	136	76.45%	104	63.22%	72	50.00%
167	89.26%	135	76.03%	103	62.81%		
166	88.84%	134	75.62%	102	62.40%		
165	88.43%	133	75.21%	101	61.98%		
164	88.02%	132	74.79%	100	61.57%		
163	87.60%	131	74.38%	99	61.16%		
162	87.19%	130	73.97%	98	60.74%		

Denominational Ministry Shares Allocation

	Fiscal 2020-21
Back to God Ministries International	\$43.52
Calvin University*	31.28
Calvin Theological Seminary	35.54
Resonate Global Mission	106.35
World Renew	-
Synodical Administrative Services	45.44
General Administration	
Synodical Services	
Council of Delegates	
Congregational Services	80.70
Indigenous Ministries (Canada)	
<i>The Banner</i>	
Canadian Ministries	
Centre for Public Dialogue	
Chaplaincy and Care Ministry	
Disability Concerns	
Faith Formation Ministries	
Pastor Church Resources	
Race Relations	
Safe Church Ministry	
Office of Social Justice	
Worship Ministries	
Candidacy Committee	
Leadership Development: Women's and Ethnic Ministry	
Special Assistance Fund	3.65
	\$346.48

*Represents the composite rate. Actual rate varies by area.

Ministry Share Calculation

The following examples show how ministry shares are calculated *with* and *without* a small church deduction. Please use the worksheet below to calculate your church's anticipated ministry share contribution for the upcoming year.

Example for Ministry Share Calculation *with* Small Church Deduction

Total active professing members*		100
Ministry share contribution	\$315.20	
Calvin University ministry shares (area 1)**	\$94.60	
Total ministry share contribution per member	\$409.80	x
Total church contribution to ministry shares		\$40,980.00
Church size percentage expected***	61.57%	x
Total ministry share contribution for the year		\$25,231.39

Example for Ministry Share Calculation *without* Small Church Deduction

Total active professing members*		300
Ministry share contribution	\$315.20	
Calvin University ministry shares (area 2)**	\$61.21	
Total ministry share contribution per member	\$376.41	x
Total church contribution to ministry shares		\$112,923.00
Church size percentage expected***	100%	x
Total ministry share contribution for the year		\$112,923.00

Your Church Worksheet

Total active professing members*		
Ministry share contribution	315.20	
Calvin University contribution (see table for your area)**		
Total ministry share contribution per member		x
Total church contribution to ministry shares		
Church size percentage expected (see table)***		x
Total ministry share contribution for the year		

* Member count is calculated on August 31 of each year and submitted for the following year on the *Yearbook* questionnaire.

** Inactive members are those baptized or confessing members who are declared by consistory to have a relationship to the congregation which has ceased for one year, or who for one year have not made faithful use of the means of grace, especially the hearing of the Word and the Lord's Supper, unless there are extenuating circumstances that make such faithful use impossible.

*** The small church ministry share reduction is applicable to churches with net membership of 192 or less. The small church ministry share reduction amount is based on active member counts after reduction for “inactive” members. The percentage to be paid as indicated by the smaller church reduction table is applied to the dollar amount of ministry shares, not to the count of active members.

Ministry Shares Approved for Fiscal Year 2021

	Area 1	Area 2	Area 3	Area 4	Area 5	Area 6	Area 7	Area 8
Back to God Ministries International	\$43.52	\$43.52	\$43.52	\$43.52	\$43.52	\$43.52	\$43.52	\$43.52
Calvin Theological Seminary	35.54	35.54	35.54	35.54	35.54	35.54	35.54	35.54
Resonate Global Mission	106.35	106.35	106.35	106.35	106.35	106.35	106.35	106.35
Synodical Administrative Services	45.44	45.44	45.44	45.44	45.44	45.44	45.44	45.44
Congregational Services	80.70	80.70	80.70	80.70	80.70	80.70	80.70	80.70
Special Assistance Fund	3.65	3.65	3.65	3.65	3.65	3.65	3.65	3.65
Base amount per member	315.20	315.20	315.20	315.20	315.20	315.20	315.20	315.20
Calvin University*	94.60	61.20	27.80	4.30	32.90	17.00	2.10	.30
Total ministry shares per member	409.80	376.40	343.00	319.50	348.12	332.20	317.30	315.50

*Areas that benefit from a Calvin University ministry share reduction should employ the following monies saved to support their area colleges:

Per professing member	0	11.34	44.74	68.24	39.64	55.54	70.44	72.24
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Classis Area Table for Calvin University amount:

Area 1	Grand Rapids East; Grand Rapids North; Grand Rapids South; Grandville; Thornapple Valley
Area 2	Georgetown; Holland; Kalamazoo; Lake Erie; Muskegon; Northern Michigan; Zeeland
Area 3	Chicago South; Illiana; Northern Illinois; Southeast U.S.; Wisconsin
Area 4	Central Plains; Heartland; Lakota; Lake Superior; Minnkota; Northcentral Iowa
Area 5	Atlantic Northeast; Hackensack; Hudson
Area 6	Arizona; Columbia; California South; Central California; Greater Los Angeles; Hanmi; Ko-Am; North Cascades; Pacific Northwest; Red Mesa; Rocky Mountain; Yellowstone;
Area 7	Chatham; Eastern Canada; Hamilton; Huron; Niagara; Quinte; Toronto
Area 8	Alberta North; Alberta South/Saskatchewan; B.C. North-West; B.C. South-East



Faith Formation is crucial for CRC members of all ages. Photo courtesy Miles Postema, Ideal Park CRC in Wyoming, Mich.

Remittance Forms

Ministry Shares and Offerings Remittance Statement

Church name:	Date:
Church number:	Period:
Treasurer name:	
Treasurer email and/or phone:	

Ministry Shares

Contribution for this period (allocated to agencies based on synodically approved budgets unless specified) \$

Non-Ministry Share Giving

Gifts recorded as non-ministry shares unless specifically noted, including special offerings, missionary support, special-event giving, one-time gifts, etc. (Remit area college and parachurch, non-profit gifts directly to the organization.)

Name:	\$
Name:	\$
Name:	\$
Name:	\$
Name:	\$
Name:	\$
Subtotal: \$	
Total enclosed: \$	

Please make one check payable to Christian Reformed Church in North America (CRCNA) and mail to:

In the United States:

CRCNA
Finance Dept
1700 28th Street SE
Grand Rapids MI 49508-1407

In Canada:

CRCNA
Finance Dept
3475 Mainway
PO Box 5070 STN LCD1
Burlington ON L7R 3Y8

Please also send a copy of this statement to your classis treasurer for information.

Electronic Funds Transfer Options

Monthly Transfers

With this approach, the treasurer sets a monthly amount to be transferred and authorizes CRCNA to transfer the same amount on the same day of every month—the 20th day. Distribution to the denominational agencies is based on a formula approved by synod for the year. Recurring missionary support payments can be included and should be identified at setup. Changes in the amounts can be made at any time.

One-Time Transfer

The church treasurer authorizes the denominational office to make a one-time transfer from the church's account for the amount indicated. The transfer will take place on the 20th of the month, assuming authorization is received in time.

If you are interested in utilizing the electronic funds transfer (EFT) process, please complete the information below and sign. Attach a voided check (photocopy is acceptable) or a deposit ticket.

Church name:

Church address:

Bank name:

Bank address:

Bank phone:

Amount to transfer:

☐ Monthly ☐ One-time

Signature:

Date:

Printed name:

Phone:

Ministry Shares Reimagined (Pledge) Program

Synod 2019 asked, and a special meeting of the COD in June 2020 approved, a plan to significantly revise the ministry share system. According to this new plan, each congregation must carefully consider how much it will pledge to contribute to the ministry shares program.

Pledges are due in September 2020 for a ministry year that will begin in July 2021. In the meantime, the system will remain as it has been. On the next page is a graphic of what you can expect from the new system.

As you consider this request as a congregation, consider watching the ministry shares video, or use other resources found at crcna.org/ministryshares.

Ministry Shares Pledge Form

This pledge form can be used for your convenience when pledges are due at classis during your fall classis meeting. Your pledge represents giving to the Agencies and Ministries of the CRCNA, Calvin University, and Calvin Theological Seminary.

Please remember that this pledge is for the time period July 1, 2021 through June 30, 2022.

Church name:

Church number:

Church classis:

We pledge: \$

06

(July 2021) **NEW MINISTRY YEAR BEGINS** — the ministry year will run from July 1, 2021 through June 30, 2022. Ministry shares received starting in July will be put towards the approved budgets. In addition, a new letter will be sent to congregations to help them start the planning process for the next cycle of pledges.

01

(July 2020) **INFORMATIONAL LETTER FROM THE CRCNA IS RECEIVED** — letter will include information about previous ministry share giving and some suggestions for how to think about determining your pledge amount.

02

(August/September 2020) **CHURCH COUNCILS & CONGREGATIONS DETERMINE PLEDGE** — this might have to happen outside of your traditional budget process (according to Church Order, councils are allowed to make this decision on their own). This first pledge amount is what the church will contribute during the fiscal year July 1, 2021 through June 30, 2022.



05

(May 2021) **BUDGETS FOR MINISTRIES ARE APPROVED AT THE CORPORATION/COUNCIL LEVEL** — The Council of Delegates (as well as its Canadian and Michigan corporations) will review the proposed budgets including any changes to programs or personnel. These budgets will be approved for the ministry year beginning on July 1.

04

(January 2021) **PLEDGES ARE FORWARDED TO CRCNA OFFICES** — stated clerks of each classis should forward the pledges from their region to the US or Canadian offices of the CRCNA using an electronic form provided to them. These pledges will help determine the budgets for mission efforts and other ministries in the coming ministry year. Ministry shares are only one part of this budgeting process. Any significant variation in revenue from ministry shares, church offerings, individual gifts or other sources, will impact what ministry can be achieved.

03

(Fall 2020) **PLEDGES FROM EACH CONGREGATION ARE SENT TO THE FALL CLASSIS MEETINGS** — each congregation will forward their pledge to the stated clerk of their classis. At the Fall meeting, each classis will have a conversation about these pledges. The intent is not to shame or guilt anyone, but rather to work together as the Body of Christ, learning from each other about how their pledges were determined, and in some instances making adjustments.

Ministers' Pension

The CRCNA has defined-benefit pension plans for ordained ministers of the Word serving in the United States and Canada. The primary features of the plans include four benefit groups:

- Retirement benefits commencing at age 66, or early retirement benefits in a reduced amount beginning at age 55.
- Long-term disability benefits provided through an insurance company.
- Survivors' benefits paid to a surviving spouse when death of a member occurs while in active service.
- Orphans' benefits paid to a member's orphaned children up to age 18, or to age 21 if in school.

To participate in the Ministers' Pension Plan (MPP), ordained pastors need to complete the MPP registration form and submit it to the pension office.

There are costs associated with participation in the Plan. Organized churches are expected to pay an amount determined on the basis of a per-member assessment amount multiplied by the number of professing members (or the annual direct cost of participation of their first/only pastor if that amount is greater). In addition, churches pay the direct costs associated with any additional ordained ministers in their employ. Emerging churches must pay the annual direct costs of their ordained pastors, but are not expected to pay based on per member assessments if they do not have an ordained Pastor.

For additional information on the Plan, or for information about the "special assistance fund" to help retired ministers who find themselves in severe financial need or who require help with their final retirement move, please visit crcna.org/FinanceAdmin. You may also contact the pension office directly at 616-224-0722 or by email at pension@crcna.org.

Example of Ministers' Pension Fund Payments

Canada – 2020 Annual Cost

	229 members or less	More than 229 members
First pastor	\$9,840	# of members X \$42.96
Additional pastors	\$9,840 each	\$9,840 each
No pastor (vacant)	# of members X \$42.96	# of members X \$42.96

United States – 2020 Annual Cost

	207 members or less	More than 207 members
First pastor	\$7,704	# of members X \$37.20
Additional pastors	\$7,704 each	\$7,704 each
No pastor (vacant)	# of members X \$37.20	# of members X \$37.20

Ministers Compensation Survey 2020

In the past we have relied on a detailed survey mailed to the churches and pastors requesting information on base salary, housing, benefits, and a number of other factors to complete our Ministers Compensation Survey. However, the validity of the information has deteriorated over time as the number of returned surveys has continued to drop.

Rather than publishing information that has become of questionable value, we have turned to another source that we believe will provide more reliable information and better serve the Churches.

Beginning in 2019, we are using information received from the ministers of the Word serving our churches in all classes who are participants in the Ministers' Pension Plans in both the United States and Canada. This group represents a majority of all active ministers of the Word in the CRCNA.

Under the terms of the pension program, the participants are required to report annually their total base salary and housing or parsonage allowance. We have used this data to create the information contained in this year's document.

Why is this better than the information we received before? The primary reason is that the response group is larger. However, the secondary reason has to do with the usefulness of averages of components compared to the simple summation of compensation. The level of housing allowance for each minister is dependent on personal circumstances and local economic factors. This becomes more problematic in classes that cover a significant geographic area. In certain situations, a minister may be serving in a small rural setting while in the same classis other ministers may be serving in an urban environment.

What have we included? There are two charts for each country of service. One chart shows the average total salary for the ministers in each classis. This is the combined base and housing factor. The other chart shows the range of salaries paid in relation to percentiles marked at 10% intervals for all ministers in the particular country.

For example, minister salaries at the 10th percentile are equal to or greater than the salaries of 10% of ministers in that country, and they are less than the salaries of 90% of ministers in that country. Salaries at the 20th percentile are the same or more than those of 20% of ministers and less than those of 80% of ministers in that country . . . and so on.

For more detailed pay data in your classis, we would suggest contacting the other churches in your area. For a broader salary report for a particular position at your church, you may want to visit www.churchlawandtax.com/salary.

Average Total Base Salary plus Housing by Classis - 2020

United States (in U.S. Dollars)

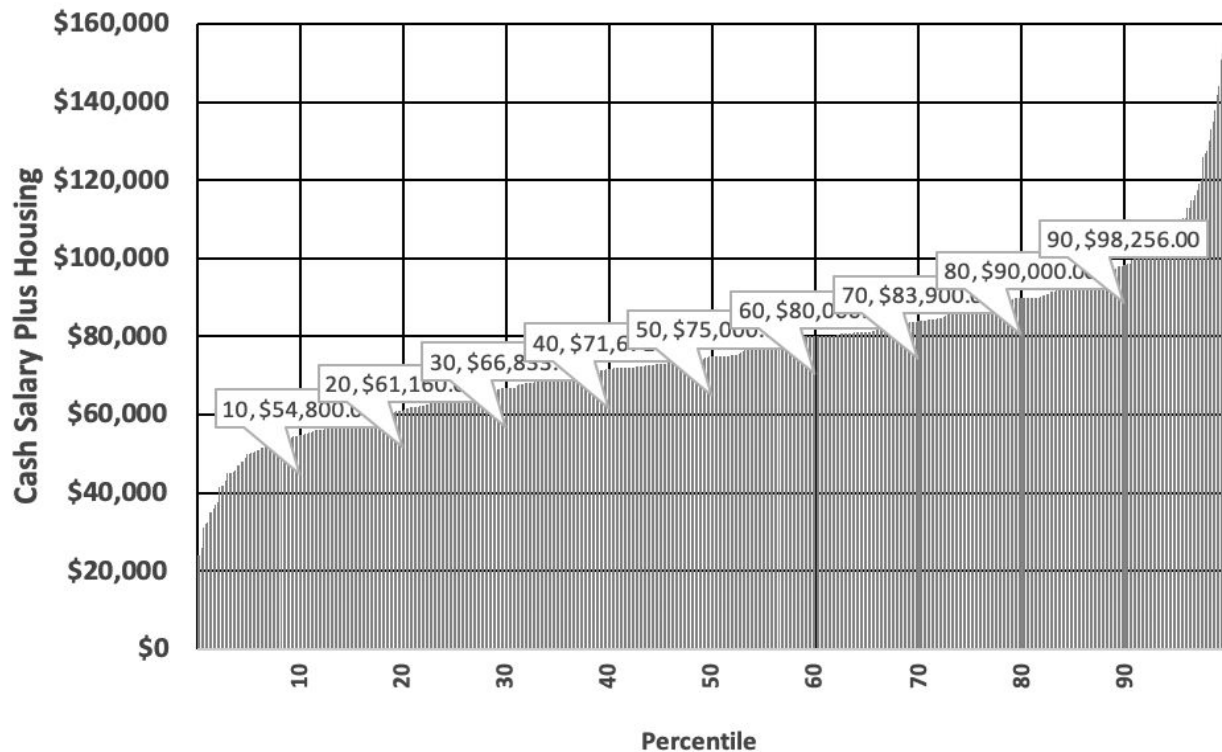
1	Arizona	\$ 90,000	20	Illiana	\$ 87,382
2	Atlantic Northeast	\$ 72,343	21	Kalamazoo	\$ 74,230
3	California South	\$ 64,787	22	Ko-Am	\$ 64,000
4	Central California	\$ 85,145	23	Lake Erie	\$ 73,257
5	Central Plains	\$ 69,005	24	Lake Superior (U.S.)	\$ 71,775
6	Chicago South	\$ 83,083	25	Minnkota	\$ 66,744
7	Columbia	\$ 73,689	26	Muskegon	\$ 77,929
8	Georgetown	\$ 81,599	27	Northcentral Iowa	\$ 69,077
9	Grand Rapids East	\$ 80,554	28	Northern Illinois	\$ 52,876
10	Grand Rapids North	\$ 65,553	29	Northern Michigan	\$ 83,745
11	Grand Rapids South	\$ 74,783	30	Pacific Northwest	\$ 68,227
12	Grandville	\$ 74,284	31	Red Mesa	\$ 75,532
13	Greater Los Angeles	\$ 70,112	32	Rocky Mountain	\$ 65,440
14	Hackensack	\$ 88,947	33	Southeast U.S.	\$ 72,563
15	Hanmi	\$ 67,343	34	Thornapple Valley	\$ 79,394
16	Heartland	\$ 71,712	35	Wisconsin	\$ 87,114
17	Holland	\$ 77,479	36	Yellowstone	\$ 75,803
18	Hudson	\$ 73,159	37	Zeeland	\$ 73,793
19	Iakota	\$ 74,440			

Canada (in Canadian Dollars)

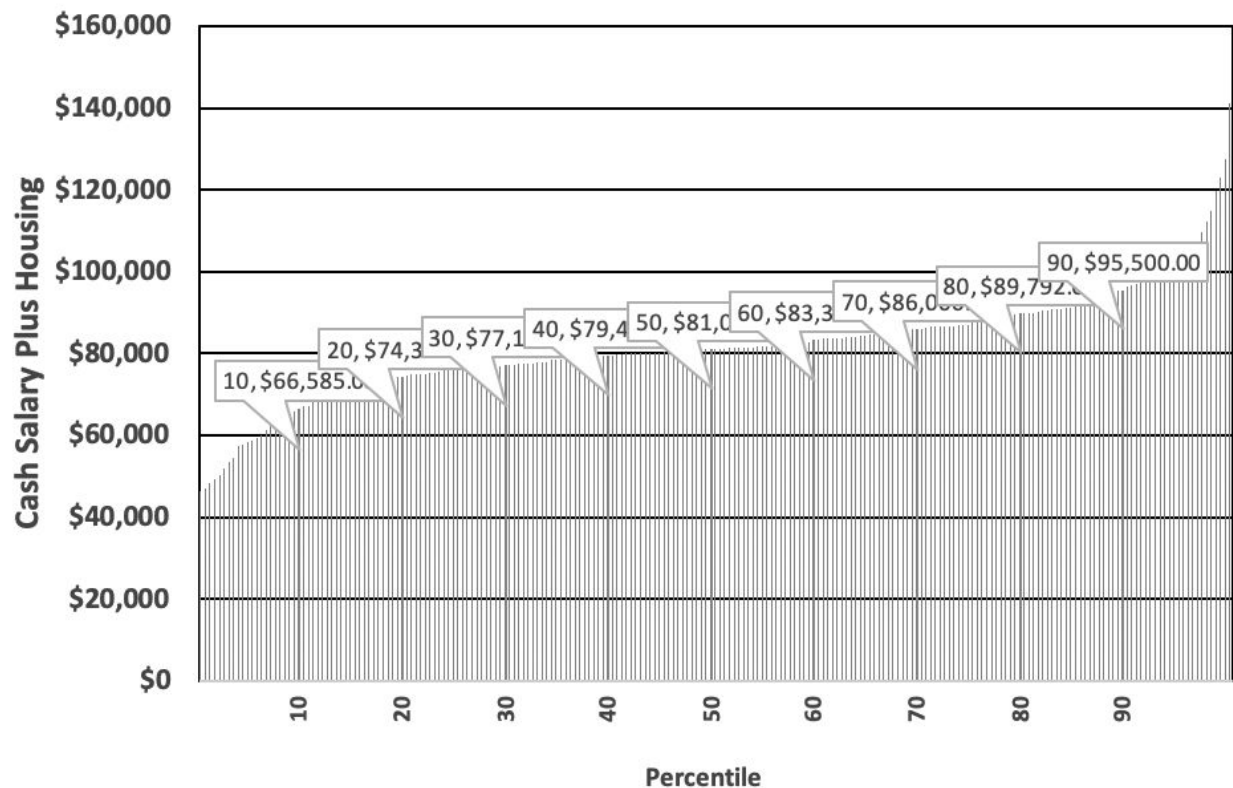
1	Alberta North	\$ 82,273
2	Alberta South/ Saskatchewan	\$ 82,470
3	B.C. North-West	\$ 80,792
4	B.C. South-East	\$ 88,301
5	Chatham	\$ 86,032
6	Eastern Canada	\$ 77,608
7	Hamilton	\$ 82,788
8	Huron	\$ 77,984
9	Lake Superior (Can.)	\$ 71,783
10	Niagara	\$ 77,689
11	Quinte	\$ 78,805
12	Toronto	\$ 86,269

Total Cash Salary 2020

United States (in U.S. Dollars)



Canada (in Canadian Dollars)



Denominational Ministries

As the Christian Reformed Church in North America, we are called to express the good news of God's kingdom that transforms lives and communities.

We seek to carry out this calling individually, as congregations, as regional classes, and as an entire denomination in the firm belief that together we can do more. The following ministries reflect our denomination's calling—outlined in the following five ministry priorities—and were started by the congregations of the CRCNA to help us all work together for God's kingdom.

Though many ministries may fit into more than one ministry priority, they can generally be grouped as listed below. To learn more about each specific ministry, please visit crcna.org or check out the year-in-review summary of each ministry at crcna.org/ministryreport.

Faith Formation

As a community of believers, we seek to introduce people to Jesus Christ and to nurture their faith through all ages and stages of life.

- Faith Formation Ministries
- Calvin University
- The Banner

Global Mission

Called to be witnesses of Christ's Kingdom to the ends of the earth, we start and strengthen local churches in North America and around the world.

- ReFrame Ministries (formerly Back to God Ministries International)
- Resonate Global Mission

Gospel Proclamation and Worship

Believing that faith comes through the hearing of God's Word, we proclaim the saving message of Jesus Christ and seek to worship him in all that we do.

- Calvin Theological Seminary
- Worship Ministries

Mercy and Justice

Hearing the cries of the oppressed, forsaken and disadvantaged, we seek to act justly and love mercy as we walk humbly with our God.

- World Renew
- Indigenous Ministries (Canada)
- Centre for Public Dialogue (Canada)
- Disability Concerns
- Office of Social Justice
- Race Relations
- Safe Church Ministry

Servant Leadership

Understanding that the lifelong equipping of leaders is essential for churches and ministries to flourish, we identify, recruit and train leaders to be servants in the Kingdom of God.

- Candidacy Committee
- Chaplaincy and Care
- Libros Desafío
- Pastor Church Resources
- Raise Up Global Ministries
- The Network
- Women's and Ethnic Leadership Development



In the coming year, one area of emphasis for all CRCs will be on cultivating prayer and other spiritual disciplines. Photo courtesy Korean CRC of Vicksburg, Mich.

Denominational Offering Calendar

January 2021

- 1 Fri - New Year's Day
- 6 Wed - Epiphany
- 10 Sun - Therefore Go Ministries (formerly Youth Unlimited)
- 17 Sun - Sanctity of Human Life Sunday
- 18 Mon - Martin Luther King Jr. Day (U.S.)
- 24 Sun - Calvinist Cadet Corps: Cadet Sunday

February 2021

- 7 Sun - Race Relations
- 14 Sun - Office of Social Justice
- 15 Mon - Presidents Day (US), Family Day (Canada)
- 17 Wed - Ash Wednesday
- 21 Sun - Centre for Public Dialogue: Justice and Hope Sunday (Canada); First Sunday of Lent
- 28 Sun - Pastor Church Resources

March 2021

- 7 Sun - World Renew: Canadian Foodgrains Bank (Canada), Disaster Response Services (US)
- 10 Wed - Annual Day of Prayer
- 14 Sun - Calvin Theological Seminary: DIG (formerly Facing Your Future)
- 28 Sun - Palm Sunday

April 2021

- 2 Fri - Good Friday
- 4 Sun - Resonate Global Mission: Easter Sunday
- 11 Sun - World Renew: Refugee Sunday (Canada), Growing Hope Globally (US)
- 25 Sun - GEMS: GEMS Sunday

May 2021

- 2 Sun - Diaconal Ministries Canada: NewGround (Canada)
- 6 Thu - National Day of Prayer (US)
- 9 Sun - World Renew, Mother's Day
- 13 Thu - Ascension Day
- 16 Sun - ReFrame Ministries (formerly Back to God Ministries International)
- 23 Sun - Resonate Global Mission: Pentecost
- 24 Mon - Victoria Day (Canada)
- 30 Sun - Worship Ministries, Trinity Sunday
- 31 Mon - Memorial Day (US)

June 2021

- 11 Fri - Synod begins
- 13 Sun - Candidacy Committee

17 Thu - Synod ends
20 Sun - Indigenous Ministries (Canada), Father's Day
21 Mon - National Indigenous Peoples Day (Canada)
27 Sun - World Renew: Human Trafficking Prevention (Canada)

July 2021

1 Thu - Canada Day
4 Sun - Independence Day (US)
11 Sun - Raise Up Global Ministries

August 2021

2 Mon - Civic Day (Canada)
15 Sun - CRC Annual Day of Justice
22 Sun - Leadership Diversity

September 2021

6 Mon - Labor Day
12 Sun - Resonate Global Mission
12 Mission Emphasis Week (Sept. 12-19)
19 Sun - Resonate Global Mission
26 Sun - Safe Church Ministry Abuse Awareness Sunday
27 All Nations Heritage Week (Sept. 27-Oct.3)

October 2021

3 Sun - Race Relations All Nations Heritage Sunday
11 Mon - World Renew Thanksgiving Day (Canada)
11 Disability Awareness Week (Oct. 11 – 17)
17 Sun - Disability Concerns
18 World Hunger Awareness (Oct. 18 - Nov. 7)
24 Sun - Faith Formation Ministries
31 Sun - Calvin Theological Seminary: Covenant Scholarship Reformation Sunday

November 2021

7 Sun - World Renew: World Hunger Sunday
11 Thu - Remembrance Day (Canada) Veterans Day (US)
14 Sun - ReFrame Ministries (Back to God Ministries International), International Day of Prayer for the Persecuted Church
21 Sun - Chaplaincy and Care Ministry
25 Thu - World Renew, Thanksgiving Day (US)
28 Sun - First Sunday of Advent

December 2021

1 Wed - World AIDS Day
5 Sun - Calvin University
25 Sat - World Renew Christmas Day
31 Fri - New Year's Eve

Accredited Agencies

In addition to the denominational ministries listed on the previous pages, the following agencies have been accredited by the CRCNA for inclusion on the offering schedules of individual congregations. To learn more about any of these organizations, please visit the websites listed below, or go to crcna.org and search for “accredited agencies.” Note that this list is updated by synod every June.

United States

Benevolent Organizations

Bethany Christian Services

- Hope Haven
- The Luke Society
- Mississippi Christian Family Services
- Pine Rest Christian Mental Health Services
- Quiet Waters Ministries

Educational Organizations

- All Belong Center for Inclusive Education
- Ascending Leaders
- Christian Schools International
- Christian Schools International Foundation
- Dordt University
- Dynamic Youth Ministries
- Elim Christian Services
- Friendship Ministries
- Friends of ICS (U.S. Foundation of Institute for Christian Studies)
- ITEM (International Theological Education Ministries, Inc.)
- The King's University (through the U.S. Foundation)
- Kuyper College
- Langham Partnership
- Redeemer University (through the U.S. Foundation)
- Rehoboth Christian School
- Tent Schools International
- Trinity Christian College
- Zuni Christian Mission School

Miscellaneous Organizations

- Association for a More Just Society
- Audio Scripture Ministries
- Bible League International
- Center for Public Justice
- The Center for Church Renewal
- The Colossian Forum
- Crossroads Prison Ministries
- InterVarsity Christian Fellowship – US

- Mission India
- Partners Worldwide
- Pathways to Promise
- Talking Bibles
- World Communion of Reformed Churches
- Wycliffe Bible Translators, Inc.

Canada

Benevolent Organizations

- Beginnings Family Services
- Diaconal Ministries Canada
- Indwell

Educational Organizations

- Dordt University
- Dynamic Youth Ministries
- Edu Deo
- Friendship Ministries – Canada
- Institute for Christian Studies
- The King's University
- Kuyper College
- Redeemer University
- Trinity Christian College

Miscellaneous Organizations

- A Rocha Canada
- Bible League – Canada
- Canadian Council of Churches
- Cardus (Work Research dba Cardus)
- Christian Labour Association of Canada
- Citizens for Public Justice (CJL Foundation)
- Dunamis
- Evangelical Fellowship of Canada
- The Gideons International | ShareWord Global
- InterVarsity Christian Fellowship of Canada
- One Book
- Shalem Mental Health Network
- World Communion of Reformed Churches
- Wycliffe Bible Translators of Canada, Inc.

Additional Resources

Financial Shalom

As a covenant family, the Christian Reformed Church in North America desires for all of our pastors to be kept in good health. This includes emotional, physical, mental, spiritual, and financial health.

To meet this expressed need, we launched a three-year project that aims to improve financial security and shalom for pastors. The Financial Shalom project includes training, tools, and resources to enhance the financial literacy of pastors and congregations. It also includes grants from the Financial Shalom Fund to help pastors meet immediate needs.

The project was made possible through a \$1 million grant from Lilly Endowment Inc.'s National Initiative to Address Economic Challenges Facing Pastoral Leaders. Visit crcna.org/FinancialShalom to learn more, download the Financial Shalom Brochure (also available in Spanish and Korean), and/or watch a short video featuring one of our salary supplement grant recipients.

Pre-Authorized Remittance (PAR) Program - Canada Only

PAR stands for Pre-Authorized Remittance. PAR is a “direct debit” program that allows people to give through an automatic monthly withdrawal from their bank account. You may already have automatic debits from your bank account to pay for insurance, cable TV, taxes, or your mortgage. If so, then you understand the PAR principle. It means regular contributions throughout the year.

For further general information concerning the PAR program, or to enrol your congregation, please call (800) 730-3490 or email par@crcna.org.

Special Assistance Fund

The Special Assistance Fund provides assistance for retired Ministers of the Word who find themselves in severe financial need and may also provide for the final retirement move of a Ministry of the Word.

More information is available at crcna.org/pension. Please feel free to contact the pension office directly with any question at 616-224-0722 or by email at pension@crcna.org.

Vibrant Congregations

Vibrant Congregations comes alongside churches to help them discern the best path to their God-given, hope-filled future. Looking to this future we see Spirit-led churches taking fresh steps in being vibrant, worshiping, disciple-making, mission-focused, communities of Jesus.

While there are many groups that will work with your congregation to take fresh steps, Vibrant Congregations helps discern which group will best fit your congregation. This makes us unique. Using the Vibrancy Pathway, we point you to the best partner who can help your congregation pursue its God-given, hope-filled future.

More information is available at vibrantcongregations.org. Please feel free to contact Vibrant Congregations directly with any question at 616-540-1444 or by email at info@vibrantcongregations.org

403(b)(9) Retirement Income Plan - U.S. only

The CRCNA has a relatively new 403(b)(9) retirement plan in which all Christian Reformed Churches in the U.S. may participate. This Retirement Income Plan (RIP) has an advantage over regular 403(b) plans in that it allows ordained and commissioned pastors a housing allowance tax benefit when they begin distributions from the plan after retirement. The RIP is available for all church staff (including ministers of the Word who remain active participants in the denominational Ministers' Pension Plan).

All Christian Reformed Churches can adopt the “base” plan and then customize it into their own individual 403(b)(9) retirement program. This customization will include choosing the percent contributed by the church (a matching contribution and/or a base contribution) and who is eligible to participate.

The CRC's partner in this retirement program is Envoy Financial. Churches can go directly to the website (crcna-retirement.com) where they can download and fill out an inquiry form.

For general questions on the 403(b)(9) Retirement Income Plan, the CRC pension/retirement office may be reached at 616-224-0722 or by email at pension@crcna.org.