

CHURCH PROFILE FORM

Church Information:

Name: Phoenix Christian Reformed Church

Location of church [City, State/Province]: 2438 E Earll Dr, Phoenix, AZ 85016

Classical Church Counselor: Merle Den Bleyker

Search Committee Contact:

Name: Mark Jansen c/o Search Committee

Address: 2438 E Earll Dr, Phoenix, AZ 85016

Search Committee Phone Number: (480) 442-0431

Email address: search@phoenixcrc.org

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: 3 million

Church Profile:

We are open to:

Male and Female pastors Female pastors only Male pastors only

List all staff positions: Pastor (salary), Secretary (hourly), Children's Ministry Coordinator (stipend)

Position Available: Pastor

Date of vacancy: 06/01/2017

General position description:

Phoenix Christian Reformed Church desires a spiritually mature Senior Pastor with a deep passion for the Lord, for the Bible, for regular prayer, and ministry of the Lord's people. The Senior Pastor, as a minister of the Gospel, shall be devoted to the service of Christ and the church; preaching and teaching the Word of God; administering the sacraments; and faithfully giving oneself to pastoral work. The Senior Pastor provides leadership direction to church leaders and the congregation. He shall be an active member of the church council as well as the worship team. The Senior Pastor will lead the church to discern God's vision; provide pastoral care for the congregation; and partner with lay leadership to direct church ministries. The Senior Pastor should inspire the leaders and congregation to connect more deeply with the power of God to change hearts and minds to fulfill the Great Commission.

Full-time Part-time

Bi-vocational position?

Yes No

Number of years preferred of ministry experience of potential candidate: no preference

Required languages: English

Church Demographics:

Average Sunday attendance: 100-120

Active adult professing members: 137

Profile of church members:

Age:

20 % 0-11 4 % 12-18 1 % 19-24 12 % 25-34
22 % 35-49 14 % 50-64 27 % 65+

Occupation:

10 % Business 40 % Professional 2 % Trades 5 % Stay-at-home parent
0 % Agriculture 25 % Retired 5 % Student 13 % Other

Percentage of members belonging to the congregation:

Less than 5 years 10 %
5-10 years 25 %
10 or more years 65 %

Racial/Ethnic composition of congregation and surrounding community:

Congregation: 95% Caucasian

Surrounding community: Primarily Caucasian in immediate neighborhood, with majority Hispanic within 5-10 miles

Composition of congregation:

Mono-Cultural
Multi-Cultural
Specific Ethnicity (specify:)

List the last three persons in this position:

- 1. Marc Van Berkum
- 2. John Berends
- 3. John Rop, Jr.

Worship:

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

Liturgy and worship is primarily planned by a Worship & Arts Committee comprised of congregation members with gifts in that area (especially musicians). The pastor is a member of the committee and is actively involved in worship planning. There is a rotating group of 8-10 praise team members that serve weekly. 5-7 members formed a band that participates once a month. There is an 8 member rotation for sound & video prep and execution during the service. Various members rotate praying during the service. And finally, church members volunteer for greeting and seasonal church decoration.

Describe the worship services in your church:

Phoenix CRC utilizes a relaxed and flexible Order of Worship with the following typical order: Greeting - Music - Offering - Prayer for and excusing of Little Lamb's children – Congregational Prayer - Message - Music - Benediction - extended fellowship time in the fellowship hall. Special announcements, baptism's, profession's of faith, etc. are typically held before the message. Phoenix CRC plays a mixture of traditional hymns and contemporary songs. The praise band plays once a month and includes very contemporary songs, including modernized versions of hymns.

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

1. Little Lambs: ages 3-5
2. Sunday Schools: all youth, including Catechism, and adults
3. Cadets/GEMS: twice a month
4. Elders: disciples/mentors youth on their way to profession of faith
5. Founding and support of Phoenix Christian School
6. Active small group Bible Studies for adults:
 - TnT Group (3 Bible studies that meet monthly - for ages 20's through 40's)
 - Tuesday Morning Bible Studies (weekly)
 - Tuesday Women Evening Group (every other week)
 - Men's Bible Study: Wednesday nights

Building/Financial:

Present annual budget: \$241,787

Last year's annual budget: \$240,464

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: \$58,760.48

Specify (optional): Special offerings

Facilities:

Describe facilities: Sanctuary with balcony; Fellowship Hall; Kitchen; Pastor Study; Council Room; Main Office; Music Office; 2 Libraries; Nursery; 7 Classrooms - All rooms are connected in one facility

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: Connected to 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 3.00 _____ %

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
- 3+ Annual vacation (# weeks)
- Other (please specify) Pastor expense account of \$4,500 per year

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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Churched

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

	Contemporary	Mostly contemporary	Blended	Mostly traditional	Traditional	
Contemporary	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	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	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Pastoral staff

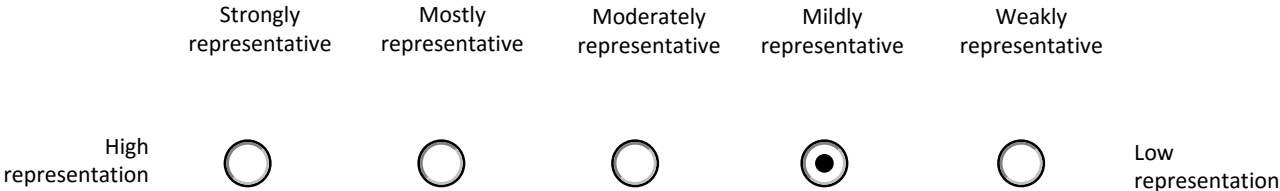
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through

	No specific ministries	Ministries for a few groups	Ministries for selected groups	Ministries for most groups	Ministries for all groups	
Informal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Formal

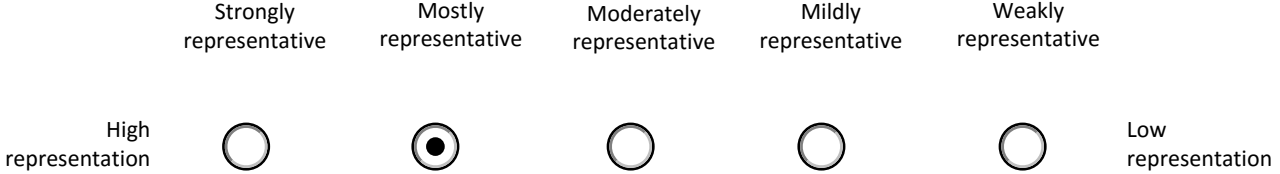
In our church, EVANGELISM STRATEGIES AND METHODS are

	Predominantly unplanned	Generally unplanned	Equal emphasis	Generally planned	Predominantly planned	
Unplanned	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Planned

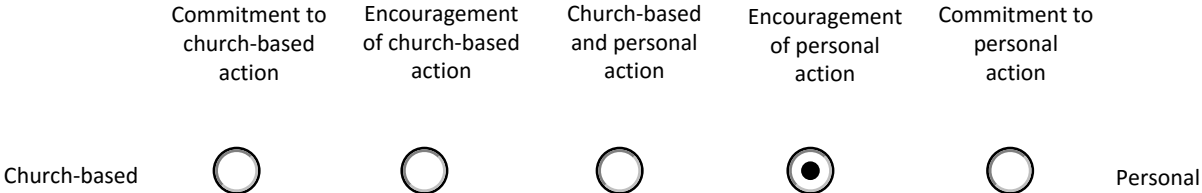
Our church is representative of the ECONOMIC DIVERSITY of our community



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:

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

Yes

No

In what ways does your church participate in ecumenical activities?

Classis Meetings (twice a year); joint GEMS meetings with local churches

Reflect on your strengths/gifts as a church:

Phoenix CRC is a healthy, spiritually mature church with dedicated core members. Our congregation has a high participation rate in church ministries. Members will start ministries on their own initiative and maintain them. We are able to find leaders for all ministries. There is a keen sense of community within and amongst the church. We are a financially generous church that consistently meets its financial obligations, including Denominational and Classis shares. Members are biblically knowledgeable and willing to put it into practice. Members are supportive of their leaders and are willing to actively dialog with the leaders to understand better when they don't see eye to eye.

Reflect on your passions as a church:

We have a strong passion for children's education and training up children to be true disciples of Christ. We do not struggle to find teachers for the youth. We are excited for the future of our church based on a high number of children in the church, and 6 families expecting newborns in the next year. We are passionate about our church community as exemplified by our numerous Bible studies and time spent together in other contexts (game nights, camping, and outdoor activities).

List specific problems with which your congregation struggles:

We struggle with evangelism. We struggle to find a way to effectively reach our local community and neighbors, especially as many of our members live 10-30 miles away from the church. We struggle to motivate some regular attenders to become official church members. We need to be more intentional about welcoming and enfolding newcomers and visitors while maintaining our strong sense of community amongst each other. In more recent history, we struggle to find congregation members with the time and motivation to be involved in Classical activities and ministries.

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

Our previous Pastor decided to quit his job as Pastor at PCRC. While we do not fully understand his reasons for doing so, we wish to be as open and transparent as possible with potential candidates for the position. We have been very open to Classis Arizona during this time and have been commended by Classis for our openness. Classis Arizona is also willing speak speak with candidates if another perspective is desired. We feel blessed that we do have many self-sustaining ministries so that the work of Christ did not suffer here at PCRC. This certainly was a challenge for the church and the leaders, but in many ways we have grown in trust of Jesus, who controls all things. We have also been blessed by wonderful support by Classis Arizona and the interim Pastor we have received.

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

Given the number of children in the church, we have an exciting opportunity to build a Youth Ministry for these children as they become teenagers and move into high school and college. God has blessed us with solid attendance in various small group ministries. We see an opportunity to increase participation in these ministries. We also strive to train and encourage our dedicated young adults to take on larger leadership roles such as council positions or committee chairs.

Describe what being Christians of Reformed accent means to you:

The Christian Reformed Church is united with many other Christian denominations in the core beliefs outlined in the Apostle's Creed. However, the CRC places a strong emphasis on God's sovereignty, His covenant with His people, and the renewal of His kingdom, which is already at hand. For Phoenix CRC, being Christian Reformed means that we emphasize God's sovereign love and grace in our preaching and teaching, especially as it relates to our salvation and our life-long process of sanctification. We whole-heartedly embrace baptizing our children as a sign of God's covenant and we are especially motivated to model God's love to our children, both within our families, and amongst each other. Our predecessors left us a legacy of support for Christian education and a passion to use our church resources to teach our children in the way of the Lord so that they may join in the kingdom work of bringing God's love to a hurting world.

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

The CRC denomination is funded by the CRC churches and exists to faithfully train CRC pastors and missionaries, express the denomination's core beliefs, pool the denomination's resources to accomplish larger-scale ministries both locally and abroad, and provide resources and accountability to each Classis, church and ministry. The local church can go to the denomination in both times of need and abundance for resources and advice on how to effectively minister to God's people and the world.

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

The overall decline of Christianity in North America is a major concern and challenge for Christians and churches. Retaining young people in the church and evangelizing to the lost is increasingly difficult in our culture. Ministering to young people is challenging due to a fast-paced, technology-driven, and consumer-mentality culture. These same forces, along with distrust in institutions, cause many young adult Christians to abandon denominations for non-denominational churches. Political polarization within the United States has also crept into the Church and caused many people to view Christians as hypocrites and power-hungry. Many churches lack the theological and philosophical tools to evaluate politics and complex social issues through a faithful lens and spur our members towards a Christian worldview of a pluralistic society.

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

1. Founding of the church in 1949 and Phoenix Christian School shortly thereafter.
2. Birthing Orangewood CRC and Palm Lane CRC between 1962-1964.
3. In 1996, a PCRC pastor left with 14 families to start another church that joined the URC.

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? Once per month

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

Groups/Committees that meet monthly: Elders, Deacons, Worship & Arts, Operations

Committees that meet quarterly: Social, Service

Committees that meet as needed: Care/Hospitality, Safe Church, Search Committee

Executive Committee: meets once a year to devise proposed budget, and as needed