

# CHURCH PROFILE

Updated November 2018

## Introduction

As part of the process of "matching" clergy and congregations, the Christian Reformed Church in North America has set up the Ministerial Information Services as part of Pastor-Church Relations. It is our task to help provide resources and advice to both pastors and congregational search committees. To that end, we ask congregations and clergy to complete profile forms as an introduction to each other, and a first step in the process of calling a minister for a congregation. For both the individual pastor and the congregation, this is an opportunity for self-study, evaluation of current ministry and goals. This calls for honesty, effort, and commitment to open communication.

The Church Profile form presents the local congregation's history, challenges, and goals. It is our hope that this will be of help in facilitating the search process; assisting the church in focusing on future directions, and pastors in gaining some sense of the nature and uniqueness of this congregation.

Norm Thomasma, Director  
Pastor-Church Relations

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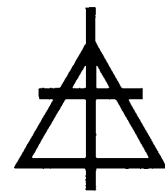
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Developed by the office of Pastor-Church Relations  
of the Christian Reformed Church in North America

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Please return the completed document to:

Ministerial Information Services  
Pastor-Church Relations  
The Christian Reformed Church in North America  
2850 Kalamazoo Ave. SE  
Grand Rapids, MI 49560  
or email: [lpalsrok@crcna.org](mailto:lpalsrok@crcna.org)  
or FAX: 616-224-0834



## Part I: Church Information

1. Name Ladner Christian Reformed Church

Address 4594-54A Street

Delta, BC V4K 2Z8

Telephone 604-946-7033 Classis B.C. South-East

2. Search Committee Chairperson: **John Bandstra**

Email address: **johnb.ferryroad@gmail.com**

Address: **#13- 5900 Ferry Road, Delta, B.C. V4K 5C4**

Telephone **778-231-5777**

3. Classical Church Counselor Pastor Tom Bomhof

4. List all paid staff positions:

Senior Pastor \_\_\_\_\_ Full time X Part time \_\_\_\_\_

Associate Pastor \_\_\_\_\_ (Associate Pastor with responsibilities for Seniors) Full time \_\_\_\_\_ Part time X

\* Youth Pastor end of service was August 2012.

Administrative Assistant \_\_\_\_\_ Full time \_\_\_\_\_ Part time X

Custodian \_\_\_\_\_ Full time \_\_\_\_\_ Part time X

Groundskeeper \_\_\_\_\_ Full time \_\_\_\_\_ Part time X

Position Available Senior Pastor Date of vacancy August 15, 2018

5. Membership (please state approximate percentages):

a. Number of church members:

	<u>Five years ago</u>	<u>Currently</u>
Professing	<u>230</u>	<u>174</u> (2018)
Non-professing	<u>66</u>	<u>46</u> (2018)
Friends		<u>52</u> (2018)

b. Profile of church members and friends (people that do not want to be members or aren't members yet) :  
(please state approximate percentages)

Age:

___% 0-11	26 (21 members, 5 friends)	___% 12-18	6 (5 members, 1 friend)
___% 19-24	8 (6 members, 2 friends)	___% 25-34	19 (16 members, 3 friends)
___% 35-49	21 (20 members, 1 friend)	___% 50-64	44 (41 members, 3 friends)
___% 65-74	43 (35 members, 8 friends)	___% 75+	49 (47 members, 2 friends)

( 8 of these are shut-in)

## Church Information - continued

Occupation:

<u>5 %</u> Business	<u>16 %</u> Professional	<u>10%</u> Trades	<u>5 %</u> Stay-at-home parent
<u>7 %</u> Agriculture	<u>44%</u> Retired	<u>13%</u> Other	

c. Percentage of members belonging to the congregation:

Less than one year	<u>      %      </u> (3 confessing members)
5 years or less	<u>      %      </u> (6 confessing members)
6-10 years	<u>      %      </u> (17 confessing members)
10 or more years	<u>      %      </u> (144 confessing members)

d. Racial/Ethnic composition of congregation:

<u>1%</u> Asian	<u>2%</u> Arabic	<u>2%</u> African	<u>95%</u> Caucasian
<u>      %      </u> Other (please specify): _____			

## 6. Worship

a. Worship Times 10:30 AM

b. Frequency of communion celebration: 12 x per year & special services

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

-Worship Services Committee:

Our worship committee consists of the Associate Pastor, a secretary, and 5 other members who arrange for members of our congregation to lead the children's message during the service approximately twice a month, decorate the church for special services and discuss the outline of the services with the Pastor. The worship committee receives the Reformed Worship magazine which the worship committee uses as a guideline for services. Pastor Mike retired from this committee in August. The committee looks a lot different now (6 members) and they hope to take a much more active role in service planning while we are without a Senior Pastor. This will likely be reassessed in the future.

-Worship Teams

-Children's messages

-Liturgies

d. Style of liturgy used in your worship (e.g. traditional, contemporary, variety):

Ladner CRC follows, for the most part, a traditional style of liturgy with set components in the service each week. There may be some differences in what those specific components look like, although the general order of worship is dependable. We make use of litanies at times, occasionally use drama or poetry, and the service of confession is included in the sacrament of Lord's Supper when it is celebrated (monthly). Creeds and confessions are used from time to time, but not on a regular basis.

e. Type of music used in worship (e.g. traditional, contemporary, variety):

A variety of music is used, with a blended approach. There are two worship teams who use traditional hymns, new hymns and contemporary songs. The common philosophy of the worship leaders is to choose songs that are sing-able for the congregation (melodious), and that match our reformed theology. We use various instruments on any given Sunday – piano, drums, violin, keyboard, guitar, recorder. If a hymn lends itself best to organ, we use the organ. Songs are chosen, as much as possible, with the sermon theme in mind. The pipe organ (often accompanied by trumpet) is used for the entire service approximately once a month. This prevents over commitment for the worship teams. Traditional hymns are generally used on these Sundays.

A large screen with Power Point is used for singing, and we subscribe to two licensing providers to ensure copyright compliance.

## Church Information – continued

- f. **Living Water Chinese Christian Church:** Classis Toronto met to consider Pastor David Leung's request to be declared eligible for call to the office of Minister of the Word in the CRCNA according to Church Order Article 14-e.

Classis Toronto has approved his request and Synodical Deputies concurred with this decision.

While this is not yet the end of the road for getting ordained, it is a positive first step with which Classis Toronto is glad to assist. Classis Toronto wishes God's richest blessing on Pastor David and April as they move through additional steps with the CRC and Classis BCSE and as they serve in God's kingdom however God directs.

Pastor David and April Leung's vision and commitment to reach out within the Asian community here in the Delta area of the Lower Mainland in British Columbia is very real and sincere and we will go forward trusting that God will bless their work and endeavours richly.

### 7. Church/Sunday School

- a. Average attendance in Church School (under 18 years) 16  
 b. Average attendance in Adult Education (Sunday) 25  
 c. Average church attendance 140

### 8. Community Setting (check as many as apply):

- a. 

<u>Location</u>	<u>Function</u>	<u>Growth</u>
<u>  X  </u> Rural	<u>  X  </u> Industrial	<u>      </u> Growing
<u>  X  </u> Small Town	<u>      </u> College/University	<u>  X  </u> Static
<u>      </u> Metropolitan	<u>  X  </u> Agricultural	<u>      </u> Declining
<u>  X  </u> Suburban	<u>      </u> Recreational	
<u>      </u> Inner City	<u>      </u> Military	
- b. Approximate population of community The City of Delta (100,000) consists of three communities of which Ladner is one (20,000)
- c. Racial/Ethnic composition **in Delta:**
- 13% Asian      20% South Asian      1% African  
64% Caucasian      2% Other (Latin American, Arab)

### 9. Program Information (list major boards, committees, and organizations that are part of your church and frequency of meetings - monthly, weekly, etc.)

Name	Purpose of group	# of members	Frequency of meetings	*Leadership role
See 'Program Information' (see page 12)				

## Church Information – continued

\*Indicate leadership role expected by number:

1. Pastor takes primary initiative and responsibility.
2. Pastor and laity share responsibility.
3. Laity takes primary initiative and responsibility.

## Part II: Building/Financial Information

1. Present annual budget      \$346,186 for 2018 + Designated offerings – estimated \$80,000 for 2018

Last year's annual budget      \$338,000 for 2017 + Designated offerings – of \$120,090 for 2017

**(please attach a copy of current budget)**

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

Local Budget      104.7%

Denominational Ministry Shares      57.%, + extra payment sent later = 88.1% total for 2017

3. Amount contributed for (last complete year reported):

Missions      \$48,231      **(includes ministry shares & additional offerings)**

Other      \$102,560

4. Property owned by church:

a. Describe buildings and property

-2.3 Acre property

-10,800 ft<sup>2</sup> building

-200 car parking lot

b. Are your buildings adequate for your present program?

Yes      X        No          

c. Is a building program projected?

Yes                No      X  

If yes, describe what and when: New washrooms will necessitate expanding outside of existing building.

d. Does the church own a parsonage?

Yes             No   X  

Condition:      Good             Fair             Poor       

Number of Bedrooms                     

5. Office/study:      3   In Church           In Parsonage           Other           Not Provided

## Building/Financial Information - continued

### 6. Compensation:

- a. The salary range we are prepared to offer our new pastor is:

Classical guidelines

The average annual increase for this position over the past three years is:

\$ \_\_\_\_\_ or 2%-3% per year **(cost of living)**

- b. Housing:

X Housing allowance (pastor owns house) **(Note: Included in salary) (housing allowance is negotiated per classical guidelines though other housing options could be negotiated.)**

\_\_\_\_\_ Parsonage only

\_\_\_\_\_ Either of the above

- c. Benefits and expenses (\*Please specify denominational or other)

- |                                  |  |
|----------------------------------|--|
| 1) <u>Denominational</u>         | Pension*   |
| 2) <u>Provincial</u>             | Medical insurance*   |
| 3) <u>Church Group Insurance</u> | Life insurance*  |
| 4) <u>CPP/OAS</u>                | Social Security (amount)   |
| 5) <u>Included in salary</u>     | Travel/mileage (amount)  |
| 6) <u>N/A</u>                    | Continuing Education funds (amount)                                  |
| 7) <u>2 wks/yr</u>               | Continuing Education annual leave                                    |
| 8) <u>N/A</u>                    | Sabbatical leave (policy regarding)                                  |
| 9) <u>Included in salary</u>     | Book allowance (amount)  |
| 10) <u>3 weeks</u>               | Annual vacation (# weeks)  |
| 11) _____                        | # of worship services for which pastor is provided relief each month |
| 12) _____                        | Other (please specify) _____   |

### Part III: Church Characteristics

Congregational Characteristics (Circle the number that most closely describes the current congregation characteristics and future goals)

Our congregation...	<u>Currently</u>				<u>Goal</u>			
	Agree			Disagree	Agree			Disagree
1. supports the pastor.	1	<input checked="" type="radio"/>	3	4	<input checked="" type="radio"/>	2	3	4
2. readily shares their gifts with the rest of the congregation.	<input checked="" type="radio"/>	2	3	4	<input checked="" type="radio"/>	2	3	4
3. places a high priority on sound biblical preaching.	<input checked="" type="radio"/>	2	3	4	<input checked="" type="radio"/>	2	3	4
4. gladly welcomes visitors and new members.	<input checked="" type="radio"/>	2	3	4	<input checked="" type="radio"/>	2	3	4
5. is involved in local evangelistic ministries.	1	<input checked="" type="radio"/>	3	4	<input checked="" type="radio"/>	2	3	4
6. is often found living their faith in their communities.	1	<input checked="" type="radio"/>	3	4	<input checked="" type="radio"/>	2	3	4
7. has a spirit of unity.	1	<input checked="" type="radio"/>	3	4	<input checked="" type="radio"/>	2	3	4
8. cares about each other.	<input checked="" type="radio"/>	2	3	4	<input checked="" type="radio"/>	2	3	4
9. looks to its council for leadership.	1	<input checked="" type="radio"/>	3	4	<input checked="" type="radio"/>	2	3	4
10. ministers well to members who are hurting.	1	<input checked="" type="radio"/>	3	4	<input checked="" type="radio"/>	2	3	4
11. uses members' gifts in its worship.	1	<input checked="" type="radio"/>	3	4	<input checked="" type="radio"/>	2	3	4
12. contains people willing and able to lead the congregation.	1	<input checked="" type="radio"/>	3	4	<input checked="" type="radio"/>	2	3	4
13. is capable of change when and where appropriate.	1	2	<input checked="" type="radio"/>	4	<input checked="" type="radio"/>	2	3	4
14. is spiritually alive.	1	<input checked="" type="radio"/>	3	4	<input checked="" type="radio"/>	2	3	4

15. In what ways does your church participate in ecumenical activities?

- Hospital singing,
- May Days Service (driven by local churches)
- Annual Prayer Breakfast
- Seafarers Ministry
- Community Fund of Faith
- Lift Every Voice

16. Describe the strengths of your congregation:

- Mutual support/prayer support
- Good fellowship
- Excellent financial support
- Volunteer labor (ongoing maintenance)
- Programs are well organized (eg. Single Parents, Kid's Club, Friendship Program for Adults with Special Needs)
- New Immigrant/Refugee Sponsorship
- South Delta Food Bank
- Cadets
- GEMS
- KidsLife Sunday School

17. List specific problems with which your congregation struggles:

- Aging population (retirees moving to other communities)
- Few youth in the 6-18 year age group, young people as well (15-25)
- Not enough work done in looking for 'lost sheep'
- High cost of housing (young couples move away)

18. List major goals that this congregation has set for itself:

- Be community relevant
- increase membership
- New Immigrant/Refugee sponsorship

19. a. Has your congregation ever taken disciplinary action against a pastor?

X	Yes	No
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b. Has there ever been an Article 16 or 17 termination in the history of your church?

Yes X No

c. Has there ever been an official ecclesiastical complaint against an elder or deacon of your congregation?

Yes X No

Explanation:

**Contact Chair of Council for info**

20. Have you completed a Congregational Master Plan? No Date                     

Have you completed a Mission Statement? Yes Date 1996

Have you completed a Vision Statement? Yes Date 1996

If yes, please attach copies. \*\*\*\*\*

• **Ladner Christian Reformed Church Mission Statement:**

A Christian community where Christ is Lord, love is practiced, seekers are befriended



#### Part IV: Leadership Expectations

Below are listed 42 items which represent a range of qualities in the ministry of the church. **Choose the 12 items which your church feels are the most important aspects of ministry for your church at this time and place the numbers in the blanks following the list.** All the qualities are important. However, please choose those 12 which you feel need first priority at this time. Do not rank the items.

**Write no more than 12 numbers in the blanks at the end of this list**

Our church needs a person who...

- |  |  |
|--|--|
| 1. is an effective preacher/speaker.   | 23. works regularly at bringing new members into the church.                             |
| 2. continues to develop my theological and biblical skills.  | 24. regularly encourages support of the CRC's missions and outreach.                     |
| 3. helps people develop their spiritual life.  | 25. reaches out to inactive members.   |
| 4. helps people work together in solving problems.   | 26. works regularly in the development of stewardship growth.                            |
| 5. is effective in planning and leading worship.   | 27. is active in ecumenical relationships and encourages the church to participate.      |
| 6. has a sense of the direction of her/his ministry.   | 28. is a person who cultivates a close, devotional relationship with God.                |
| 7. regularly encourages people to participate in denominational activities and programs.             | 29. writes clearly and well.   |
| 8. helps people understand and act upon issues of social justice.                                    | 30. works well on a team.  |
| 9. is a helpful counselor.   | 31. is effective in working with youth.  |
| 10. ministers effectively to people in crisis situations.  | 32. organizes people for community action.   |
| 11. makes pastoral calls on people in hospitals and nursing homes and those confined to their homes. | 33. is skilled in planning and leading programs.   |
| 12. makes pastoral calls on members not confined at home or in hospitals.                            | 34. plans and leads well-organized meetings.   |
| 13. is a good leader.  | 35. encourages people to relate their faith to their daily lives.                        |
| 14. is effective in working with children.   | 36. is accepting of people with divergent backgrounds and traditions.                    |
| 15. builds a sense of fellowship among the people with whom he/she works.                            | 37. encourages others to assume and carry out leadership.                                |
| 16. helps people develop their leadership abilities.   | 38. is mature and emotionally secure.  |
| 17. is an effective administrator.   | 39. has strong commitment and loyalty to the Christian Reformed Church in North America. |
| 18. is effective with committees and officers.   | 40. maintains confidentiality.   |
| 19. is an effective teacher.   | 41. is a compassionate and caring person, sensitive to others' needs.                    |
| 20. has a strong commitment to the educational ministry of the church.                               | 42. deals effectively with conflict.   |
| 21. is effective in working with adults.   |  |
| 22. inspires a sense of confidence.  |  |

Comments:

**Part V: Church History** (please limit to one page)

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

We feel the following are the three (3) most important events of our church within the last 10 years:

- a) Calling an Associate Pastor for Seniors
- b) Sponsoring 6 Refugee families
- c) Outreach through Basic Skills Daycamp. Many community children attend the camp.

Ladner CRC was established in 1950 out of a desire of a small group of Reformed believers who wished to worship the Lord and practice their faith according to “reformed” principles. In summary, we believe that Jesus Christ is Lord over every square inch of life and living. This has implications on a variety of levels including, for example, education, work, marriage and family life, etc. Because of this “all of life perspective” the early members of Ladner CRC were instrumental in the formation of what is now known as Delta Christian School.

Growth and Goals

Our church has seen a big change in membership numbers. We were at first a farming community, but this dwindled to a few farmers due to lack of farming opportunities in the area. We have become a suburb area of Greater Vancouver. The increased real estate values in Vancouver, Richmond and Delta has been another reason for change in membership. Many members were able to sell their homes and buy a home further out of the city for less. From 20 families in 1950, we grew in numbers to 114 families in 1975, and then down to 70 families in 1990. When many members from Richmond moved to Ladner and the traditional Richmond CRC became a home missions CRC church we had an influx of members from Richmond CRC join our congregaton.

Many of our elderly members are moving to Elim, which is a care facility in Surrey and those members transfer their membership to a CRC that is closer to their location.

We now have 140 professing members and 50 non-professing members, 79 families. (2017 totals)

Our goal as a church is to live a Christ centered life, showing this to our families, to our children and to our community.

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

Trying to enfold people into our congregation:

We have programs in our church like Kids Club, which is a ministry that started with Basic Skills Day Camp, where children ages 5-12 attend for one week in the summer. Many of the children came because of our Single Parents ministry that is held once a month in our church. The Basic Skills Day Camp program is led by a Bible story each morning, after which the group splits up to do various activities. (cooking/baking gardening, sewing and woodworking).

After lunch, field trips are planned for each day of the week. As a result of this camp, Kids Club was started once a month and then combined with Single Parents. These kids and parents love to come to our programs during the week but only a few attend on occasional Sundays.

Sponsoring new immigrants. We have fully sponsored 6 refugee groups from different countries and they have been a blessing to our church.

**Part VI: Other Information**

1. List the last three persons in this position:

Name	Dates of Service
<u>Pastor Herman Salomons</u>	<u>1978 – 1990</u>
<u>Pastor Jim Berry</u>	<u>1990 – 1998</u>
<u>Pastor Henry Jonker</u>	<u>1999 – 2011</u>
<u>Pastor Mike Koot</u>	<u>2013-2018</u>

2. Please list names of persons whose profiles you wish us to mail to you:

- |    |    |
|----|----|
| 1) | 4) |
| 2) | 5) |
| 3) | 6) |

3. Do you want the MIS to suggest some names of pastors whom you might consider for call? If so, completed profiles will be sent.

X  Yes          No

4. Please indicate if there are any special preferences based on gender, age, race, or national origin in consideration of persons' profiles that may be sent:

X  No basis for preference

   Please consider the following factors which we believe require consideration:

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Council Chair

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Classis Church Counselor

**Ministries of Ladner CRC**  
**November 2018**

**Basic Skills Day Camp**

Basic Skills Day Camp is five action-packed days in mid-summer where neighbourhood kids come for a week of Bible story telling, skills training and a whole lot of fun! Daily activities begin with singing and a Bible Story, and then we go into skills training such as sewing, cooking, woodworking and gardening. Afternoons are spent going on field trips to the beach or pool, or having some activity group come to the church. With some 50-60 kids attending the camp an army of volunteers is vital to the camp.

**Small Groups**

If you want to work the truth of the gospel into your life, so that you can become more like Jesus, then a Small Group might be what you are looking for. Small Groups are a place to learn the gospel in deeper ways through Bible study, struggling through issues of faith and life, giving support to one another, and praying with and for each other as you journey in your faith together.

**Friendship Coffeehouse Ministry**

Friendship Coffeehouse ministers to a diverse group of adults 18 years and older, all having varying degrees of intellectual disabilities and some who are also physically challenged. Friendship is a program designed to meet the social and spiritual needs of those who attend in a safe and controlled environment. We meet twice a month on Friday evenings from 7:30-9:30 p.m. in the fellowship hall. We enjoy praise singing, prayer time, and a meditation. We break for refreshments. Following coffee break we have a social time, which may be a craft night, playing table games, Bible Trivia, or bingo. We also have “fun” nights, when we will go bowling or have gym night at an elementary school with a pit stop at McDonald’s. Everyone looks forward to our Christmas banquet and the wiener roast in May.

**Cadets**

The Calvinist Cadet Corps (CCC) is a non-denominational, non-profit Reformed Christian organization that equips men to mentor boys. The Ladner Club meets biweekly on Thursday evenings and participates in Bible study, crafts, woodworking projects, games, and merit badge achievement programs that explore a boy’s specific interest areas. Outside of the club meetings the boys participate in church and community service projects, camping, and other outdoor adventure opportunities. The Cadet boys learn to work with their hands in a safe and monitored environment with leaders that are there to help them grow.

**GEMS**

The mission of GEMS, “Girls Everywhere Meeting the Saviour,” is to help bring girls into a living, dynamic relationship with Jesus Christ. We want to see our girls actively and enthusiastically expressing love for God and others. We strive to help the girls develop a lasting relationship with Jesus Christ, foster a relationship with their leader (counselor), make new friends and share in a caring small group, learn how to apply the Bible to their lives, participate in service projects that make a difference in others’ lives, and cultivate important life skills through badge activities.

**kidsLIFE Sunday School**

kidsLIFE Sunday School is a worship time for kids age 3 to Grade 4. All kids are welcome to celebrate together, to dwell in the stories of our faith and to learn more about God. Our kids continue their worship in an age-appropriate setting that mirrors the ‘adult’ worship service by hearing God’s story proclaimed, delighting in the wonder and mysteries of God, responding to the story through worship activities, living out their love for God’s Kingdom and the community of believers by celebrating and growing in their friendships and love for one another.

**Women's Coffee Break Bible Study**

Women's Coffee Break Bible Study meets at Ladner Christian Reformed Church every Wednesday from 9:30 - 11:00 am from September through May. We open with a social time and then we study God's Word together. Coffee Break Bible Study is open to all women and designed to be a friendly place to study and talk about the Bible and general life issues. Nursery is provided.

**Single Parents**

We are a ministry that invites single parents and their children for a dinner and a time of fellowship. We meet at 5:30 pm in the fellowship hall of Ladner CRC on the fourth Wednesday of each month from September through May. On these evenings we invite the parents and children to browse through a free boutique of items collected throughout the year from the community. The parents are then served a delicious meal by the kitchen staff, after which we may have a speaker, do a craft, have a devotional time or play Bingo. During this time the children of Single Parents go to Kids' Club. Many volunteers make this a fun, action filled evening at our church.

**Ladies' Bible Study**

We meet every other Tuesday at 10:00 a.m. at the church to study God's Word. We also have coffee and goodies. Ladies, we would love to have you join us.

**Kaffee Kletz (Coffee Chatting)**

Every Thursday (except the 3<sup>rd</sup> Thursday of the month) at 10:00 am, you are welcome to drop by for coffee and a chat.

**Hospitality Ministry**

The main goal of our Hospitality Ministry is to welcome and greet members and visitors attending our worship services. Warm hospitality suggests "Come into our space, be part of our family." A warm handshake, smile and listening ear can demonstrate a love for God's people and relay his love to them. Our hospitality team is committed to making people feel loved, appreciated, and important.

**New Moms Ministry**

The New Moms group is designed to be a support to families and especially moms who have just had a baby. Whether it's their first child or 5th, each mom and family has this available to them. We as a group take care of any needs they might have, from extra child care to possibly light household chores and of course meals. As always, with every new baby we have a baby shower, welcoming the little one to our church family—it's always a great time of fellowship.

**Nursery**

The nursery is provided for those parents who wish to not have their little ones under 3 in the sanctuary with them. It is a safe, enclosed, and clean place for them to play and be cared for. Children wear nametags, especially when they are not familiar to the caregivers. There are two sides to our nursery. With infants 0-18 months on one side, divided by a Dutch door and older children on the other side up to age 3. Each side is designed with toys and equipment appropriately for each age. The nursery is cleaned and maintained each month, especially throughout the cold and flu season.

**Seniors (55+) Social**

We meet at the church on the 3<sup>rd</sup> Thursday of the month from September to May at 10:30 am. We start with refreshments, and socializing. Then we do some singing and have a devotion and prayer. The rest of the morning varies with some games, a special story, photo presentation, or a speaker. We serve lunch a few times a year and we also have a special Christmas Luncheon. In May we end the season with a bus trip to somewhere special and have lunch together. It makes for a very nice day!

### **Safe Church Practice Team**

Church safety has become a significant issue over the last two decades or so. Evidence of clergy and church leaders' abuse and/or other inappropriate actions have led to the necessity of implementing safe church policies and guidelines. Ladner CRC seeks to be diligent in setting and reviewing its policies and guidelines as times and circumstance may require and as regional and denominational information is received. It is our desire that all ministries provide a wholesome context within which members, friends, and guests alike will feel safe and secure. Council adopted our current Safe Church Policies and Procedures in 2014. All ministry personnel are required to read and understand the Safe Church Policies and Procedure of the Ladner Christian Reformed Church and then sign the agreement to comply with them. Members can also access the Safe Church Policy and Procedure document on the Ladner CRC website.

### **Cross Training Committee**

This committee arranges Cross Training courses, with topics ranging from Bible study, theology and church history, to themes of practical Christian life. Three semesters a year are scheduled, sometimes with a few options to choose from. Classes take place before the Sunday worship service. All ages from youth to seniors are encouraged to learn and take part in the discussions for a deepening faith that can be lived out daily.

### **Worship Ministry**

Our worship ministry is organized by our Worship Committee which oversees the planning of worship services, designating special Sundays, planning for Advent and Lent, scheduling guest preachers and decorating the church in special seasons. We schedule audio and PowerPoint personnel, lead musicians, worship leaders and readers. We strive to make our corporate worship Trinitarian and Reformed, mindful of our intergenerational membership and many gifted members who contribute to a rich worship experience.

### **New Immigrants Support Team**

The New Immigrant Support Team sponsors a refugee family approximately every two years. Working through Sponsorship Agreement Holders, the team makes application for a refugee family of their choosing. The team finds housing, provides furniture and household goods, and once the family arrives, helps them register for government programs and services, finds ESL classes if needed, and orientates them into Canadian life. While our church is financially responsible for the new family for their first year with us, our spiritual and practical support begins as soon as they arrive and continues for many years afterwards. This work is a ministry of our deacons, and is funded solely via special offerings for the New Immigrants Support fund.

## **LEADERSHIP AT LADNER CRC**

### **Executive Team**

The Executive Team is comprised of the Council Chair, Vice-All, Clerk, Pastoral and Diaconal Team Reps and the Senior Pastor. The Executive Team meets monthly and generally oversees administrative and business matters. They review details on all administrative topics and make recommendations to Council as needed.

### **Council**

Ladner CRC Council is comprised of all Elders and Deacons and Pastors and is the primary decision making and direction setting body of the church. Council meetings are held four to six times a year to discuss on recommendations from the Executive Team and many other pertinent matters.

### **Pastoral Team**

Our Pastoral Team is comprised of all Elders and Pastors. They are responsible for the spiritual well being of church members. They ensure that true preaching and teaching of the Word, regular practice of the sacraments and faithful counsel and discipline are exercised. The Pastoral Team meets monthly for prayer, for mutual support and guidance, and to report on their visits with members. Elders are assigned a zone of church members and friends of the congregation.

### **Deacons Ministry**

Deacons empower members of the congregation and partner with neighboring churches, Christian services, local social agencies, and diaconal ministries of our classis to touch people's lives as Christ's hands and feet. Deacons do this by focusing on the following areas:

- ☐ *Compassion*. Deacons model and demonstrate compassion to those who are hurting with words of hope and actions for encouragement.
- ☐ *Community Ministry*. Deacons model and encourage the congregation to be engaged in ministry in their communities.
- ☐ *Stewardship*. Deacons encourage church members to be stewards of God's creation and to practice authentic stewardship with their time, talents and money.
- ☐ *Justice*. Deacons model and encourage the congregation to be advocates *for* and *with* the marginalized and vulnerable people in their own local community.

To this end, we work to help our church members in need financially, emotionally, physically, prepare an offering list for the year, prepare the Faith Promise Giving campaign, administer processing of Sunday offerings, participate in the Community Fund of Faith, support new immigrants sponsorship, and involve other members in interacting with and meeting the needs of our fellowship through acts of service.

### ***Program Information***

<b>NAME</b>	<b>PURPOSE OF GROUP</b>	<b># OF MEMBERS</b>	<b>FREQUENCY OF MEETINGS</b>	<b>*LEADERSHIP ROLE</b>
Executive Board		5	Monthly	3
Church Council		18	4 times per year	2
Pastoral Team		13	Every 4 weeks	1
Deacons		5	Monthly	3
Cadets		12	twice a month	3
GEMS		10		
CoffeeBreak	Bible Study / Outreach	8	Weekly	3
Deacon Aides		9	As required	3
Friendship CoffeeHouse	Outreach	27	twice a month	3
Kid's Club	Outreach	20	twice a month	3
Ladies Bible Study	Bible Study / Outreach	10	twice a month	3
Seniors Group	Social	30	Monthly	3
Basic Skills Daycamp	Outreach	<b>75</b>	One week in summer	2
Church Safety		6	As needed	1
Emergency Response		6	As needed	1
Worship Committee		<b>10</b>	6 times per year	1
Outreach Committee	Outreach	<b>0</b>	<b>0</b>	
Church Ed Committee		5	4 times per year	1
Single Parents	Outreach	15	Monthly	3
KidsLife Sunday School	Education	16 (pre to gr. 5) 4 (gr 6-8)	Weekly Crosstraining	3

\*Indicate leadership role expected by number:

1. Pastor takes primary initiative and responsibility
2. Pastor and laity share responsibility
3. Laity takes primary initiative