

CHURCH PROFILE FORM

Church Information:

Name: Redeemer Christian Reformed Church
Location of church: 5834 Blackwell Side Road, Sarnia, Ontario, Canada
Classical Church Counselor: Dave Van Berkel

Search Committee Contact:

Name: Murray de Boer
Address: 3868 Confederation Line, Wyoming, Ontario, Canada, N0N 1T0
Cell: 519-402-0097
Email address: deboer.murray@gmail.com

Community Setting:

Location

☒

Rural

☐

Small Town

☐

Metropolitan

☒

Suburban

☐

Inner City

☒

Small City

Function

☒

Industrial

☒

College/University

☒

Agricultural

☒

Recreational

☐

Military

☐

Bedroom Community

Growth

☐

Growing

☒

Static

☐

Declining

Approximate population of community: 73,000

Church Profile:

We are open to:

☒ Male and Female pastors ☐ Female pastors only ☐ Male pastors only

List all staff positions:

- pastor (vacant)
- part time Office Administrator
- part time Custodian
- part time treasurer
- former paid staff positions included youth pastor (with other CRC churches in Sarnia) and worship director

Position Available: Pastor **Date of vacancy:** June/17

General position description:

The role of full time Pastor for Redeemer will include

- lead the church through the changes required to make the mission a reality
- communicate and promote the vision and mission of the church
- model a life of personal discipleship and entrepreneurial outreach
- preach biblical, practical, relevant, life application messages for all ages
- inspire members to be active in the church and to interact with the community
- promote an inclusive, participatory, and intergenerational model of ministry

☒ Full-time ☐ Part-time

Bi-vocational position?

☐ Yes ☒ No

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

Required languages: English

Narrative:

Redeemer Christian Reformed Church was founded in 1971 and met in different locations before building at the current location in 1986. Although Redeemer CRC has a longer history, most members consider 2003 as a new starting point with a new vision and mission and recommitment to Redeemer CRC. That mission and vision has guided the church for many years. Since then other significant events have included welcoming female pastors to our pulpit in 2004, upgrading and expanding the facility in 2009, and admitting children to the Lord's Supper in 2010. The vision and mission of the church was reworked in 2018 and strategies are now beginning to be developed to define our future role as a church in Sarnia.

Our Strengths and Gifts:

We are a welcoming, open and friendly congregation. We care for our members and have organized Care Circles to effectively meet needs of members. We hold monthly mid-week communion services and lunch for the elderly who cannot attend Sunday services. Many members are involved in the local community through various community organizations and schools.

Our Passion:

We desire to include everyone in the life of our congregation. We willingly share our time and resources to support others both locally and around the globe. Our hope is to continually grow in our relationship with God and practically live out his will for our lives.

Our Struggles:

Our current older demographics, retirement of our former pastor and departure of our worship coordinator have led us to a time of deep reflection and openness about where God is calling us. A visioning team has begun to collect ideas from inside and outside our community of faith. A new Vision and Mission statement for our church has been created. We are confident that with continued prayer and openness to the Holy Spirit, God has exciting plans for our future.

Our Goals and Opportunities:

The church has developed a new vision and mission for the church. It is anticipated that this new mission will lead us to become a more outreach-oriented church focusing on the faith seekers in our community. Redeemer CRC wants to stay connected and be relevant to a social media driven culture. Loyalty to denominations and institutions is declining as people gravitate to where their needs are best met. Yet, in this post-modern age people are still looking for eternal meaning that can only be filled through meeting Jesus and His followers.

Our Ecumenical Activities:

Redeemer CRC is one of 25 community churches that support Neighbour-Link financially and through volunteers. Redeemer CRC was a founding member of Neighbour-Link. This organization helps people in our community with various short term practical needs. We also support the Inn of the Good Shepherd Food Bank and Housing Assistance programs. We provide financial support for the part-time chaplain at the local community college (Lambton College). Habitat for Humanity – Sarnia is supported with Redeemer volunteers and financial support.

Church Demographics:

Average Sunday attendance: 110

Active adult professing members: 168

Profile of church members:

Age:

9 % 0-11	9 % 12-18	9 % 19-24	7 % 25-34
11 % 35-49	25 % 50-64	30 % 65+	

Occupation:

7 % Business	35 % Professional	15 % Trades	2 % Stay-at-home parent
1 % Agriculture	35 % Retired	2 % Student	3 % Other

Percentage of members belonging to the congregation:

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

Racial/Ethnic composition of congregation and surrounding community:

The Sarnia community is 91% of North European ancestry; 5% visible minority; 4% Aboriginal. The church is primarily of Northern European decent with some adopted, non-Caucasian children.

Composition of congregation:

Mono-Cultural

Multi-Cultural

Specific Ethnicity (specify: Caucasian)

<input type="checkbox"/>
<input type="checkbox"/>
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List the last three persons in this position:

- Jim Poelman
- Jack Westerhof -interim
- Neil DeKoning

Worship:

Our Services:

We have a worship team that plans our services with the pastor. The team is made up of congregational volunteers. Our services are led by a worship leader and praise team, which includes singers, and musicians. We, as the congregation, join in responsive readings, singing and dramatic presentations.

Our worship leader leads the liturgy (call to worship, call to confession, etc.) and opening songs with the praise team. The pastor or a member of the congregation leads in the prayer and reading of scripture. The pastor provides the message. Following the message, the offering, prayers and a song conclude the service.

We have been flexible with our order of worship and have modified it several times over the years. We will be adjusting it again as we move forward with our new Vision and Mission.

Discipleship:

Our church offers Children's Worship during the morning service for children ages 3 through Grade 4. Gems and Cadet programs are combined with the other two Christian Reformed Churches in Sarnia for Grade 3 through Grade 8 children. Faith Formation classes are provided for high school youth along with other youth-oriented activities. Several adult small groups meet for Bible study and prayer. Classes are also available as required for individuals who wish to make public profession of faith. Redeemer CRC has also been a host of Coffee Break, a women's ministry, for many years.

Building/Financial:

Present annual budget: 2018 \$399,156

Last year's annual budget: 2017 \$404,906

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

Budget 100%

Denominational Ministry Shares 60%

Classical Ministry Shares 100%

Amount contributed above budget and ministry shares:

Specify Deaconal \$35,000
(optional):

Facilities: An updated, barrier-free facility with a 300 seat multi-functional worship center, fellowship hall, kitchen, 5 classrooms, prayer room, offices for pastor, youth pastor and administrator.

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: The current facilities were completed in 2009.

Does the church own a parsonage? ☐ Yes ☒ No

Location of office or study: At the church

Compensation:

The salary range we are prepared to offer our new pastor is based on the CRC Minister

Compensation Survey for our area:



Housing:

- ☒ Housing allowance
- ☐ Parsonage only
- ☐ Either of the above

Benefits and expenses:

- ☒ Pension
- ☒ Medical insurance
- ☒ Life insurance
- ☒ Social Security or Canada Pension
- ☒ Travel/mileage
- ☒ Continuing Education funds
- ☒ Continuing Education time allotted
- ☒ Sabbatical policy in place
- 4 Annual vacation (# weeks)
- Support from a Pastoral Care Team

Leadership:

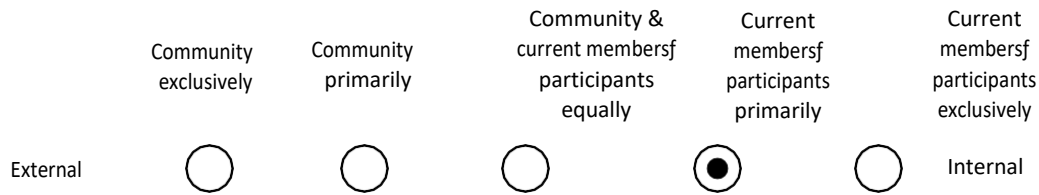
How many council members does your church have? 18
What is the length of term for council members? 3 years
How often does the full council meet? 5 times a year

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

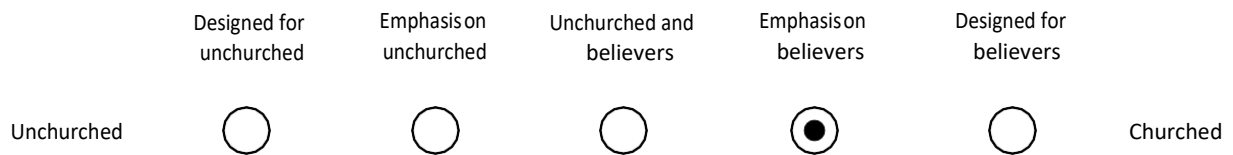
Team Name	Frequency of meetings	Function
Executive Council	Monthly	Overall church leadership
Pastoral Elders	Monthly	Review pastor needs of members
Deacons	Monthly	Organization of diaconal needs
Education Team	As needed	Oversee the educational programs
Worship Team	Monthly	Plans worship services, music, drama, and visual.
Community Team	As needed	Organizes event / activities to interact with our community
Prayer Team	As needed	Conducts a prayer calendar, leads prayer time after services.
Pastoral Care Team	3 time per year	Reports to the Elders, visit the shut-ins and members who require a visit during difficult times in their lives. Organizes a mid-month communion service and supper for those unable to attend church on Sundays.
Facilities Team	As needed	Looks after the physical building and contents.
Safe Church Team	As needed	Produces documents and enforces policies for a Safe Church.
Combined Youth Ministry Team	As needed	Organizes combined youth groups for Frist CRC and Redeemer CRC

Church Characteristics:

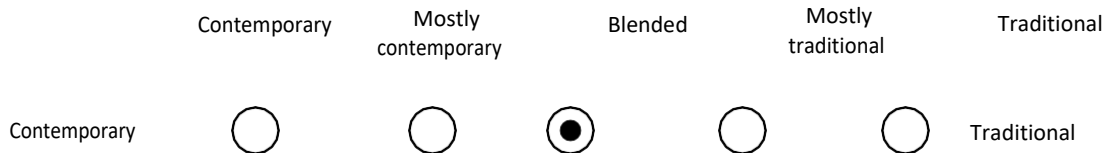
Presently, the FOCUS OF OUR CHURCH'S MINISTRY is



In our church, the WORSHIP SERVICE IS DESIGNED FOR



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



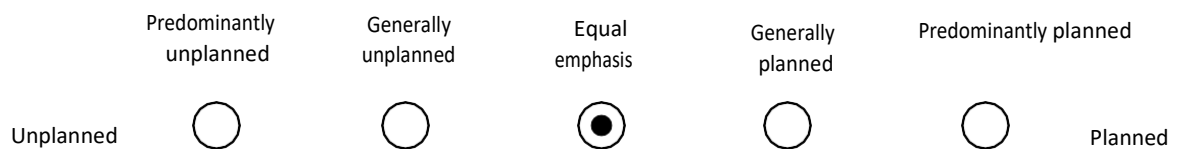
In our church, LEADERSHIP is generally provided by the



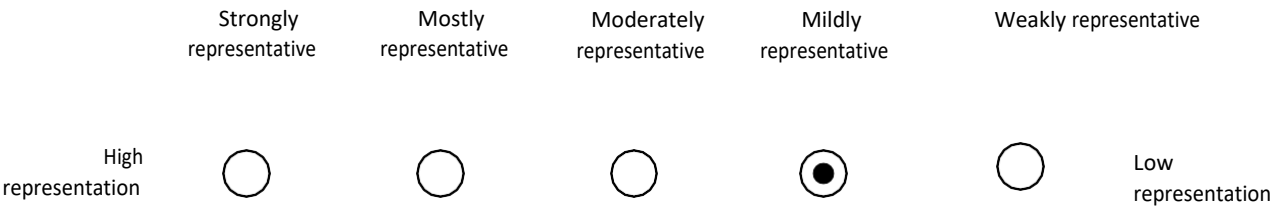
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through



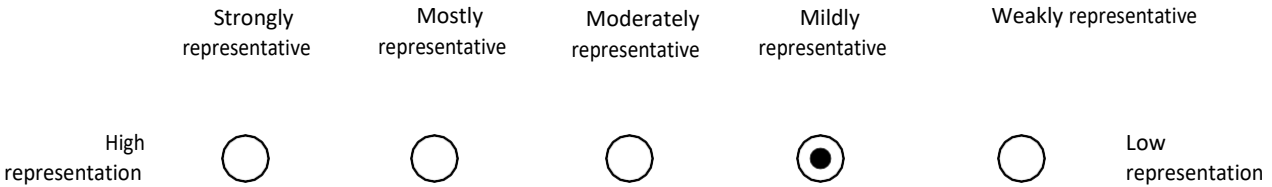
In our church, EVANGELISM STRATEGIES AND METHODS are



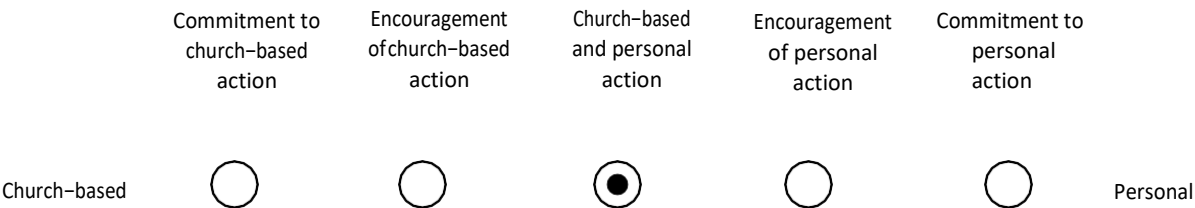
Our church is representative of the ECONOMIC DIVERSITY of our community



Our church is representative of the ETHNIC DIVERSITY of our community



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



Our church's MISSIONAL FOCUS is

