

Church Profile Form

Church Information:

Name: Bellevue Christian Reformed Church

Location: Bellevue, WA

Search Committee Contact:

Name: Diane Apol

Address: 1221 148th Avenue NE. Bellevue, WA 98007

Office: 425-747-5288

Email Address: pastorsearch@bellevuecrc.org

Community Setting:

Location: <input type="checkbox"/> Rural <input type="checkbox"/> Small Town <input type="checkbox"/> Metropolitan <input checked="" type="checkbox"/> Suburban <input type="checkbox"/> Inner City <input type="checkbox"/> Small City	Function: <input checked="" type="checkbox"/> High-Tech Industrial <input type="checkbox"/> College/University <input type="checkbox"/> Agricultural <input type="checkbox"/> Recreational <input type="checkbox"/> Military <input type="checkbox"/> Bedroom Community	Growth: <input checked="" type="checkbox"/> Growing <input type="checkbox"/> Static <input type="checkbox"/> Declining
--	--	--

Approximate population of community: 400,000

Church Profile:

We are open to:

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

List all staff positions:

- Associate Pastor - Full-Time (approved but not filled)
- Office Administrator/Facility Coordinator - Full-Time
- Youth Ministries Coordinator - Part-Time
- Children's Ministries Coordinator - Part-Time
- Worship Coordinator - Part-Time

Position Available: Lead Pastor

Date of vacancy: 8/1/2019

General Position Descripton:

Bellevue Christian Reformed Church is looking for a Lead Pastor to passionately and boldly guide our church body as we seek to be the heart and hands of Jesus in a changing and often challenging cultural context. We seek an engaging and inspiring preacher and teacher of God's Word to encourage spiritual growth, and a strong leader to direct the implementation of our vision and strengthen the effectiveness of ministry in and through our church.

For more details, see the attached Lead Pastor Overview

Full-time position?

- ☒ Yes
☐ No

Bi-vocational position?

- ☐ Yes
☒ No

Number of years preferred ministry experience of potential candidate: 10 or more years

Required languages: English

Church Demographics:

Average Sunday Attendance: 158

Active adult professing members: 165

Profile of church members:

Age	Percentage
0-11	10.3%
12-18	9.6%
19-24	4.5%
25-34	14%
35-49	9.6%
50-64	26%
65+	26%

Percentage of members belonging to the congregation:

Duration	Percentage
Less than 5 years	16%
5-10 years	23%
10 or more years	61%

Racial/Ethnic composition of congregation and surrounding community:

Local high-tech firms like Microsoft, Amazon, and Boeing attract people from all over the world. Although Bellevue CRC's congregation is majority Caucasian, we also have members and regular attendees that represent a broad diversity of people from different backgrounds.

Composition of congregation:

- ☐ Mono-Cultural
- ☒ Multi-Cultural

List the last three persons in this position:

1. Matthew Borst 2010-2019
2. Ken Koeman 2006-2010
3. Darren Roorda 1999-2006

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

Individual worship teams led by lay members and the worship coordinator plan and lead Sunday worship. The worship team composition is derived from the many talented instrumentalists and vocalists within our congregation and each worship service varies slightly depending on the style of the worship leader. Working from themes developed by the pastoral staff as well as the liturgical calendar, the worship team plans and coordinates all elements of the service except the sermon. Other church members provide support for audio/visual services, liturgical art, occasional dramatic readings, and instrumental ensembles.

Describe the worship services in your church:

The elements of the service each week follow a set liturgy, including: welcome and call to worship, songs of worship, prayer and confession/assurance of pardon, offering, congregational prayer, sermon from the scriptures, song of response, invitations to serve, benediction, and sending song. We celebrate the Lord's Supper once per month. Our song repertoire is mostly contemporary with some familiar hymns mixed throughout. Congregational singing is robust, and some members engage in worshipfully expressive gestures. We use projectors and screens for song lyrics and sermon visuals. Our music is mostly piano led, complemented with other instruments which vary from week to week.

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

To encourage personal spiritual growth, we provide discipleship opportunities throughout the week for attendees of all ages.

For adults:

- Sunday School
- Wednesday night classes
- Men's spiritual formation group
- Women's Bible study
- Coffee Break Bible study
- Neighborhood small groups

For Children and Youth:

- Sunday school
- Children's Worship
- High school youth group
- Junior high youth group
- Cadets
- GEMS
- Kingdom Kids

Building/Financial:

Present annual budget: 637,540

Last year's annual budget: 611,500

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

Budget: 92%

Denomination Ministry Shares: 100%

Classical Ministry Shares: 100%

Amount contributed above budget and ministry shares: 80,396

Special offerings for missions, church plants, benevolence, local and international organizations we support

Facilities:

The original church building was completed in 1968. Additional classroom, library, and offices were added in 1986. New sanctuary, classroom, nursery, and office upgrade was completed in 2005. Kitchen and youth group room added in 2009. Seating capacity of sanctuary is 425.

Are your buildings adequate for your ministries?

- ☒ Yes
☐ No

Is a building program projected?

- ☐ Yes
☒ No

Does the church own a parsonage?

- ☒ Yes
☐ No

Location of office or study: In 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: ☒

Compensation: Negotiable; commensurate with experience.

The average annual increase for this position over the past three years is: 3.9%

Housing:

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

Benefits and expenses:

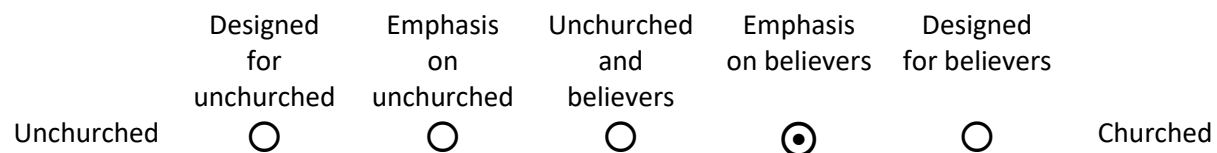
- ☒ Pension
- ☒ Medical insurance
- ☐ Life Insurance
- ☒ Social Security or Canada Pension
- ☒ Travel/Mileage
- ☒ Continuing Education Funds
- ☒ Continuing Education time allotted
- ☒ Sabbatical Policy in place
- ☒ Annual Vacation (# of weeks)– Based on terms of call
- ☒ Hospitality
- ☒ Christian Education Allowance

Church Characteristics:

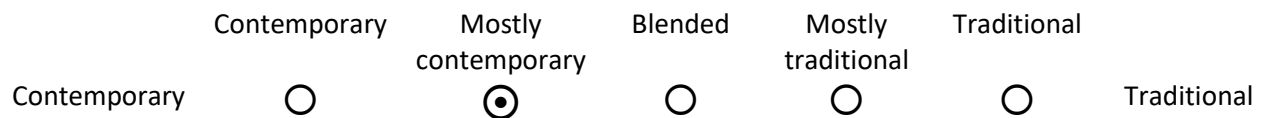
Presently, the FOCUS OF OUR CHURCH's MINISTRY is



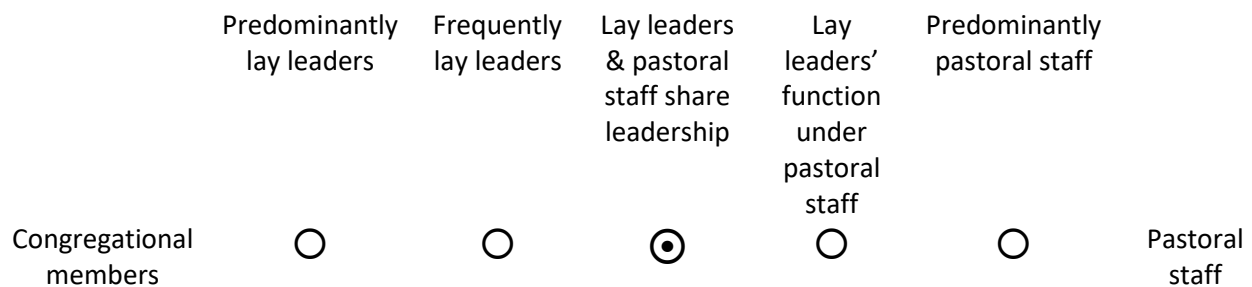
In our church, the WORSHIP SERVICE IS DESIGNED FOR



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



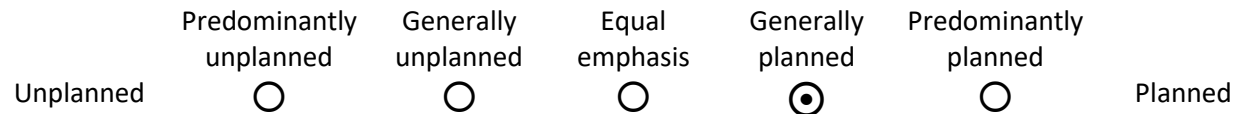
In our church, LEADERSHIP is generally provided by the



Our church seeks to ENCOURAGE SPIRITUAL GROWTH through



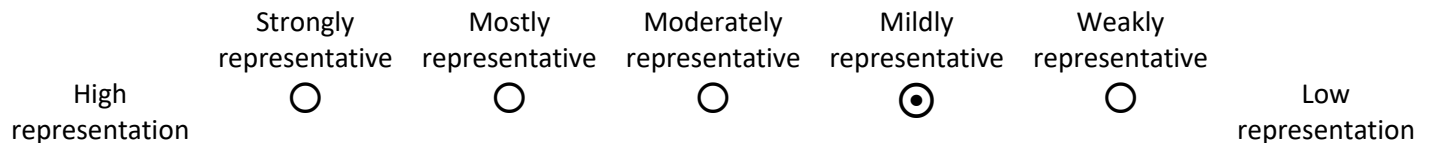
In our church, EVANGELISM STRATEGIES AND METHODS are



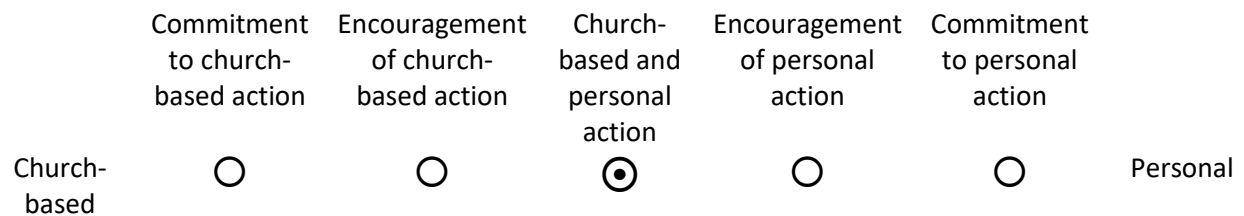
Our church is representative of the ECONOMIC DIVERSITY of our community



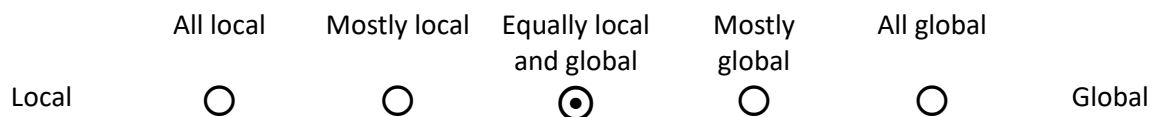
Our church is representative of the ETHNIC DIVERSITY of our community



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



Our church's MISSIONAL FOCUS is



Narrative:

In what ways does your church participate in ecumenical activities?

Each year volunteers from our church participate in Jubilee Service Day, a Saturday in late August when area churches unite to help teachers in our local public elementary and middle schools prepare their classrooms for the coming school year. On the following Sunday morning, these churches again unite in celebration and worship at the Bellevue downtown park at an event called Worship in the Park.

Bellevue CRC also has a supportive relationship with area Christian schools.

During winter months, volunteers prepare and deliver meals to homeless shelters for men, women, and families through Congregations for the Homeless and Sofia's Way.

Volunteers tutor local elementary school students through the KidREACH program.

Bellevue CRC makes available meeting space for several 12-Step/AA meetings each week.

A group of women volunteer their time to sew and assemble sustainable hygiene kits which are distributed to women and girls in developing countries through the Days for Girls International organization.

We support missionaries and mission efforts through various organizations: Graduate Christian Fellowship, Ninos Tres Rios, En Gedi Children's Home, Wycliffe Bible Translators, East-West Ministries, Resonate Global Ministries, and Engineering Missions International.

Reflect on your strengths/gifts as a church:

Bellevue CRC is a body of believers committed to being the heart and hands of Jesus Christ, within our church and to the surrounding community. There is a strong feeling of community; people support one another and enjoy learning, serving, and fellowshiping together. That warmth extends to all those who come to visit as well, whether they have come for one time or are seeking a church home.

Our congregation enjoys vibrant worship which is organized and led by many talented people. We have talented and dedicated people who lead excellent programs for children and youth. Many people serve as volunteers on Sunday and throughout the week, leading various programs and ministries and caring for our church facility.

Our congregation is generous in giving, both to regular offerings for ministries and supported causes and to special needs that arise. That generosity extends to sharing our facilities with outside groups, especially 12 Step groups, and our time in outreach activities such as providing meals for homeless shelters or sewing reusable hygiene kits for girls in developing countries or helping someone in need with yard cleanup or home repair.

Reflect on your passions as a church:

In a recent congregational survey, Bellevue CRC respondents overwhelmingly expressed commitment to our vision statement of being the heart and hands of Jesus. We do this through following our mission to Worship the triune God, connect people with Jesus and with each other, serve our community and the world, and grow in every area. We are passionate about encouraging spiritual growth in ourselves and others, through serving our community, and through an emphasis on outreach. We love Jesus Christ and seek to follow his Great Commission to spread the gospel and make disciples of all nations.

List specific challenges with which your congregation struggles:

- Finding effective ways to connect new attendees to ministry programs and draw them into the life of the church.
- Becoming involved in evangelism outreach to our surrounding community.
- Providing ministry and fellowship opportunities for singles and young couples.
- Increasing our diversity, ethnically and economically to reflect our neighborhood.
- Utilizing technology to better connect and inform the congregation and to provide an effective, vibrant online presence for Bellevue CRC.

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

- ☒ Yes
☐ No

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

In 2017 we celebrated our 50th anniversary (Jubilee) as a church with opportunities throughout the year to reflect on the past, share dreams for the future, and celebrate God's abundant blessings. Former pastors and church members came from near and far for a weekend event to culminate the year. However, the most exciting part was yet to come! In response to 50 years of God's blessings, we renewed our commitment to the mission that Jesus gave his church, and we articulated specific areas for growth. Out of this came a service project to eastern Washington, a connection with a local ministry called "Congregations for the Homeless," and an initiative to hire a second pastor focused on outreach. The momentum was palpable and as a church we were eager to see how God would work through our church in the next 50 years. In order to accommodate budget needs for additional staffing, a decision was made to run a \$500,000 capital campaign to pay off our building debt in just twelve months. Church members responded with overwhelmingly positive support and financial commitments. Pledges received were over 100% of the amount needed and we recently paid off our debt as planned! The entire process inspired our church community. We realize God has blessed us abundantly, and we are eager to see what the future holds. We are challenged to keep that vision and not lose momentum during our current transition in pastoral leadership.

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

As a result of our 50-year Jubilee celebration. A Jubilee Vision for Growth was created and approved by council. The document identified 3 specific areas for our intentional focus:

- 1) Growing Outward: We want our church to be a community where people come to faith in Christ by reaching our spheres of influence with the message of Jesus and salvation.
- 2) Growing Younger: We want our church to be generationally balanced with an influx and engagement of young adults and families in life, ministry, and worship.
- 3) Growing Together: We want to be a warm, vibrant, caring, and connected community where people can belong and grow.

See the full Jubilee Vision for Growth document for more information (available upon request).

Describe what being Christians of Reformed accent means to you:

We believe that everything begins with God, the creator and ruler of the world. When sin entered his perfect creation, he planned for our redemption through the work of Jesus and the Holy Spirit.

We believe that the Old and New Testaments are the inspired Word of God, the only infallible rule for faith and life.

Sunday worship services fill us up and equip us to reach out into the community and live our lives as an act of worship throughout the week. We see God's hand at work in every aspect of our lives and strive to see his kingdom come here on earth.

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

We value the denomination and the leadership, direction, and resources it provides. We fully support the denomination with our ministry shares. Locally, we work to build strong relationships with and provide support for area CRC churches and church plants, we are involved in Classis activities, and we participate each summer in Cascade Family Bible Camp.

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

- 1) Expanding and optimizing our property to accommodate growing ministries: Since the establishment of Bellevue CRC in 1967, our church has gone through three building expansion projects, the most significant being in 2005 when we added to our church facility a new larger sanctuary, additional classrooms, an updated office and workroom space, and, within two years, a new state-of-the-art kitchen on our main level and new youth room on our lower level. These new facilities provided our church a beautiful larger space for worship and expanded space for educational opportunities, for growing ministries, for fellowship activities and for serving our community. We were also then able to reach out and offer our facilities to our surrounding community. Since 1998 our church had been home to 3 local AA groups who met in our downstairs Fellowship Hall. With the expanded room, more 12 Step groups began to request space to meet, so that today Bellevue CRC is home to 19 meetings each week, touching the lives of thousands of members of our community each year for the past twenty years. Members of these groups have also become involved and invested in Bellevue CRC. They help maintain our property, attend worship services, hold weddings and memorial services here. For many, we are "their church". In addition, our facilities have housed neighborhood meetings, local cultural celebrations, concerts, and recitals.
- 2) Encouraging participation in church-wide spiritual growth experiences: Over the past decade there have been times of focused spiritual formation for the entire congregation. One experience was the "Bible in 90 Days" project where attendees committed to reading through the entire Bible following a set reading plan, receive weekly electronic encouragement, and come together in person to share experiences and encourage one another. Later, our pastor led the church through a year-long experience using "The Story." The pastor's Sunday sermons focused on one chapter per week, attendees were encouraged to read through the book (different levels were provided for adults, teens, and children), and Sunday school classes at all levels used curriculum that followed the theme. We had opportunity to share our personal faith stories, many of which were written down and published in a small booklet. Most recently we

completed a church-wide series called “Believe.” Again, the Sunday sermons, personal reading each week, Sunday School curriculum, and even neighborhood small group discussions all followed the same theme. These shared experiences have done much to strengthen personal spiritual growth of our attendees, as well as build unity and fellowship among our congregation.

- 3) Developing our Jubilee Vision for Growth: This document was created and approved by Council in 2017 as a follow up to our 50-year Jubilee celebration as a church. It was intended to bring vision to our next chapter of ministry as a church and identified 3 specific areas for intentional focus (Growing Outward, Growing Younger, Growing Together). As previously described, this led to outreach opportunities locally and state-wide, as well as a focused plan to create a position for a Pastor of Outreach. The entire process provided our church with many opportunities to reflect on God’s faithfulness and look to Him for direction for the future. We are excited to see where God leads us!
- 4) Supporting a local ministry and new church plant (Church on the Ave.): Since 2011, our church has been involved with and financially supported “Graduate Christian Fellowship,” a ministry lead by CRC pastors Geoff & Ashley Van Dragt. The ministry reaches out to graduate students and faculty at the nearby University of Washington, building relationships and providing opportunities to share the good news of Jesus Christ. The Van Dragt's recently joined forces with Calvin Chen, another CRC pastor to start a church plant near the University. Bellevue CRC is instrumental in supporting this new church with prayer, work parties, and membership, as we gave our blessing to several members from our congregation who joined Church on the Ave.

Leadership:

How many council members does your church have? 14 + Lead Pastor

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

How often does the full council meet? Once a quarter

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

- Administrative Team – Monthly
 - Administrative Elders
 - Administrative Deacons
- Shepherding Elders – Monthly
- Service Deacons – Monthly