

Church Profile Form



Introduction

The Reformed Church in America's Office of Ministry Services provides information and services to ordained ministers who are seeking a call and churches who are seeking ordained ministers. It does not recommend any particular candidate or church but instead serves as a resource to both.

Though not all fields are required, please provide as much information as possible in order to give candidates an accurate understanding of the life of your church.

For further information, or if you have questions or problems while completing this form, please contact Ministry Services at ministryservices@rca.org or 616-541-0895.

Helpful Hints for this Form:

- ❖ To move to the next field, hit TAB.
- ❖ To move the cursor to a desired field, left click on it with the mouse.
- ❖ To mark (x) in a box, left click with mouse.
- ❖ Hitting ENTER will move the cursor to the next line but keep you in the same field (essay questions).
- ❖ Spell check is not available in this format.
- ❖ The form will "paginate" itself as you complete it.
- ❖ If at any time you cannot include information important to you because of the "form field," please continue to complete the question in the comment box on the last page. Make sure to reference the question number.
- ❖ Please sign and return the **Release Statement** at the end of this form. You may scan it and email it as an attachment to ministryservices@rca.org.

Section A. Background Information

Today's Date: May / 7 / 2020

Position to be filled: Pastor

1. **Name of church:** Emmanuel Reformed Church
2. **Web address:** ercwhitby.com
3. **Address:**
401 Rossland Rd W
Street
Whitby, ON L1N 3J1
City / State / Zip Code
Telephone: (905) 668 - 3542 **E-Mail address:** ercwhitby@rogers.com
4. **Classis:** Ontario
5. **Classis Supervisor:** Les Boyd
Address:
Grace Community Church 241 St Davids Rd W
Street
Thorold, ON L2V2M2
City / State / Zip Code
Telephone: (905) 680 - 4092 **E-Mail address:** gracecommunity@cogeco.net
6. **Chair of search committee:** Tony VanderLey (Vice president of Consistory)
Address:
17 Mayfield Cres
Street
Whitby, ON L1N8P4
City / State / Zip Code
Telephone: (905) 430 - 5861 **E-Mail address:** tonyvanderley@rogers.com
7. **Membership:**

Time of worship	Five years ago	Today
Active Confessing Members	75	65
Inactive Confessing Members	14	12

Comment on significant changes:

We've had a few older people pass away. We have also had a few new members from the community. Overall the membership has been stable over the past 5-7 years.

Age of all active members (baptized and confessing)

4	%	0-20 years old
4	%	20-34 years old
10	%	35-49 years old
14	%	50-64 years old
68	%	65 years and older

8. Racial/Ethnic composition of congregation:

	%	African American
	%	Asian
95	%	Caucasian
	%	Hispanic
5	%	Other: (please specify) Caribbean / West Indies

9. Worship schedule:**Average Attendance (includes adults and children)**

Time of worship	Average attendance Five years ago	Average attendance Today
10:30 am <input checked="" type="checkbox"/> pm <input type="checkbox"/>	65	68
am <input type="checkbox"/> pm <input type="checkbox"/>		

Comment on significant changes:

Attendance has held stable for the past 5-7 years. No significant changes.

10. Describe a typical worship service (order of worship, music, etc.) What is your congregation's preferred style or styles of worship? Attach a bulletin, if available.

We sing mostly hymns. In the past we have had some newer worship songs led by piano and/or acoustic guitar, but we now have only one musician (organist) who cannot play newer songs. Student/interim pastor tried to introduce singing at least one Psalm in every service, but it didn't go over well and the elders asked him to discontinue that practice. We haven't had a worship leader, just congregational singing, but we're open to song leaders.

The elders want to continue having one or two of the Heidelberg Catechism Q&As in each service.

Typical Order of Worship, led by a non-ordained minister, so some liturgical elements may be missing:

Call to Worship
 Prayer of Confession (often silent confession)
 Song of Approach
 Assurance of Salvation/Pardon
 Confession of Faith (Heidelberg Q&A)
 Song of Praise
 Prayer (praise, intercession, Lord's Prayer)
 Song
 Prayer for Understanding
 Scripture reading (sermon passage, usually read by congregation member)
 Sermon
 Prayer for blessing on the Word
 Offering
 Benediction
 Closing Song

Many in the congregation prefer expository preaching with the occasional exception in special circumstances.

The vast majority of the congregation is happy with this order and style.

11. Financial Information: Attach a copy most recent Consistorial Report and Annual Budget if available.

	Five Years Ago	Today
Total RCA related contributions	\$ 9,867	\$ 10,152
Total other contributions	\$ 3,666	\$ 3,901

Percentage of total budget contributed by living donors:

100-90 %	<input checked="" type="radio"/>
75-89 %	<input type="radio"/>
60-74 %	<input type="radio"/>
45-59 %	<input type="radio"/>
44 % or less	<input type="radio"/>

(Please include a copy of your annual budget)

12. **Congregational Giving:**
Number of those whose annual contribution is:

Less than \$500	10
\$501- \$1,500	9
\$1,501- \$2,500	8
\$2,501-\$3,500	8
Greater than \$3,500	11

13. **Financial assistance: Do you receive financial assistance beyond the congregation? (rents, etc.)** Yes ☒ No ☐

If yes, amount received last year: \$ 3,490

List other fundraising programs that support the church:

Korean church (very small) rents building Sunday afternoons and Wednesday evenings - \$250/month
TOPS group rents library once a week

**14. Church/Sunday School:
Average Attendance**

Average attendance Five years ago	Average attendance Today
Adult Sunday school: 16	Adult Sunday school: 12

Comment on significant changes:

Five years ago: still no children's Sunday school.

For the first time in a number of years we're looking into doing Sunday school for children.

15. Describe briefly all educational programs (including children, young adult, adult).

No children's programs at this time. We are starting to pursue a Sunday school for our one 4-year-old.

No young adults, so no programs.

- Adult Sunday school 9:30 Sunday mornings. Uses the Sunday School Guide.

- Wednesday evening Bible study.

- RCW (Reformed Church Women) every other Tuesday afternoons for a part of the year, at Durham Christian Homes (retirement apartments). Ladies take turn leading; uses old editions of the Sunday School Guide.

- 16. Church groups/organizations: Briefly describe ministry purpose of each group. (use separate sheet if necessary)**

Name of group	Frequency of Meeting (i.e. weekly, bi-monthly, etc)	Attendance
RCW (Reformed Church Women)	every other week, Sept-May	10
Adult Sunday school	Weekly	12
Adult Midweek Bible study	Weekly	10

- 17. Comment on one event or experience over the last year that has significantly contributed to the spiritual life of the congregation.**

Adult Sunday school & Bible study - going through the Reformed doctrines and teaching, solidifying and encouraging people in their walk. Renewed awareness of Reformed theology and heritage, renewal of our Reformed convictions.

- 18. Buildings: Please describe church-owned or rented buildings and purpose.**

Church building, owned, built in the 1950s. Traditional sanctuary, fellowship hall in basement, nursery, two classrooms, library, kitchen, pastor & secretary offices. Offices and one classroom only accessible by stairs; the rest are handicap accessible. Building is in good shape and structurally sound, well-maintained.

Parsonage, owned: 2 story with separate 2-car garage (1 spot taken by lawnmower, etc.; 1 spot open for pastor, we can try to accommodate some) unfinished basement, built in the 1950s. About 1600 square feet. 5 bedrooms, 2, 4-piece baths, 2, 2-piece baths (one in basement). 2 of the bedrooms are on the main level in an addition that can be closed off by a door. Flooring and kitchen updated in 2016.

Large grassy area (about 200x165) behind the gravel parking lot (200x165, 33000 sq ft). Onsite parking sufficient for the sanctuary capacity.

19. Do you plan any capital expenditure during the next five years? Yes ☐ No ☒

If yes, please explain briefly:

20. Is there a mortgage indebtedness? Yes ☐ No ☒

Amount: \$

Of how long standing?

Annual rate of repayment

21. Pastor's study:

In church ☒ in parsonage ☐ Other ☐ Not Provided ☐

22. List all paid staff in addition to the pastor:

Position	
Secretary (*Part time - cannot select check box!*)	Full time <input type="checkbox"/> Part time <input type="checkbox"/>
Caretaker 1: Clean church, grounds and building maint.	Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/>
Caretaker 2: Minimal duties, VERY part time	Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/>
	Full time <input type="checkbox"/> Part time <input type="checkbox"/>
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	Full time <input type="checkbox"/> Part time <input type="checkbox"/>
	Full time <input type="checkbox"/> Part time <input type="checkbox"/>

23. Consistory Membership: What method is used in selecting members?

Members nominate a double slate (if possible) of candidates for elder from pool of eligible members. Those with top votes are voted on by membership. Same process repeated with deacons.

We don't often have enough nominations to form a double slate, so often the nomination step ends up being the final vote.

Please list present Consistory members (Put a check in the box where appropriate)

Elder	Deacon	Male	Female	Occupation
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	K.D. Retired
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	T.V. Retired
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	G.W. Semi-retired; shuttle bus driver
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Z.B. Paver, Student
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	T.G. Admin assistant, church secretary
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
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<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

24. What leadership roles do women currently fill in your church?

Deacon position is open to women.
There's a woman on worship committee.
RCW has female leaders for their group.

A small majority of the congregation are sympathetic of women as elders. A significant minority disagree with it but "live with it."

Some people left the church 10-15 years ago when we had a woman elder.

25. In our congregation...(please check appropriate box)

	Few have...	Many have...	Most have...
Had up to twelve years of formal education	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Had some education beyond high school	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A college degree	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A graduate degree	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

26. In our congregation...(please check a box)

	Few are...	Many are...	Most are...
Scientists & Engineers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Farmers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business People	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Students & Teachers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Industrial Workers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Office Workers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: Retired	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

27. Special training/experience desired: (describe briefly).

Ability to work with older people, but we also need someone with a desire and ability to work with kids to build up that demographic. Desire for evangelism would be great.

28. Languages:

Should your pastor be fluent in any language other than English?

Yes ☐ No ☒ If yes, please explain.

29. The salary we are prepared to offer out new pastor is \$ per ON classis guidelines.
The average annual increase to our pastor over the past three years was \$ n/a
30. Is a parsonage provided? Yes ☒ No ☐
If so, is it on site with the church? Yes ☒ No ☐
If the parsonage is not on site with the church, how far from the church is it located?
31. Is a Minister's housing allowance in lieu of a parsonage a negotiable option?
Yes ☐ No ☒
32. The benefits/business expenses we will provide our pastor are:
(Please check those provided or give amount as requested.)

Base Salary	\$42500-49300
Housing Allowance	\$
Parsonage provided? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Travel Reimbursement	\$~3500 (#c/km)
Social Security (Amount)	\$4100 (EI/CPP)
Book Allowance (Amount)	\$500
Continuing Education Allowance (Amount)	\$817-948
Provision for Sabbatical	\$
Other (Specify Below) pension	\$7200
TOTAL	\$58617-65048

Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Retirement
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Major Medical Insurance
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Health/Hospital Insurance
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Life Insurance
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Dental Insurance
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Unemployment Insurance
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Disability Insurance

Annual Vacation (Number of Weeks) 4

Necessary Comments regarding above:

Amounts are in Canadian Dollars. Health/Medical as per Classis guidelines (basics covered by provincial health insurance). Life/Disability/Dental insurance as per Classis guidelines. Social Security (CPP) & EI as per government guidelines. Basic utilities on parsonage paid by church; parsonage cable/satellite TV, personal phone calls, parsonage internet to be paid by pastor. (Church has separate internet.) 2020 Classis salary guidelines attached.

33. Community served: (please check one)

Rural: Under 2,500	<input type="checkbox"/>
Town: 2,500-9,999	<input type="checkbox"/>
Small City: 10,000-49,000	<input type="checkbox"/>
Metropolitan-Suburban: 50,000+	<input checked="" type="checkbox"/>
Metropolitan-Urban: 50,000+	<input type="checkbox"/>
Metropolitan-Inner City: 50,000+	<input type="checkbox"/>
Other:	<input type="checkbox"/>

34. Cooperative ministry: In what ways have you cooperated with other churches in your community during the past year?

Not doing inter-church ministry.

35. Community involvement: In what community programs or projects have you participated during the past year? (As an organization, not as individuals.)

Free neighbourhood potluck dinner in January, a low-key "getting to know you" event. Handful of neighbors and invited guests came, along with some of our own congregation.

We would like to do more of this but don't have the resources, and need leadership to help us with this.

36. What denominations or religions are present within three miles (in rural areas, consider the county) where your church is located?

Anglican, Catholic, Christian Reformed, Salvation Army, Baptist, Pentecostal, Presbyterian, Lutheran, Church of Christ, Scientist...

Muslim, Jehovah's Witness, 7th Day Adventist, LDS...

Just about everyone. It's a multicultural area.

There's a pentecostal church across the street, very close (within 200 m / eighth mile).

37. Outreach: What is your strategy to reach un-churched people in your community?

We don't have a solid strategy, but we're open to different ideas and need leadership and vision. Being an older congregation, we don't have a lot of people that take an active part in evangelism. The spirit is willing, but the bodies are weak.

38. The income level of the people in our congregation tends to be: (please check one)

<input type="checkbox"/>	About average for our community
<input checked="" type="checkbox"/>	Somewhat below the rest of the community
<input type="checkbox"/>	Somewhat higher than the rest of the community

39. Describe the community and school system: (Provide website links were appropriate.)

Suburban; multicultural and multiracial. Dual income, households make a fair amount of money. Newer, larger homes immediately adjacent to church on west and north; older, smaller homes to the east and south.

Church is in a desirable, area of Whitby. Easy access to major highways, commuter train to Toronto, local busses. Down side is Rossland Road (on which the parsonage) has busy traffic.

Schools:

Private Reformed Christian school: <http://www.immanuelsschool.ca/> (tuition less for ordained ministers)

Public schools

Catholic school (in Canada, these are funded by the government)

French immersion

40. Record of last three pastors:

Name	Dates
Jacob London (student)	4/2016 to 4/2020
Donald Waterhouse	11/01 to 12/2015
Ronald Cassie	10/95 to 2/2001

41. Please complete your profile with the following contacts:

Name	
Tony VanderLey	Vice President, Consistory
Les Boyd	Classis Supervisor

Section B. Reflections

Please answer the following questions, adding your own experiences where appropriate.

1) What is the stated mission, vision or purpose of your congregation?

"To make disciples who, following Jesus, communicate the Good News of Him to all Peoples."

2) What goals have been developed from your mission and vision over the next 5 years? (Example new programs or outreach ministries.) Include long range or strategic plan.

No goals or strategic plan, but we are open and willing to work with our new pastor to do this.

3) Describe the strengths of your church, the best of what you are as a community, and what you can offer a new pastor.

Congregation that's faithful to the Word and each other, who have a lot of wisdom and experience to bring to the table

Committed and loyal to our church.

Friendly to the children

We're welcoming to visitors

For our size and age, we're pretty generous with our offerings.

4) Explain the strategies or ideas that most excite your church in becoming or remaining missional.

Because we're an older church, we don't have a lot of people to do outreach programs and are in danger of wearing out the younger ones. Many older ones in our congregation don't want to be missional but just want the church to continue to exist until they are no longer around. There is a core that wants to be missional, but we don't really know what to do.

5) Name three of your church's most passionate hopes and why they are significant.

- (1) Continue in strong Biblical teaching and preaching, bearing fruit in conversions and maturing of believers. Being focused on the Word rather than gimmicks. We believe this is most honouring to God.
- (2) That our children and grandchildren would follow Christ (in our congregation or in another).
- (3) That we remain a strong supporter of missions.

6) How do you hope someone who visits your church would describe what s/he considers to be most important?

What is preached is faithful to the truth of God as revealed in His Word, which flows out into love for each other.

7) Name at least one challenge facing your new pastor.

Aging congregation, and lack of people able and willing to serve on Consistory.

Little community presence.

There's a fine line to straddle in any changes that are made. People have different thoughts as to what change is acceptable. For example, more contemporary vs. traditional worship; there's a variation of opinion as to what is better.

As long as it stays pretty close to how it is now, we're okay with some modest changes to the service. Big changes not desired.

So the challenge would be: having growth without changing very much!

8) Describe your vision and hopes for your church and your pastor over the next 5 years.

Continue faithful to Christ and His Truth.

A new vision to pursue, rather than being in survival mode.

For the pastor, that he loves the people here and finds willing workers. That he has a fruitful and encouraging ministry.

9) Explain whatever else you would like your potential pastor to know about your church.

We're longing for an ordained minister, We are praying for him and his family, whomever they may be. We're excited to start a new chapter in the congregation's life.

It would be good to review the history of our church, how we've had good, strong times and challenging times, yet we're still here.

Answer to Section A, question #27 (I cannot fix the overwriting!):

Ability to work with older people, but we also need someone with a desire and ability to work with kids to build up that demographic. Desire for evangelism would be great.

Release Statement

(Full Church Name)

We, Emmanuel Reformed Church, acknowledge that the information in this Church Profile is accurate and complete. We authorize the Office of Ministry Services (OMS) to release this profile to designated recipient(s) seeking positions as ordained Ministers of Word and Sacrament, including posting of this profile on the RCA website.

Tricia Groeneveld

Digitally signed by Tricia Groeneveld
DN: cn=Tricia Groeneveld, o, ou,
email=ta.mosquito@gmail.com, c=CA
Date: 2020.05.07 15:21:23 -04'00'

5/7/2020

Signature of Search Team Chairperson or Designated

Date