



LEAD PASTOR AT FAITH CHRISTIAN REFORMED CHURCH

We are eagerly seeking a pastor who will lead our church to become a community focused congregation. Our pastor will be the primary teacher of the Word (we value strong biblical preaching). We are looking for a pastor who is committed to the ministry of caring for and encouraging our members to live out our faith by integrating Word and deed ministries.

Working under the guidance and support of our Council, the lead pastor will be responsible to carry forward the ministry vision which we have agreed upon, encourage spiritual growth through discipleship training and provide encouragement through pastoral care for all our members.

If you are interested in learning more about Faith Church and its ministries, we invite you to click on the attachments below, or by contacting us directly at pastor@faithcrcpella.org or our Search Team Chairman Lee Talma at lemata16@gmail.com

Faith Christian Reformed Church
215 E. University
Pella, Iowa 50219 Phone# (641) 628-1335

Attachment #1 Faith Church Profile

Attachment #2 Mission, Vision and Values statements

Attachment #3 Faith's Worship and Ministries

Attachment #4 The Challenges We Face

Attachment #5 Pella Schools and Community Life

FAITH CHRISTIAN REFORMED CHURCH

PELLA, IOWA



OUR MISSION

(WHAT WE DO)

Nurturing and equipping servant-hearted disciples to love and serve in

God's World



OUR VISION

(WHAT WE ASPIRE TO BE)

Faith Church lives to serve our neighborhood, our community, and God's world with the love of Jesus

by:

- Discipling all our members to live out their faith
- Relying on God in prayer for our direction
- Modeling our faith individually and in our families
- Joyfully celebrating God's power at work in and through us



OUR VALUES

COMMUNITY AND GROWTH

We desire that our relationships with God and each other are strengthened through our worship, fellowship, Bible studies, prayer, and small groups.

CHILDREN AND YOUTH

We desire to be a place that loves and encourages children in our church and our surrounding community and that through our teaching and service they would develop a stronger relationship with Jesus Christ.

SERVICE AND OUTREACH

We desire that God's kingdom will grow and God will be glorified in our support of and through our acts of service within our church, our community, and the world.

"LET YOUR LIGHT SHINE BEFORE MEN
IN SUCH A WAY THAT THEY MAY SEE
YOUR GOOD WORKS AND GLORIFY
YOUR FATHER WHO IS IN HEAVEN."

MATTHEW 5:16

OUR MINISTRIES

OUR MINISTRIES ARE AN EXTENSION OF OUR VISION AND VALUES AND SEEK TO ACCOMPLISH OUR PURPOSE IN GOD'S KINGDOM.

CHILDREN AND YOUTH

Gems
Cadets
Youth Group
Kids of the Kingdom
Children's Sunday School
Faith Groups

PURPOSE: TO CREATE WELCOMING AND ENCOURAGING WAYS TO NURTURE THE CHILDREN OF OUR CHURCH AND COMMUNITY TO LOVE GOD AND DEVELOP A RELATIONSHIP WITH JESUS CHRIST.

COMMUNITY AND GROWTH

Small Groups
Adult Sunday School
Worship Team
Prayer Team
Fellowship Team
Daybreak Bible Study

PURPOSE: TO CHALLENGE AND HELP EACH OTHER GROW SPIRITUALLY, TO SHARE OUR JOYS AND SORROWS WITH EACH OTHER AND ASSIST IN CREATING DEEP RELATIONSHIPS AND COMMON PURPOSE

SERVICE AND OUTREACH

Project Serve
Missions
Church Partnerships
Backpack Program
Kids Hope USA
Umbrella of Care
Coffee Break Bible Study

PURPOSE: TO IDENTIFY AND DEVELOP WAYS TO SERVE OUR NEIGHBORS, OUR COMMUNITY AND THE WORLD AND TO HELP THOSE IN NEED.

BUILDINGS AND GROUNDS

Long range planning

PURPOSE: TO MAINTAIN FACILITIES AND PROVIDE THE FOUNDATIONAL SUPPORT OF ALL OUR MINISTRIES

LEAD PASTOR POSITION DESCRIPTION

We expect our Lead Pastor to be the primary teacher of the Word for Faith Church. Working under the guidance and support of the Council the Lead Pastor will be responsible to carry forward the vision we have established at Faith Church and provide for the pastoral care and spiritual welfare of our members.

FAITH CRC CHALLENGE

We, the people of God at Faith CRC in Pella, Iowa, are a fellowship who highly value sound Biblical preaching as well as encouraging leadership. Both are needed to nurture our spiritual growth, promote fellowship, and develop a greater focus and enthusiasm for outreach in serving our neighbors and the community at large with the love of Jesus.

God's Word, the Source of Truth:

Dynamic preaching of God's Word, making it relevant to our busy lives is foundational. There is always the need to be motivated into a deepening faith with personal devotions as well as small group studies throughout the week for all members.

Fellowship & Hospitality...Love Each Other:

In 50+ years we are seeing our membership growing in the elderly segment and diminishing in the numbers of young marrieds and young families. Vibrant children and youth programs need to be valued, and by so doing will help attract more younger families, along with nurturing friendships.

Power in Prayer:

We continue to need to grow in our prayer life, a powerful resource for direction, courage, and peace as a church body. It is in prayer that we enlist the power of the Holy Spirit.

Love Our Neighbor!:

We seek to focus on efforts of outreach in our neighborhood as a church and also to be lights in our individual neighborhoods, as God opens doors.

Generosity:

Faith CRC has been known as a caring community, ready to share resources generously with those in need in our own fellowship, our community, missionary support, as well as within our denomination...continuing to grow the joy of giving.

New Beginnings:

We are housed in a 50+ year-old facility, which needs to be re-imagined as a tool to serve these challenges more effectively. Faith CRC is located on a large parcel of land that offers opportunity for such change.

In conclusion, our ministries need to be fine-tuned and re-focused in order to adapt to our changing resources and to the changing world around us. In all these areas of opportunity we need to partner with leadership that will help us shine brighter as a light for God's Kingdom. Faith CRC in Pella, Iowa, is at an exciting juncture in our history. We believe God has a plan to use this body of Christ in wonderful ways in the coming years for His glory and for our joy! Are you the one He has chosen to join in the leadership here?

SCHOOLS

THE PELLA COMMUNITY IS BLESSED WITH 3 DIFFERENT SCHOOL SYSTEMS THAT PROVIDE EXCELLENT EDUCATIONS TO PELLA STUDENTS

PELLA CHRISTIAN SCHOOLS

<http://www.pellachristian.net/>

<http://www.pceagles.org/>

Pella Christian Grade School and Pella Christian High School provide an excellent Christian education for their students. The enthusiastic Christian administrators, teachers and support staff invest in the lives of the children and each other, working to nurture their students to serve in God's kingdom. Pella Christian Grade started in 1913 and Pella Christian High started in 1940. Both have grown and offer a Christ-centered education. Some highlights of PC are fine arts, a Spanish-Immersion program, agriculture courses, great technology and caring teachers.

Go Eagles!



PELLA COMMUNITY SCHOOLS

<https://www.pellaschools.org/>

The Pella Community Schools pursue excellence, develop relationships, and provide a stellar education for over 2,500 students.

The first level is Lincoln Elementary. Next is Jefferson Intermediate, followed by the Middle School and Pella High School. Some highlights are a Career Academy to get college credits for high schoolers, impressive band and theater programs, and early child programs for young children. Pella Dutch has strong goals to push their students to the best of their abilities.

Go Dutch!



PEACE HOMESCHOOL GROUP

<https://peacehomeschool.com/wp/>

The Peace Homeschool Group gives great opportunities for children to learn independently, while still allowing them to be in fun activities such as choirs, field trips, fun nights and P.E. This group has over 100 families and has existed for over 25 years.



PELLA ATTRACTIONS



Shopping – From adult and children’s clothing to kitchen gadgets and gifting, Pella offers a robust array of unique boutiques and shops to fill your every want or need. The Pella Historic Downtown Retail Group routinely hosts events across the entire shopping district that draw large crowds from both near and far. Pella and its residents are proud of its local small-business retail presence that has stood the test of time and consistently attracts tourism throughout the year.



Restaurants – Whether it’s Mexican, Greek, Oriental, Italian, or American, you will find what you are craving in Pella! Fast food, casual, and fine dining options are all available with a wide variety of options. There are also many additional quality eateries in the surrounding towns, such as Oskaloosa or Knoxville. Or just hop on the highway and head to Des Moines where the drive is a quick 40 minutes and the restaurant possibilities are endless!



PELLA ATTRACTIONS

Events – One of the most charming qualities that Pella possesses is the ability amongst its residents to come together. There are many different community-sponsored events that are held each year in Pella that experience large volumes of attendance. The Christmas Tour of Homes in the winter, Red Rock Balloonfest in the summer, and the annual Tulip Time Festival in the spring are just a few of examples of large events that are held each year. Pella also offers events on a more regular and smaller scale. “Thursdays in Pella” is a popular family-friendly event held in Central Park each Thursday evening in June and July. And “Christmas in Pella” is another family-friendly event held each Saturday in November and December where families can take a horse-drawn carriage ride, meet Santa, and sip hot cocoa downtown. New and exciting events are always being formulated to keep Pella a fun and inviting destination for years to come!



PELLA ATTRACTIONS

Pella Tulip Time

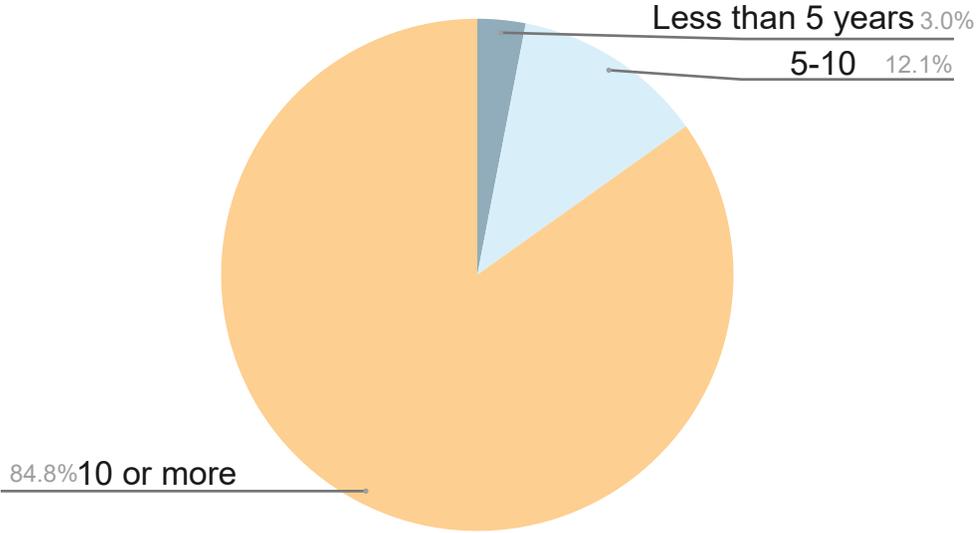
Three days filled with day-time and night-time parades, historical museums, tours, performances, craft shows, and so much more, Tulip Time is an annual Pella tradition with a rich 75+ year history. The town is adorned with hundreds of thousands of beautiful blooming tulips each spring. In the weeks leading up to this beloved first weekend in May, don't be surprised to walk in on a heated debate amongst Pella residents about whether or not the tulips will last until Tulip Time this year.

During the 3-day festival, you will see Pella residents dressed in beautifully detailed Dutch costumes and wooden clogs and snacking on poffertjes, vet bollen, stroopwafels, and funnel cakes all weekend long. Pella school children march hand-in-hand each day-time parade and sing a special song about their Dutch heritage. Floats line the streets and high school and middle school marching bands boast their selected tunes. Each year, a senior female from one of the Pella schools is crowned the Pella Tulip Queen. Along with her four court members, she is chosen to represent our town's values and leads our festival with grace.

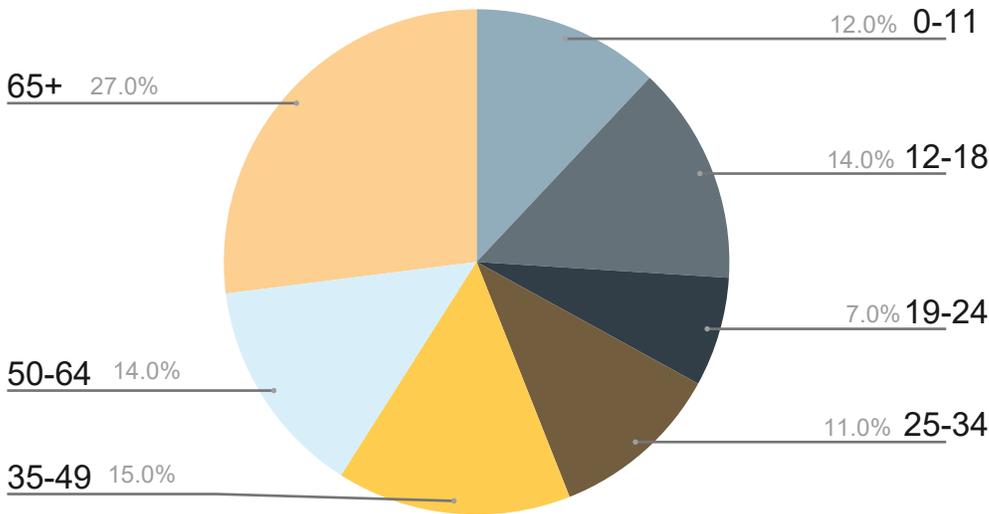
Tulip Time is a weekend where Pella residents come together and show off our beautiful town for the hundreds of thousands of guests milling in our streets. It is also a weekend where many local churches and organizations have the opportunity to fundraise by selling food from one of the many foodstands lining the streets. Faith CRC has been a consistent participant, and our members are eager to assist with food preparation and sales each year. Our dried beef sandwiches on raisin buns are a huge hit year to year!



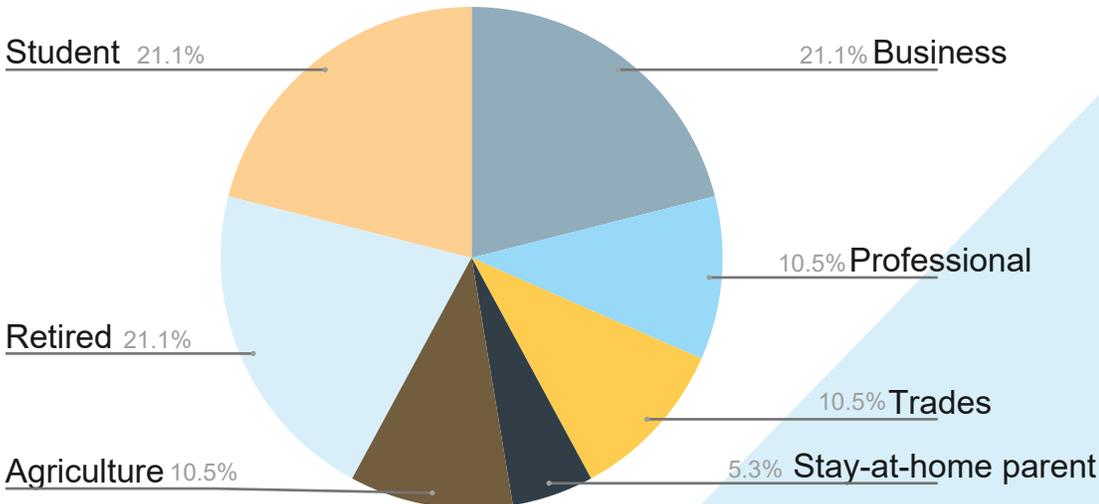
CONGREGATION MEMBERS' TIMES AT FAITH CRC



AGE RANGES FROM FAITH CRC



OCCUPATION RANGE AT FAITH CRC



FAITH MEMBERS

FAITH'S MINISTRY PROGRAMS

OUTREACH & SERVICE

Coffee Break strives to reach out to women seeking to know more about God's Word, and facilitate community among women of all ages. This study meets on Wednesday mornings and includes women from in our congregation and many from the community. Coffee Break also includes Little Lambs and Story Hour for preschool children.

Vacation Bible School (VBS) works to reach out to children of the community with the gospel of Jesus Christ. The churches in Pella all cooperate in this all-town event for one week in June. Each church hosts a different age group, Faith routinely hosting 3rd graders and usually hosts 90-100 kids. The congregation rallies around this outreach, volunteering in many ways to make VBS meaningful and fun for the kids.

Project Serve brings together those willing to serve God and encourage others in their faith by going out to serve in Jesus' name and working where there is a need. This team sends out two or three work teams each year to domestic and international locations. In recent years, members of Faith have served in Cary, Mississippi, Nicaragua, Honduras and Compton, California.

Backpack Program is a program that Faith supports, providing food to needy area school children. Healthy packaged food is sent home with specific children in backpacks for weekend use.

Kid's Hope is a program where adults mentor at-risk children, identified by teachers, from 3 community elementary schools. They aim to provide adult mentorship guidance and friendship.

Umbrella of Care encompasses several ways to serve at Faith. There are many ways members of Faith excel in service and this program helps them serve in areas where they are gifted. Whether it's home repair, car maintenance, food preparation and serving, visiting the elderly or sick, sending cards to church family members, there's a spot for all of Faith members to serve.

The Mission Team works to encourage the congregation to be personally involved with the missionaries we support and to encourage them to be mission-minded. Opportunities include Project Angel Tree, Christian Reformed Home Missions, the Back to God Hour, and Pella Pro-Life.

FAITH'S MINISTRY PROGRAMS

FELLOWSHIP

Daybreak Bible Study is a Bible study that meets every Tuesday morning at 6:15 AM helping women of all ages grow in the Word together. This group has members from in and outside the congregation.

The Fellowship Team works to provide Christian fellowship opportunities within the congregation. Some of the events routinely planned are the Fall Dinner, Pastor Appreciation lunch, the All-Church Picnic, game nights, senior citizen outings, and a graduation celebration for all graduates.

Friendship Bible Hour operates to help those with mental disabilities in their spiritual growth. This group of adults meets on Tuesday evenings for singing, Bible study, and fellowship. The group has members from Faith and other churches in the community.

Men's Prayer Breakfast is a group of men of all ages who meet together for an hour on Saturday mornings to grow in active prayer, supplication and thanks.

The Prayer Chain works to encourage the congregation by supporting each other in prayer. It is a means used to circulate prayer requests or praises by telephone or email to all church members in a timely fashion.

The Prayer Team meets on Wednesday evenings to pray for our church and all of the groups meeting.

Small Group Ministries are in place to provide community within our congregation in a deeper way through relationships and "doing life together." These groups meet at times that work for each group and study Bible study material that is chosen by the group.

FAITH'S MINISTRY PROGRAMS

DISCIPLESHIP

Cadets helps grow boys spiritually, physically, mentally and socially through activities, projects and Bible lessons. It is a club for boy in grades 3-8 that meets every Wednesday evening. Faith's Cadets includes boys and leaders from Faith and other churches.

GEMS (Girls Everywhere Meeting the Savior) is a club for girls grades 3-8 that meets alternate Wednesday evenings. It's a group that encourages girls in their spiritual life, and includes girls from Faith and other churches.

Sunday School classes meet every Sunday morning after church for ages 4-adult. One Faith volunteer oversees the Sunday School curriculum and organization and works closely with Faith's Youth Director.

Faith Young People's is a youth group for teens in 9th-12th grades that meets Wednesday evenings for Bible study, service projects, fellowship and tons of fun! Through these activities the teens learn more about the Christian walk. Our youth group is led by our Youth Director and other adult leaders.

FAITH'S WORSHIP STYLE

Faith desires that its worship allows members and non-memers to encounter and experience God through meaningful services. A thematic approach is utilized during worship. The services are planned by individual members of the Worship Ministry Team. This involves choosing the music and the style in which the music will be sung. Lay members of the congregation lead worship as members of praise teams. Children's messages are included in each morning service and another member of the congregation or the pastor delivers a message to them. They are then dismissed for Kids of the Kingdom, a time spent in singing, a Bible story, a snack and games.

Most services utilize piano, keyboard, drums and guitars. Occasional services are led by piano or organ alone. While live music is preferred for singing, CDs are routinely used as gathering and/or exit music and as accompaniment for solo or small group music. Our morning services are intended to be a blending of old and new elements. Over the past few years, our congregation has joined area churches in large combined evening services once a month.

HISTORY OF FAITH CRC

It all started with a few families from Calvary Christian Reformed Church acting on a vision of starting a daughter church. They began meeting in the summer of 1968 at Pella Christian Grade School. People from other congregations soon joined in with this emerging group.

On October 10, 1968 an organizational meeting was held. Faith Christian Reformed Church was the name they chose. Forty-two families were received as members.

In February 1969 God provided the opportunity to purchase property at the corner of 10th and University. This was near the new public high school and many homes were being built in that area.

Groundbreaking for the building was April 8, 1969. Over the next ten months countless hours of volunteer labor were provided as church members worked alongside the contractors to construct the new building. On February 8, 1970 members worshipped in their new sanctuary and dedication service was held June 21, 1970.

During the first ten years, the membership of Faith grew from 42 families to 114. New families were moving to Pella for employment and newly married couples were joining the young church.

In 1996 Faith CRC was blessed to support the beginning of their own daughter church, Grace Fellowship Christian Reformed Church, as a joint effort with Calvary CRC.

Over the past decades the council and congregation have made thought worthy changes to some policies including in 2008 the change in selection process of council members from election to random selection of nominees approved by the council and affirmed by the congregation. Since 2011 women have served the office of deacon and elder for our church. In 2012 children were welcomed to partake in the sacrament of communion upon the discernment of their parents.

2018 marked the 50th anniversary of Faith Christian Reformed Church. It was celebrated with a Saturday evening meal and program in which all living previous pastors joined in fellowship that night and Sunday morning worship.

As we proceed into the future with God's leading the vision Faith Church is to live to serve our neighborhood, community, and God's world with the love of Jesus.

CHURCH PROFILE FORM

Church Information:

Name: Faith Christian Reformed Church

Location of church [City, State/Province]: Pella, Iowa

Classical Church Counselor: Rev George DenOudsten

Search Committee Contact:

Name: Lee Talma

Address: Lee Talma Faith Christian Reformed 215 E. University Pella, Iowa 50219

Home: _____ Cell: (641) 780-8494 Work: _____

Email address: lemata16@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: 12,000 -14,000

Average Sunday attendance: 375

Active adult professing members: 239

Profile of church members:

Age:

12 % 0-11	14 % 12-18	7 % 19-24	11 % 25-34
15 % 35-49	14 % 50-64	27 % 65+	

Occupation:

% Business	% Professional	% Trades	% Stay-at-home parent
% Agriculture	% Retired	% Student	% Other

Percentage of members belonging to the congregation:

Less than 5 years	3 %
5-10 years	12 %
10 or more years	84 %

Racial/Ethnic composition of congregation and surrounding community:

Mostly Anglo

Composition of congregation:

Mono-Cultural

Multi-Cultural

Specific Ethnicity (specify:

)

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

1. Ryan Faber
2. Ken Schapel
3. John Ritsema

Church Profile:

We are open to:

- Male and Female pastors Female pastors only Male pastors only

List all staff positions: Administrative Assistant full-time
Youth Director 60%
Worship Director part-time
Education/Discipleship Director part-time
Custodian part-time
Lead pastor full time

Position Available: Lead Pastor

Date of vacancy: Jan 2020

General position description:

Our lead pastor will with the help of the Worship Planning Team lead our worship services
Preach each Sunday (one service)
He will help carry out the vision of the Church under the leadership of the elders
He will lead the elders in pastoral care for the congregation
He will take part in the discipleship ministries of Faith Church.

- Full-time Part-time

Bi-vocational position?

- Yes No

Number of years preferred of ministry experience of potential candidate: some experience

Required languages: English

Worship:

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

Our worship planning team works in coordination with the pastor in planning liturgies
Our worship musicians lead in parts of the liturgy as well as music/ singing
Elders and others take part in Congregational prayers.

Describe the worship services in your church:

Worship at Faith is best described as blended. Piano and praise band lead services are well received.
Occasionally services will be organ led. The youth are becoming more involved in leading as a group as well as along side other members.

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

Faith has a good youth discipleship ministry. A combined young people/adult discipleship class,
A mentoring program for youth and a vibrant High School program.
Gems and Cadets are important mid-week ministries.
Adult discipleship is built around Coffee Break
A Mid-week Bible Study for all ages is being offered
Small Groups are also in place

Building/Financial:

Present annual budget: \$567,627

Last year's annual budget: \$565,600

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

Budget

Denominational Ministry Shares 100%

Classical Ministry Shares 100%

Amount contributed above budget and ministry shares:

Specify (optional):

Facilities:

Describe facilities:

Are your buildings adequate for your ministries? Yes No

If no, please explain: Ministries are cramped for space

Is a building program projected? Yes No

If yes, describe what and when: Blueprints are being drawn --no vote taken yet

Does the church own a parsonage? Yes No