

CHURCH PROFILE FORM

Church Information:

Name: Ingersoll Christian Reformed Church

Location of church [City, State/Province]: Ingersoll, Ontario

Classical Church Counselor: Daryl Meijer, Maranatha CRC Woodstock

Search Committee Contact:

Name: Nikki Kuipers

Address: 333932 Hagels Line RR4, Ingersoll, Ontario

Home: _____ Cell: 226-235-2440 Work: _____

Email address: kuipersnikki@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: 13,000

Church Profile:

We are open to:

☐ Male and Female pastors

☐ Female pastors only

☒ Male pastors only

List all staff positions:

Full-time Pastor, part-time secretary, part-time custodian

Position Available: Full-time Pastor

Date of vacancy: 09/2017

General position description:

To minister to the Ingersoll Christian Reformed Church, providing pastoral shepherding, including; preaching the Word, administering the sacraments, and conducting public worship services.

☒ Full-time

☐ Part-time

Bi-vocational position?

☐ Yes

☒ No

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

Required languages: English

Church Demographics:

Average Sunday attendance: 100

Active adult professing members: 145

Profile of church members:

Age:

18%	0-11	10%	12-18	5%	19-24	11%	25-34
20%	35-49	18%	50-64	18%	65+		

Occupation:

7%	Business	5%	Professional	35%	Trades	5%	Stay-at-homeparent
2%	% Agriculture	20%	% Retired	13%	% Student	18%	% Other

Percentage of members belonging to the congregation:

Less than 5 years	5%
5-10 years	5%
10 or more years	90%

Racial/Ethnic composition of congregation and surrounding community:

Our congregation is primarily Caucasian. The racial/ethnic composition of Ingersoll and surrounding areas is Caucasian, Black, and Asian.

Composition of congregation:

Mono-Cultural

Multi-Cultural

Specific Ethnicity (specify: primarily Dutch)

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List the last three persons in this position:

1. Pastor Norman Visser
2. Pastor Dirk Miedema
3. Rev. J. Koole

Worship:

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

Our Worship Committee delegates and plans most worship services and the participation by our congregation.

Describe the worship services in your church:

Our worship services are equally blended between traditional and contemporary.

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

Our congregation is ready and eager, but we are lacking the leadership and tools to equip us for discipleship.

Building/Financial:

Present annual budget: 252,499

Last year's annual budget: 244,899

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

177,900

Denominational Ministry Shares 36,936

Classical Ministry Shares 8,867

Amount contributed above budget and ministry shares:

Specify (optional):

Facilities:

Describe facilities: 50+ yr old block building. Currently limited space and function: Sanctuary, hall, 5 classrooms, office, boiler room, library, men & women's bathrooms, kitchen and nursery.

Are your buildings adequate for your ministries?

☐ Yes

☒ No

Is a building program projected?

☒ Yes

☐ No

If yes, describe what and when: Present-2020

Does the church own a parsonage?

☒ Yes

☐ No

Location of office or study: In church building, main hallway.

- Parsonage is currently occupied and unavailable to a new pastor for the foreseeable future.

Compensation:

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

Compensation Survey for our area: ☒

If other, please specify:

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

\$

or

based on inflation 0-1.5%

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 (#weeks) TBD
- ☒ Other (please specify) Hospitality allowance

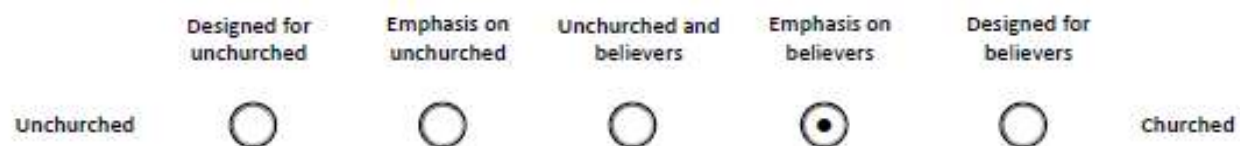
Church Characteristics:

[Check which one(s) are closest to your church's 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



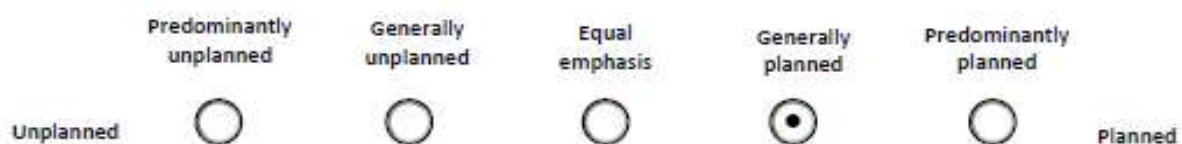
In our church, LEADERSHIP is generally provided by the



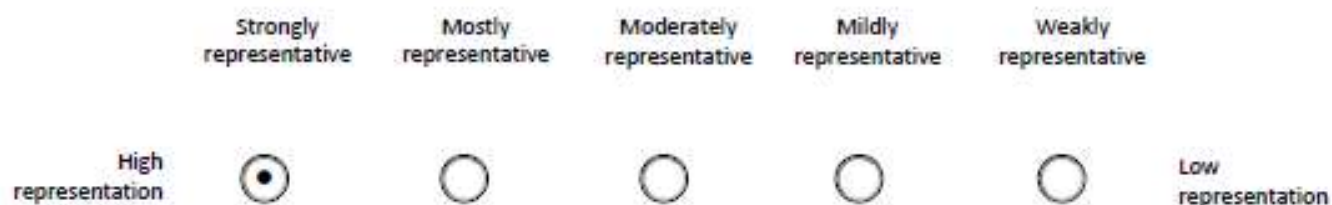
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through



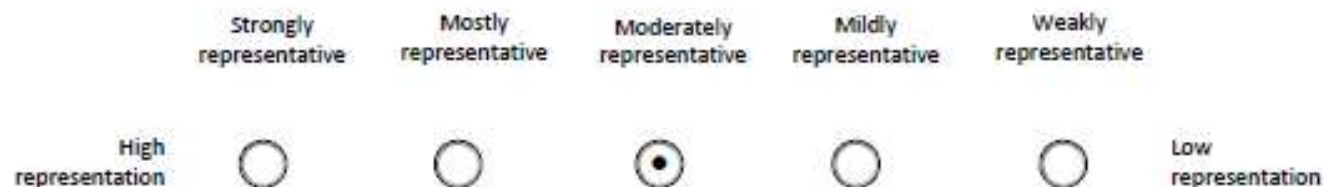
In our church, EVANGELISM STRATEGIES AND METHODS are



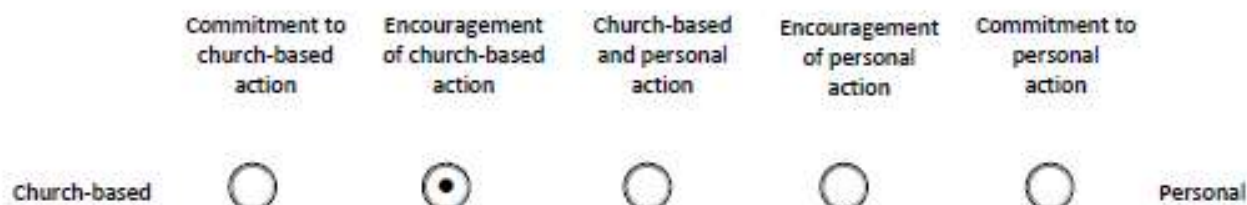
Our church is representative of the ECONOMIC DIVERSITY of our community



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:

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

Yes ☒

No ☐

In what ways does your church participate in ecumenical activities?

Our church participates in the Ingersoll Ministerial Society, nursing home services/singing, church services in our local park, World Day of Prayer, Right to Life ministries and sponsorship of a Syrian refugee family.

Reflect on your strengths/gifts as a church:

Caring church community; strong church programs; multi-generational; teachable congregation; many gifts and talents; good work ethic/strong workers.

Reflect on your passions as a church:

Many individual passions within Ingersoll CRC that help us show the Glory of God. Some of our main passions are our Friendship ministry, Prayer Group, Nursing Home Ministries, GEMS, and Cadet programs.

List specific problems with which your congregation struggles:

- Complacency
- Lack of direction and leadership
- Facilitating our youth program
- Initiating, implementing, reviewing policies

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

- Proposal and beginning of renovations
- Renewal of mission and vision statements

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

Spirituality growth and community outreach.

Describe what being Christians of Reformed accent means to you:

We want to move beyond the form of reformed to living out our spiritual life being re-formed to the image of Christ. We believe in the sovereignty of God, the authority of Scripture, and a need for disciplined holiness in personal life. We strive to disciple each person that God brings in our contact so that God can transform them into the image of His Son.

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

We are involved in Classis Chatham, Synod, and previously the Day of Encouragement.

Identify some of the cultural challenges facing Christians and Christian churches today:

- Tolerance and complacency scale
- Breakdown of the family
- Understanding of what "truth" is
- Threatened safety/terrorism on a local and global
- View that the Bible is irrelevant

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

- 1) Establishment of Ingersoll Christian Reformed Church
- 2) Transition from authoritarian church structure to egalitarian (ie. filling in separate council door, lowering the pulpit, women as office bearers)
- 3) Physical renewal: renovations/addition Spring 2018 and Spiritual renewal: new vision and Pastor Search

Leadership:

How many council members does your church have? 12

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

How often does the full council meet? 1/month

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

- 1) Full council - 1/month
- 2) Executive council - 1/month
- 3) Elders - 1/month
- 4) Deacons - 1/month