

Living Hope Christian Reformed Church

Peterborough, Ontario



Church Profile 2020

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1.0 Church Information

Name: Living Hope Christian Reformed Church
Location: 1 Consumers Place
Peterborough ON K9L 0C5
Website: www.livinghope.on.ca
Email: office@livinghope.on.ca
Phone: P: (705) 740-9293
Classis: Quinte
Liaison Pastor Ben vanStraten
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1.1 Search Committee Contact

Name: Jim Vandenberg
Address: 1734 Kinsale Road Ennismore ON K0L 1T0
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1.2 Vision, Mission and Purpose

Our Vision:

Passionately following Jesus; sharing Him with the world He loves!

Our Mission:

God calls us to invite others to join the journey as together we:

- Experience genuine community (BELONG)
- Explore faith in Jesus Christ (BELIEVE), and
- Express Jesus' love to others (BLESS)

Our Purpose:

To See God's Truth Set People Free!



1.3 Church Survey

Portions of this church profile were updated through a survey completed by members and adherents in May 2020. The full survey report is available as a separate



document. This survey and profile highlight the way we were, before the COVID-19 pandemic. Our goal is to find a new Senior Pastor to help lead us through to what we need to become given the new challenges with meeting.

1.4 Community Setting

The City of Peterborough is a smaller city of approximately 82,000 people which is largely suburban. It is part of the County of Peterborough, with a population of 138,000.

Peterborough hosts several industries as well as Trent University. It is also a gateway to many recreation opportunities. Increasingly it may also serve as bedroom community with the extension of Highway 407 from Toronto.

In general, the population of Peterborough has been relatively static, experiencing only small growth in the last ten years.

Living Hope CRC is located in the southeast corner of Peterborough near the corner of Lansdowne Street and Highway 7.

2.0 Staff Profile

2.1 We are open to

Male and Female pastors ☒

Female pastors only ☐

Male pastors only ☐

2.2 Current Staff

Senior Pastor: Vacant

Youth Pastor: Al Westerman (Full time)

Adult Ministry Coordinator: Christy Stover (Part time)

Children's Ministry Coordinator: Carol Patterson-Leclerc (Part time)

Worship Ministries Director: Michael Broersma (Part time)

Office Administration: Emeline Schmidt (Part time)

Bookkeeper: Joanne Brethour (Part time)

Custodian/Facilities Manager: Linda Millard (Part time)

2.3 Position Available

Living Hope CRC is searching for a Senior Pastor to lead our congregation. This will be a full-time position (i.e. not bi-vocational). The required language is English. Our pastor is required to be ordained by the Christian Reformed Church. Refer to www.crcna.org-candidacy for more details.

2.4 Former Senior Pastors

Living Hope CRC has had two senior pastors since it was first formed June 1993.

- Pastor Shawn Brix (August 22, 2011 to December 31, 2019)
- Pastor Karl House (Original Pastor - 1994 to 2009)

3.0 Senior Pastor Job Description

3.1 Biblical Purpose

To bring glory to God the Father by being a faithful disciple of Jesus Christ, by being a loving spouse and parent (if applicable), by being a visionary and equipping servant-leader for Living Hope CRC, by being a compassionate witness to the community, and by being involved in Church in the City, desiring to see all people in the Peterborough area come to a deeper understanding of Christ, all through the power of the Holy Spirit.

3.2 Mandate

The Senior Pastor guards and guides the spiritual growth and formation of Living Hope's council, staff, ministry members, members, attenders, and seekers. The Senior Pastor promotes the vision and mission of Living Hope to the congregation and community. The Senior Pastor will have major responsibility for preaching and worship and for supervision of ministry staff. In two words – to feed and lead Living Hope.

3.3 Responsibilities

Prayer

Prayer and a relationship with Christ are the foundation upon which everything else is built. The Senior Pastor will spend personal time in prayer and will retreat for a minimum of two days per year to pray for Living Hope and its mission, will model and encourage prayer in all meetings, and will preach on prayer yearly.

Preaching (Sunday morning services)

The Senior Pastor will preach most of the sermons at Living Hope and oversee pulpit supply when they are not available to preach.

Servant-Leadership

The Senior Pastor will lead the church in seeking God's will and following God's agenda. This includes at least the following;

- Serve on the Administrative Council as an ex-officio non-voting member
- Serve on Full Council as an ex-officio non-voting member
- Meet one-on-one with members of Council for encouragement, accountability, and support as needed
- Lead the Pastoral Care Elder team, supporting and encouraging them in their work

- Attend all Classis meetings and participate in the work of Classis as time and circumstances allow
- Be involved in one official capacity with the Christian Reformed Denomination
- Be responsible for growing/harvesting/developing/supporting leaders from within our congregation

Worship services

The Senior Pastor has oversight and will work alongside our Worship Ministry Director as they lead the Praise Team leaders and others in our Worship Ministry.

Pastoral Care

The Senior Pastor, in partnership with the Pastoral Care Elders, Pastoral Care Workers, Stephen Ministry team, Connect Group Leadership Team, and other staff will ensure appropriate pastoral care is provided to those inside and outside the fellowship of Living Hope.

Teaching Ministry

The Senior Pastor will participate in teaching classes at Living Hope. (i.e. classes for Profession of Faith, Living Hope 101, Discipleship classes, etc.)

Evangelism/Outflow and Welcome & Enfolding Ministries

The Senior Pastor will provide leadership to those serving Living Hope's "Evangelism/Outflow" and "Welcome and Connect" ministries. The Senior Pastor will recruit, support, and equip ministry leaders in these ministries, assist in developing and managing their annual budgets, and ensure these ministries are contributing towards Living Hope's overall vision and mission.

Community Ministry

The Senior Pastor will be part of Peterborough's Church in the City movement, promoting it and performing duties associated with it. They will also initiate, develop, and support partnerships with churches and other ministries or agencies that will enhance the growth of God's Kingdom in Peterborough.

Staff Supervision & Professional Development

The Senior Pastor is expected to show strong leadership as they oversee and direct all ministry staff. They will:

- Meet with staff for reporting and accountability
- Not be afraid to deal with conflict and division among members and staff
- Report to Administrative Council regarding staff
- Evaluate staff with one member of Administrative Council (not the Office Administrator)
- Submit to a yearly evaluation by Administrative Council

- Identify professional development opportunities for staff that fit with Living Hope's mission and direction
- Attend courses, workshops, conferences, and retreats that will help them in their calling to serve Living Hope and the community

COVID-19 and Online Worship Development

Given the current challenge with meeting during the pandemic, the Senior Pastor will work with the Worship coordinator to prepare digital material and enhance our online presence to reach out and serve our members and community.

3.4 Compensation

1. The salary range we are prepared to offer our new pastor is based on the CRC Minister Compensation Survey for our area.
2. The average annual increase for this position over the past three years is ~2%
3. Housing:

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

4. Benefits and expenses:

- ☒ Pension
- ☒ Medical insurance (Through Chamber of Commerce)
- ☐ Life insurance
- ☒ Canada Pension
- ☒ Car/Phone
- ☒ Continuing Education funds
- ☐ Continuing Education time allotted
- ☒ Sabbatical policy in place
(3 months after 5 years. Vacation reduced 75%, full salary remuneration)
- ☒ Annual vacation (5 weeks)

4.0 Church Demographics

4.1 Age

0-11 18% 12-18 10% 19-24 4% 25-34 6% 35-49 14% 50-64 28% 65+ 20%

4.2 Occupation (Evaluated from the survey)

Business 13% Professional 28% Trades 4% Stay-at-home parent 4% Retired 45%
Student 6%

4.3 Years attending at Living Hope (Evaluated from the survey)

Less than 5 years 19% 5-10 years 15% 10 or more years 66%

4.4 Composition of the City of Peterborough / County of Peterborough*

Not a visible minority: 95.6%

South Asian: 1.2%

Chinese: 0.7%

Black: 0.7%

Filipino: 0.4%

Other: 1.6%

First Generation: 10%

Second Generation: 14%

Third Generation or more: 76%

* Information from 2016 census

4.5 Composition of congregation

Mono-Cultural ☒

Multi-Cultural ☐

Specific Ethnicity (Dutch community, but wide variety of backgrounds)

Professing Members: 202 Non-professing: 96

5.0 Worship

5.1 Planning and Participation

Sunday worship services typically involve the following people. Note that this does not necessarily include the entire team.

Planning:

- Senior Pastor: 1
- Worship Director: 1
- Sound: 1
- Media Shout: 1

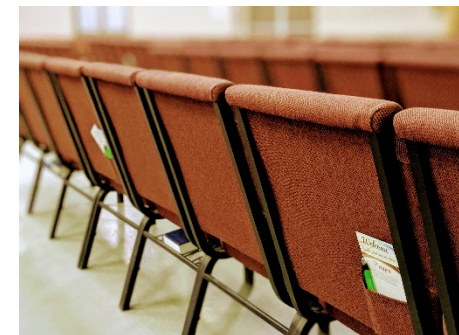
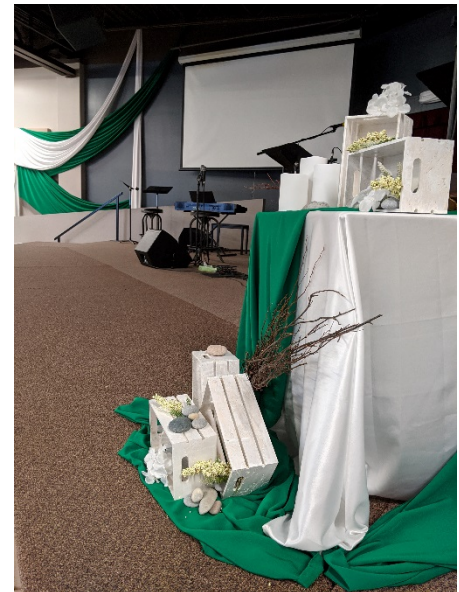
Participation:

- Greeters: 4 to 6
- Ushers: 3 to 4
- Prayer Team: 4 to 8
- Service Elder: 1
- Deacons: 4
- Praise Team: 4 to 8
- Sound and Media Shout: 2 to 3
- Welcome/Reception Desk: 1
- Sunday School/Nursery Sign In: 2

5.2 Order of Worship

- Sunday mornings at 10:00am. Contemporary format
- Opening welcome, prayer
- Worship music (3 songs)
- Children's Blessing (Dismissed to Sunday School)
- Introduce service elder, prayer for Church
- Sermon
- Offering (With worship music)
- Worship music (2 songs)
- Closing prayer and benediction
- Closing Worship song
- Finished around 11:30

Worship is currently offered through our website at www.livinghope.on.ca during the pandemic. We encourage all applicants to view a few of the weekly worship services found through our online links.



5.3 Sunday School Program

We are excited to provide Sunday School programs from nursery to the end of Grade 6.

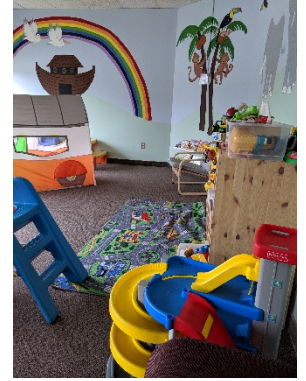
Little Sprouts (Nursery): 8 average

Preschool Lambs (Age 3-JK): 7 average

Elementary Sheep (SK-Grade 2): 8 average

Elementary Shepherds (Grade 3-4): 6 average

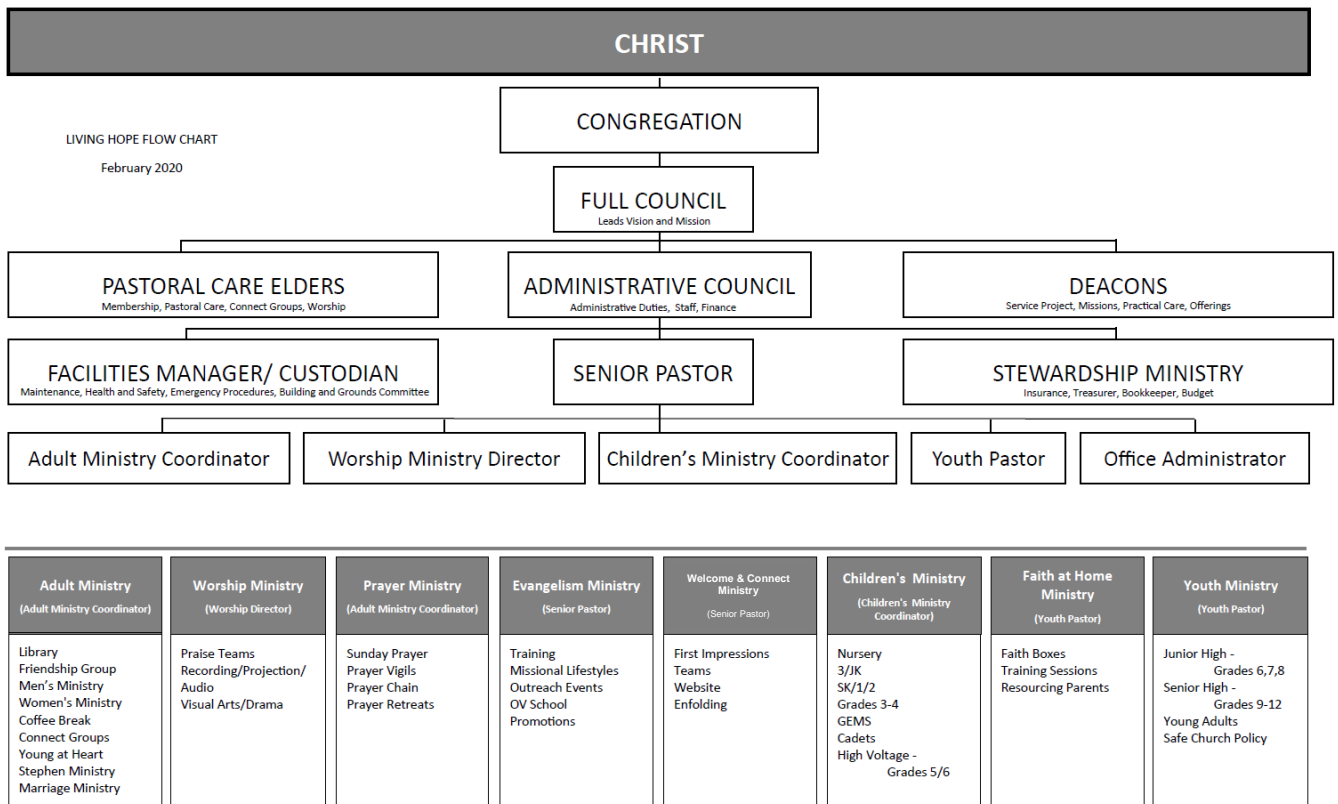
High Voltage Disciples (Grade 5-6): 4 to 5 average



The High Voltage program alternates weekly between regular classes and participating in the sermon. On those weeks with the sermon, the children return to their classroom after to discuss the main points and application.

6.0 Programs and Discipleship

Please see the following Organization Chart for Living Hope CRC Ministries. At Living Hope, we are intentional in our prayer to understand what God wants for us. This helps us guide volunteer development and engagement with our community and beyond.



6.1 Faith At Home

Faith At Home has been an ongoing ministry for the last 10-15 years as we move away from an expert led culture to that of equipping lay leadership. The goal is to walk along, partner with, equip and encourage disciples. There are two key components to Faith at Home:

1. Ministry outreach to equip parents
2. Philosophy of living out life for God throughout the whole week, not just Sunday morning

Parents have the most influence on living out faith and are the primary disciplers for their children. The new Pastor is encouraged to equip parents on this journey, adapting an attitude of willingness to grow and becoming a champion of this.

6.2 Adult Ministry

We have several programs that serve our adult members, with a dedicated staff member to help support, encourage and equip the other leaders within the church.

- Separate men's and women's ministry
- Coffee Break (Social and spiritual connect time for women)
- Connect Groups (Small groups meeting throughout the week)
- Young at Heart (Connecting older members along with Cephas CRC)
- Friendship Group (For people with and without disabilities)
- Stephen Ministry (One to one Christian care)
- Pastoral care (Short term and long term support)
- Marriage Ministry (Mentoring for couples on living out covenant marriage)

6.3 Worship Ministry

The worship team is a key part of the main worship service each Sunday, working closely with the pastor to support and strengthen the main message through scripture, song and prayer. This ministry has also risen to the challenge of COVID-19 through virtual worship, working with members and council to provide weekly biblical teaching, prayer and songs through our YouTube channel.

6.4 Prayer Ministry

The prayer ministry supports all the other ministries within the church. This team meets regularly during the week and on Sunday to pray for, encourage and listen for God's direction for Living Hope. We have a dedicated prayer room that is always open on Sunday for those who need to feel God's comfort with support from our prayer team.

6.5 Welcome and Connect

The members of this team are often the first connection visitors have with Living Hope. They provide visitors with an overview of the church and its programs (included in a gift

package) and provide support during the service (i.e. Sunday School for children). Currently this is managed with our Admin staff, but this is expected to be led by the Senior Pastor.

6.6 Evangelism and Missional Support Ministries

We support several local evangelical ministries including the Otonabee Valley School meal programs, Basketball camp for children and youth, Kawartha Youth for Christ, Church in the City, One Million Meals, Better Together and local food banks.

We also support missionary families serving God locally and around the world.

6.7 Youth Ministry

Living Hope participates in several exciting children and youth ministries for our members in the church and in the community.

- Cadets, serving boys from Grade 2 to 6. Held at our sister church, Cephas CRC
- GEMS, serving girls from Grade 2 to 6
- K2, serving students from Grade 6 to Grade 8
- Underground, serving students from Grade 9 to 12



7.0 Leadership

7.1 Council Members

Full Council: 14 members

Administrative Council: 7 members (Includes Pastor and Clerk)

Pastoral Care Elders: 4 members

Deacons: 6 members

Admin council meets twice a month. Pastoral care and deacons meet separately once a month. The full council meets on a quarterly basis. For details on the different support ministries, please see Section 6.0.

7.2 Term

The term for Council members is 3 years. The term for deacons is 3 years as well.

7.3 Church Growth Task Force

Living Hope Council created the Church Growth Task Force (CGTF) in 2019 to explore how Living Hope could reach out to the community. The CGTF prayerfully considered the mission of Living Hope: Belong, Believe, Bless and the current strengths and weaknesses of our ministry. They also reviewed the Burning Bush Project proposal that was submitted to Council in 2016 and noted that, at that time God seemed to lead

Living Hope to focus primarily on the first two parts of the mission: Belong and Believe.

The current CGTF proposal complements the work that was accomplished as a result of the Burning Bush Project by now focusing largely on the third part of Living Hope's mission: Bless. God is calling Living Hope to reach those in nearby communities and to share His love and hope with them. The report called "Our Neighbours, Our Blessing" was completed in December 2019.

8.0 Building/Financial Information

8.1 Budget

1. Present annual budget: \$550,000
2. Last year's annual budget: \$558,700
3. Percentage of financial obligations met (last complete year reported):
 - a. Budget: 92% (\$5,000 surplus)
 - b. Denominational Ministry Shares: 45%
 - c. Classical Ministry Shares: 100%
 - d. Amount contributed above budget and ministry shares: \$109,277
 - e. Outstanding mortgage: \$510,000

8.2 Facilities

1. Describe facilities:
 - 23,500 square foot facility with large sanctuary, warming kitchen and multi-purpose space for community events/groups
 - Located near the corner of Lansdowne Street and Highway 7
 - Five offices available for ministry staff
 - Wheelchair accessible
 - Recent upgrades included roof replacement and LED light installation
2. Are your buildings adequate for your ministries? Yes: ☒ No ☐
3. Is a building program projected? Yes ☒ No ☐

Building fund developed through offerings. Upcoming repairs include brick wall at rear of building. Recently replaced the roof and upgraded to LED lighting.

4. Does the church own a parsonage? Yes ☐ No ☒
5. Location of office or study: Church building, near main entrance



9.0 Church Characteristics

1. Presently, the FOCUS OF OUR CHURCH'S MINISTRY is:

	The community exclusively	The community primarily	The community & current members / participants equally	Current members / participants primarily	Current members / participants exclusively	
External	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Internal

2. In our church, the WORSHIP SERVICE IS DESIGNED FOR:

	Designed for unchurched	Emphasis on unchurched	Unchurched and believers	Emphasis is on believers	Designed for believers	
Unchurched	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Churches

The worship leans more towards believers, but also is relevant to the unchurched.

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

	Contemporary	Mostly contemporary	Blended	Mostly traditional	Traditional	
Contemporary	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Traditional

We include some hymns from time to time, but it is not balanced between contemporary and traditional.

4. In our church, LEADERSHIP is generally provided by the:

	Predominantly lay leaders	Frequently lay leaders	Lay leaders and pastoral share leadership	Lay leaders' function under pastoral staff	Predominately pastoral staff	
Congregational members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Pastoral staff

5. Our church seeks to ENCOURAGE SPIRITUAL GROWTH through:

	No specific ministries	Ministries for a few groups	Ministries for selected groups	Ministries for most groups	Ministries for all groups	
Informal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Formal

6. In our church, EVANGELISM STRATEGIES AND METHODS are:

	Predominately unplanned	Generally unplanned	Equal emphasis	Generally planned	Predominately planned	
Unplanned	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Planned

7. Our church is representative of the ECONOMIC DIVERSITY of our community:

	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	
High representation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Low representation

8. Our church is representative of the ETHNIC DIVERSITY of our community:

	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	
High representation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Low representation

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

	Commitment to church- based action	Encouragement of church- based action	Church-based on personal action	Encouragement of personal action	Commitment to personal action	
Church based	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Personal

10. Our church's MISSIONAL FOCUS is:

	All local	Mostly local	Equally local and global	Mostly global	All global	
Local	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Global

10.0 Church Story

10.1 Who We Are

Those who call Living Hope CRC home come from a variety of backgrounds. Some grew up in a church; some are entirely new to church. Many were born in Canada; a number were born in other countries around the globe. Some are seniors; many are young. A number are married and raising families; several are serving God as singles.



In the midst of our diversity, though, we also have many things in common. The greatest of those is that we all share a desire to know Jesus more fully and to learn what it means to live with Him at the center of our daily lives!

Our Vision: Passionately following Jesus; Sharing Him with the world He loves!

Our Mission: God calls us to invite others to join the journey as together we:

Experience genuine community (BELONG)

Explore faith in Jesus Christ (BELIEVE), and

Express Jesus' love to others (BLESS)

Our Purpose: To See God's Truth Set People Free!

10.2 Participation in Ecumenical Activities

- Church in the City
- Cephas CRC is our sister church in Peterborough. We join with them in worship on Labour Day week-end
- We join with the Free Methodist Church across the street for Good Friday services
- Send people regularly to Classis
- Join with Ferndale Church for youth activities

10.3 Congregation Survey

1. List what you believe are our strengths/gifts as a church.

These are the following top five strengths of Living Hope:

- We are a welcoming church, with strong support on pastoral care and meeting physical and spiritual needs
- We support local and international ministries with generous giving
- We have a great team of volunteers and members
- A strong focus on biblical teaching and preaching
- We have meaningful programs with strong prayer team support

2. List specific problems with which your congregation struggles.

These are the main challenges at Living Hope:

- Maintaining membership and following up with those who leave
- Time contributions from more members, need more volunteers and the younger generation to get involved
- Increasing community involvement and deeper connections within the church family
- Lacking a passion for spiritual growth

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

Staffing issues, pastors leaving, and COVID-19 were listed as the most interesting or challenging event in the last three years. Also listed was the Revival Life Action summit and the impact of our church ministries.

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

One of the major projects undertaken recently has been through the Church Growth Task Force, described in Section 7.3. The focus of this effort has been to identify ways to bless and reach out to our local community and neighbourhoods and to encourage personal faith growth among our members.

5. Describe what being Christian Reformed means to you.

Living Hope is part of the Christian Reformed Church in North America. If the church universal is the trunk that gives us root, then the Reformed tradition and, more specifically, our own Christian Reformed denomination, make up the branch on which we grow.

One of teachings that this branch of the Christian family highlights is the belief that sin has so infected and affected every aspect of our lives that apart from Christ we are spiritually dead and in bondage to sin. Because of this spiritual condition we cannot make a move to God unless He first makes a move to us, liberating us from the power of sin and giving us spiritual life. We believe He has graciously done just that through the sacrifice of Jesus and that He continues to do that through the power of His Word and the regenerating work of the Holy Spirit who leads us to repentance and faith.

We also stress God's unique relationship with our families. God doesn't just relate to us as individuals, but to us as families from generation to generation. In other words, God

cares deeply about our children and He calls parents and the whole Church to raise them to know, love, serve and share Jesus Christ as both Saviour and Lord.

Another biblical teaching that we highlight is the fact that Jesus is Lord of all of life. There is no aspect of life as individuals, families, church and even communities and nations that doesn't fall under His ultimate authority. Therefore, we seek to live according to the principles of His Kingdom in every facet of life – from education to recreation, from work to entertainment, from science to politics.

Our recent survey indicates that the congregation is very supportive of belonging to the CRC. We acknowledge a small portion of the members attend not necessarily because it is CRC, but rather because the church is supportive of their continuing faith journey.

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

As mentioned earlier, if the church universal is the trunk that gives us root, then the Reformed tradition and, more specifically, our own Christian Reformed denomination, make up the branch on which we grow. Our relationship with the CRC through Quinte Classis provides us a common ground to discuss all issues and opportunities that God challenges us with and to receive or provide support as we need it with our member churches.

At Living Hope CRC, we perform infant baptisms and dedications, as well as believer baptisms.

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

The top three identified in a recent survey include:

- Purchasing the current building
- Revival Life Action Summit
- Ministries of Pastor Karl House and Pastor Shawn Brix.