

Church Profile Form

Oak Hills Christian Reformed Church

Church Information:

Name: Oak Hills Christian Reformed Church

Location: Beaverton, OR

Classical Counselor: Brad Vos

Search Committee Contact:

Name: Kevin Smit

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Community Setting:

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

Approximate population of community: Beaverton area is approx. 100,000 and greater Portland is about 2 million

Church Profile:

We are open to:

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

List all staff positions:

- Lead Pastor (this position)
- Children & Youth Pastor
- ½ time Ministry Coordinator
- 15 hrs./week janitorial/grounds

Position Available: Lead Pastor

Date of vacancy: 9/1/2022

General Position Description:

Leadership in the areas of preaching, outreach, worship, life of the church, pastoral care, discipleship, and engagement with other area CRC churches.

For more details, see the attached Senior Pastor Job Description

Full-time position?

- ☒ Yes
☐ No

Bi-vocational position?

- ☐ Yes
☒ No

Number of years preferred ministry experience of potential candidate: 5+ or equivalent

Required languages: English

Church Demographics:

Average Sunday Attendance: 115

Active adult professing members: 139

Profile of church members:

Age	Percentage
0-11	15%
12-18	7%
19-24	5%
25-34	7%
35-49	8%
50-64	25%
65+	33%

Percentage of members belonging to the congregation:

Duration	Percentage
Less than 5 years	10%
5-10 years	9%
10 or more years	81%

Racial/Ethnic composition of congregation and surrounding community:

Primarily Anglo/Caucasian with mix of Pacific Islander/Asian, Indian, African American, Chinese, Korean, Hispanic/Latino, and various other ethnicity groups in the community. The church has a small representation of Pacific Islander/Asian and Latino.

Composition of congregation:

- ☒ Mono-Cultural
- ☐ Multi-Cultural

List the last three persons in this position:

1. Carl Leep (34 years)
2. Gary Hutt
3. Peter Niewick

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

We have a few individuals who rotate and help to choose music and plan the flow of the worship service and lead sections of worship each Sunday. There are others who participate through playing piano or instruments and/or singing each week. Typically, there will be 4-6 individuals involved through music, someone who puts the projection program together and another to run the projection of that program during the service, a deacon, a scripture reader and sound tech who are all involved.

Describe the worship services in your church:

Fairly traditional with a splash of contemporary music here and there. Our services are somewhat relaxed and include a time to greet one another (at least prior to Covid) and a children's message before the kids are dismissed to their Children's Worship time. "Perfection in performance" is not an expectation. The primary instrument is the piano (we don't have an organ), often a guitar, sometimes drums, trumpet, or violin.

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

All are encouraged to participate in the life of the church through small groups, education classes, serving on or helping our ministry teams as we learn and grow together. Being encouraged through learning from God's Word, we support and encourage one another in a variety of ways throughout the week. This happens in both organized ways (ministry/serving on ministry teams or the council/classes etc.) and through relationships built naturally within our congregation.

Building/Financial:

Present annual budget: \$374,250

Last year's annual budget: \$368,300

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

Budget: 100%

Denomination Ministry Shares: 100%

Classical Ministry Shares: 100%

Amount contributed above budget and ministry shares:

Specify (optional):

Facilities:

Located in a park-like setting with a unique building with a high-pitched roof, open rafters, 8' windows on both sides of the sanctuary. We are in the heart of the community. Our buildings are older but very nicely kept. The adjacent parsonage has been recently updated and is quite spacious.

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 the church building, with plenty of space in the parsonage as well if desired.

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:

Housing:

- ☐ Housing allowance
- ☐ Parsonage only
- ☒ Either of the above (Parsonage preferred)

Benefits and expenses:

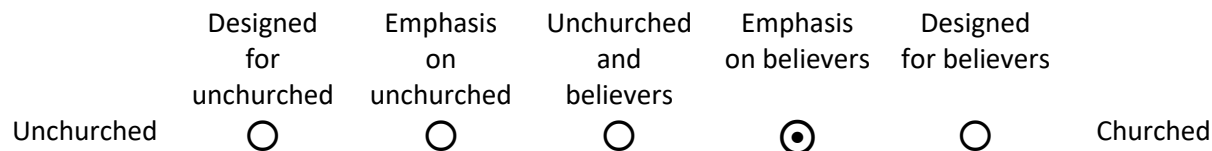
- ☒ Pension
- ☒ Medical insurance
- ☒ Life Insurance
- ☒ Social Security or Canada Pension
- ☒ Travel/Mileage
- ☒ Continuing Education Funds
- ☒ Continuing Education time allotted
- ☒ Sabbatical Policy in place
- ☒ Annual Vacation (# of weeks)

Church Characteristics:

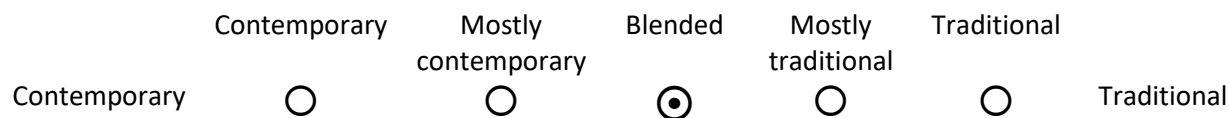
Presently, the FOCUS OF OUR CHURCH'S MINISTRY is



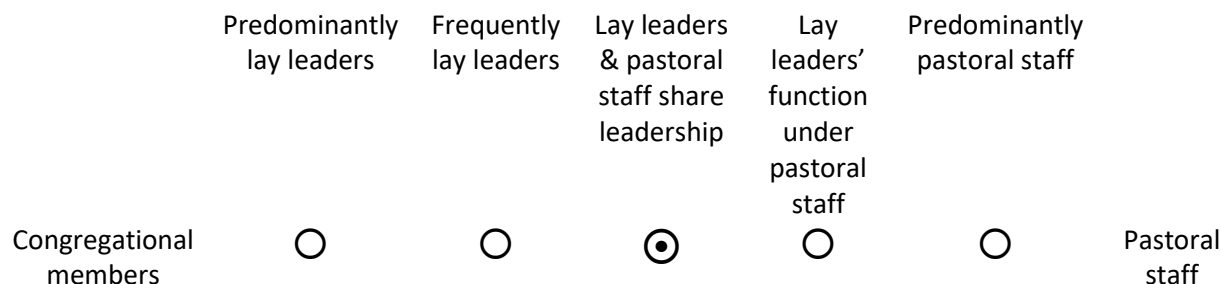
In our church, the WORSHIP SERVICE IS DESIGNED FOR



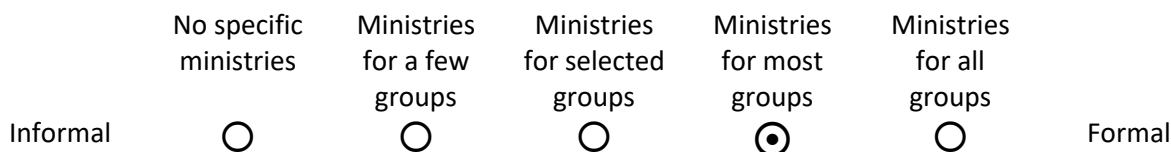
In our church, the STYLE OF MUSIC used in the worship service is



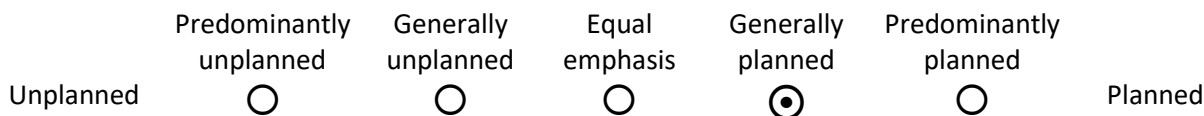
In our church, LEADERSHIP is generally provided by the



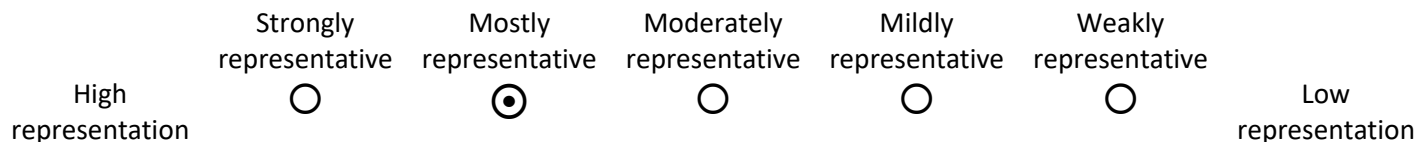
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through



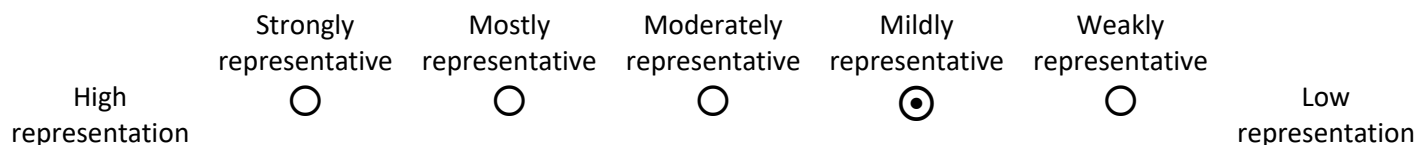
In our church, EVANGELISM STRATEGIES AND METHODS are



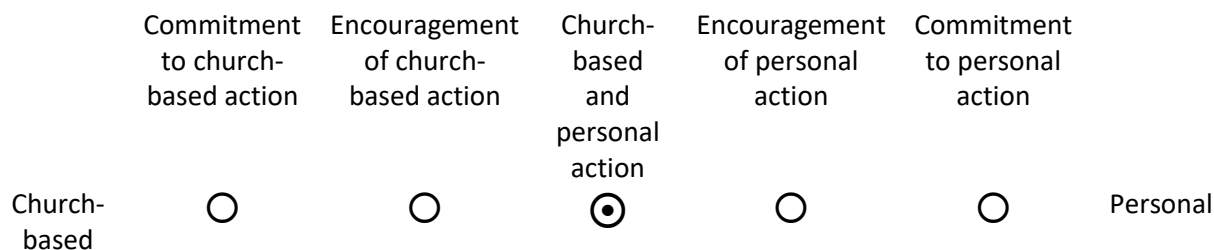
Our church is representative of the ECONOMIC DIVERSITY of our community



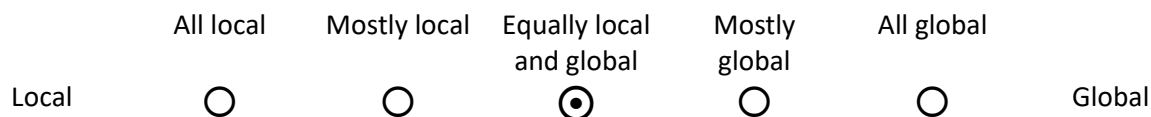
Our church is representative of the ETHNIC DIVERSITY of our community



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?

Involvement in Classis Columbia, meeting with area CRC Pastors. We contribute to a variety of missionaries as well as local ministries.

Reflect on your strengths/gifts as a church:

Friendly and loving community, multi-generational, strong commitment to God's Word, commitment to ministry for children and youth (both volunteers and paid staff). Close and caring relationships are a key component to individuals and families choosing to be a part of Oak Hills Church.

Reflect on your passions as a church:

Centrality of God's Word - in worship, for personal direction and desiring to teach the truths in Scripture are all vital to us.

Loving Fellowship - we refer to each other as our church FAMILY. We love and care for one another in good times as well as hard times.

Ministry to Children & Youth - we are physically located across the street from an elementary school and provide a very special ministry called "Kids' Club" (prior to Covid had about 80 students attending). We also have "SonSeeker's Summer Camp" (VBS type program) each year and fill up very quickly having a great reputation. We have a preschool that serves our community. We provide various classes and regular youth groups.

List specific challenges with which your congregation struggles:

- Improve our ability to enfold community members who visit
- Growth - both in numbers and faith formation.
- Meeting the needs of a widely diverse group of people (ages, world views, etc.) – it is difficult to offer needed support to each person.
- Re-engaging our post college students in the life of the church.
- Finding new volunteers; for worship, ministry teams, etc.

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?

Covid forcing us to meet via live streamed worship service and the challenge to get everyone back in person. Facing the challenge of finding a new head pastor after the same person has been here for 34 years.

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

- Continue to support and strengthen our church family and exiting ministries
 - Transitioning well to a new Senior Pastor welcoming them to our church family
 - Growing new leaders and participants within ministry teams
 - Growing together as an intergenerational body of believers
- Renewed emphasis on attracting and retaining new members
 - Attracting and enfolding young adults and young families.
 - Improving our ability to connect with our community and beyond
 - Exploring ways to grow our worship experience while maintaining the centrality of God's word

Describe what being Christians of Reformed accent means to you:

Holding to the centrality of God's Word, learning from the rich traditions of our denomination and reliance on God's grace alone for our salvation.

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

We are in an area that is quite remote geographically from the "hub" known as Grand Rapids, but we value and support the denominational ministries, appreciate the denominational support and guidance and participate with the CRC churches in our area through our classis.

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

The pressure to accept that there are many paths that lead to heaven, not Jesus alone.

Any "truth", my truth, your truth, every truth is acceptable and should not be criticized.

Resistance to accept the Bible as fully true and doesn't change with cultural interpretation.

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

1. Developing and sustaining Son Seekers Summer Camp. This has a VBS format in the morning with kids choosing from electives to participate each afternoon. Electives range from sports, to crafts, to games, poetry, chess, cooking, science, etc. and our community LOVES it.
2. Hosting Kids' Club for about 40 years. Every Wednesday during the school year, we pick up kids from the elementary school across the street and bring them back for Bible lessons, games, snacks, activities, singing and a variety of things to interact and engage with students for almost 2 hours each Wednesday from Oct-May. Again, hugely appreciated by the community.
3. Adding women Elders and Deacons over the past 20 years.
4. The commitment to hire a full time Youth Pastor though we are a smaller size church.

Leadership:

How many council members does your church have? 15

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

How often does the full council meet? Once a month

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

- Pastoral Elders (6 w/Pastor & Youth Pastor) - oversight of Worship, Outreach, Prayer, Adult Education and Children & Youth Teams along with Small Groups and Pastoral Care
- Administrative Elders (4) - Oversight of Personnel, Finance, Technology, Children & Youth, Hospitality, and Facilities (Building & Grounds) Teams
- Deacons (4) - Oversight of offerings, special offerings, Care Ministry (meals and help needed for church family dealing with health or other challenges), Benevolence, Basket Ministry (ongoing relationship with community families in need through providing food or food cards and gifts for Easter, Thanksgiving and Christmas)