

CHURCH PROFILE FORM

Church Information:

Name: Oakland Christian Reformed Church

Location of church [City, State/Province]: Hamilton, Michigan

Classical Church Counselor: Rev. Gary DeKoekKoek

Search Committee Contact:

Name: Taylor Kruithof

Address: 605 E Main Avenue Unit 2 Zeeland, MI

Home: () Cell: (616) 422-1675 Work: ()

Email address: taylorkruithof@gmail.com

Community Setting:

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

Approximate population of community: Overisel Twp: 3,000 Hamilton: 6,500 Allegan county: 118,000

Church Profile:

We are open to:

Male and Female pastors

Female pastors only

Male pastors only

List all staff positions: Pastor, Administrative Assistant, Custodians, Church Accountant

Position Available: Pastor Date of vacancy: Sept. 2020

General position description: Sole Pastor: Primarily in the roles of Preaching the Gospel & Pastoral Care

Full-time or Part-time [F or P]: Full Time

Bi-vocational position [Y or N]: No

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

Required languages: English

Have you completed the Denominational Survey conducted by the Center for Social Research

If yes, post link to it here: _____

Church Demographics:

Profile of church members:

Age:

15 % 0-11 11 % 12-18 7 % 19-24 16 % 25-34 10 % 35-49

17 % 50-64 24 % 65+

Occupation:

13 % Business 9 % Professional 13 % Trades 6 % Stay-at-home parent

7 % Agriculture 37 % Retired 4 % Student 11 % Other

Percentage of members belonging to the congregation:

Less than 5 years 17 %

5-10 years 12 %

10 or more years 71 %

Racial/Ethnic composition of congregation and surrounding community: caucasian

Composition of congregation:

Mono-Cultural

Multi-Cultural

Specific Ethnicity (specify: _____)

List the last three persons in this position:

1. Rev. Vern Swierenga 2012-2020
2. Rev. Ron DeYoung 2000-2011
3. Rev. Steve Sytsma 1994-1999

Worship:

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

The worship committee, comprised of lay persons in the congregation with a liaison from the consistory, plans the liturgy/worship. Lay persons are involved in leading liturgies, call to worships and prayers during some services. Some services are lead by a worship team comprised of lay persons. We also have a choir which takes part in services periodically which is lead by a lay person. There is a team of tech support individuals who take care of sound and power point for the services.

Describe the worship services in your church:

Our twice weekly worship services are largely traditional. They are Pastor lead and use solely organ and piano the majority of the time. We do have two services per month which are lead by a worship/praise team where more contemporary music is used. These services incorporate other musical instruments such as the keyboard, trumpet, violin, and perhaps an acoustic guitar. Children from ages 3 through kindergarten are able to attend a special program for part of the worship time.

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

We have programs in place for all age groups. Sunday school and Catechism classes take place after the morning worship service. GEMS and Cadets groups meet the 1st & 3rd Wednesdays of the month. Thrive is a middle school youth group which meets the 2nd & 4th Sundays of the month. Our High school Youth Group meets each 2nd & 4th Wednesday. Other groups for adults include: Family Life Ministries, Ladies' Bible Study, Men's Bible Study, Priscilla Circle, Prime Timers, and the Ladies' Project Day group. These groups meet for study and fellowship weekly or monthly.

Building/Financial:

Present annual budget: \$376,000.00

Last year's annual budget: \$370,000.00

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

Budget 100%

Denominational Ministry Shares 100%

Classical Ministry Shares 100%

Amount contributed above budget and ministry shares: 5-10%

Specify (optional): _____

Facilities:

Describe facilities: Church building, parsonage, and auxiliary building (The Branch)

Are your buildings adequate for your ministries?

Yes No

If no, please explain:

Is a building program projected?

Yes No

If yes, describe what and when:

Does the church own a parsonage?

Yes No

Location of office or study: The Pastor's office/study is located in our auxiliary building, The Branch.

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 _____ 3 %

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

_____ 3+ Annual vacation (# weeks)

_____ Other (please specify) _____

*A Covenant Giving Program is available for parents wishing to send their children to Christian school.

Church Characteristics:

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

Presently, the FOCUS OF OUR CHURCH'S MINISTRY is

	The community exclusively	The community primarily	The community and current members / participants equally	Current members / participants primarily	Current members / participants exclusively
External	_____	_____	_____	<u> X </u>	_____ Internal

In our church, the WORSHIP SERVICE IS DESIGNED FOR

	Designed for unchurched	Emphasis on unchurched	Unchurched and believers	Emphasis on believers	Designed for believers
Unchurched	_____	_____	_____	<u> X </u>	_____ Churched

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

	Contemporary	Mostly contemporary	Blended	Mostly traditional	Traditional
Contemporary	_____	_____	<u> X </u>	_____	_____ Traditional

In our church, LEADERSHIP is generally provided by the

	Predominantly lay leaders	Frequently lay leaders	Lay leaders and pastoral staff share leadership	Lay leaders function under the pastoral staff	Predominantly pastoral staff
Congregational Members	_____	_____	_____	<u> X </u>	_____ Pastoral staff

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	_____	_____	_____	_____	<u> X </u> Formal

In our church, EVANGELISM STRATEGIES AND METHODS are

	Predominantly unplanned	Generally unplanned	Equal emphasis	Generally planned	Predominantly planned
Unplanned	_____	_____	_____	<u> X </u>	_____ Planned

Our church is representative of the ECONOMIC DIVERSITY of our community

	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	
High representation	_____	_____	<u> X </u>	_____	_____	Low representation

Our church is representative of the ETHNIC DIVERSITY of our community

	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	
High representation	_____	_____	_____	<u> X </u>	_____	Low representation

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

	Commitment to church-based action	Encouragement of church-based action	Church-based and personal action	Encouragement of personal action	Commitment to personal action
Church-based	_____	<u> X </u>	_____	_____	_____
					Personal

Our church's MISSIONAL FOCUS is

	All local	Mostly local	Equally local and global	Mostly global	All global	
Local	_____	_____	<u> X </u>	_____	_____	Global

Narrative:

Do you have a recently articulated mission/vision for ministry? [Y or N] Y

Rooted in Faith, Growing in Grace

In what ways does your church participate in ecumenical activities?

We are involved with the Growing Hope Globally crop ministry, various Pro-Life causes (including the Family Life Center in Allendale, MI), joint worship services with other area churches, and also disaster relief trips to areas impacted by natural disasters.

Reflect on your strengths/gifts as a church:

Oakland CRC is a church family that is faithful to God's Word in our worship, teaching, discipling, and outreach. We are a strong, loving family that cares for each other, gathers together, mentors one another, and has a heart for service.

Reflect on your passions as a church:

We are passionate about being a close church family. In both times of celebration and mourning, we are eager to gather with our fellow church members to have fellowship and lend support when needed. As a church we look for ways to be the hands and feet of Jesus in this broken world.

List specific problems with which your congregation struggles:

Connecting with the unchurched, both as a church and on an individual basis.
Stepping out of our culture and encouraging evangelism and diversity.

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

Navigating the Covid pandemic and all the ensuing turmoil that has come from that, has definitely been a challenge for our congregation. Unfortunately, we were met with the test of an Article 17 separation during this time, however we were also one of the first area churches to resume our worship services in person and have shown great unity of mind in this challenge. We also had the privilege in the last few years to sponsor a refugee family of 10 from the Congo. This has been another opportunity for us to show our unity and Christian love and we have had many blessings added to the life of our church because of this experience.

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

1. Becoming more personally involved in Missions, such as taking a group of church members on a Mission trip to Mexico or other places and also having greater contact with our local community and visitors to our church.
2. Giving more support to the Family Life Center and other Pro-Life causes, forming a Pro-Life team.
3. Forming new mentoring programs for young men and women in our church, and also forming small groups to strengthen the bonds between our members.

Describe what being Christians of Reformed accent means to you:

Being Christians of Reformed accent means that we put strong emphasis on the Absolute Sovereignty of God. He has formed a Covenant with us as His children and as His children we are called to build His Kingdom. We are in the world but not of it, called to be the Salt and Light and submit ourselves to His will for our lives.

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

We understand this relationship in the context of being involved with our local Classis and diligently sending our allotted budget to the denomination.

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

1. Keeping the youth engaged and involved in the life of the church.
2. Changes with technology (i.e. live streaming our services)
3. Encouraging diversity in our churches.
4. Encouraging in-person worship.

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

1. The 125th Anniversary of our church, with a celebration that was held at the community center.
2. The building of our auxiliary building ("The Branch") in 2015. This project had great support in the congregation, beginning with about half of the funds being donated and the remainder of the debt being paid off in 3 years.
3. The sponsoring of the Shindano family (the refugee family from the Congo).
4. Oakland CRC has had a number of members follow the call into ministry or missions work.

Leadership:

How many council members does your church have?

12 members (6 Elders and 6 Deacons)

What is the length of term for council members?

3 years

How often does the full council meet?

One time per month

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

There is an Executive committee within the council. Members of the council are appointed as liaisons to various groups, such as adult and youth ministries, building & grounds, and worship. There are also assorted clerk and treasurer appointments within the council.

When completed, email finished profile to: lpalsrok@crcna.org