

# CHURCH PROFILE FORM

## Church Information:

Name: Shawnee Park CRC

Location of church [City, State/Province]: Grand Rapids, MI

Classical Church Counselor: Rev. Rebecca Jordan Heys

## Search Committee Contact:

Name: Chris Larsen

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## 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: 200,000

Church Profile:

We are open to:

- Male and Female pastors       Female pastors only       Male pastors only

List all staff positions: Director of Administration (full time)  
Director of Discipleship (full time)  
Building Manager (part time)  
Worship Associate (part time)  
Administrative Secretary (part time)

Position Available: Minister of the Word and Sacraments / Senior Pastor      Date of vacancy: 04/01/2019

General position description:

A pastor who: is a disciple of Jesus Christ, and is a fellow servant of Christ among us whose ministry is an overflow of God's presence; A gifted preacher, a lifelong student of Christ and culture, and one who approaches the text with wonder and unfolds it with spirit; A caring shepherd, able to walk with us in our suffering and rebuke us in our sin; An enthusiastic teacher, who finds common ground in common grace, and so instructs God's people in obeying all that Jesus commanded; A discerning leader, serving the congregation and the wider church by listening for God's call to enter into new opportunities, and to steadfastly remain faithful until he comes again. Along with a Full time pastor option, we are also open to the possibility of part time, or a bi-vocational role as well.

- Full-time       Part-time

Bi-vocational position?

- Yes       No

Number of years preferred of ministry experience of potential candidate: Flexible, 5 preferred

Required languages: English

Church Demographics:

Average Sunday attendance: 177

Active adult professing members: 224

Profile of church members:

Age:

5 %	0-11	5 %	12-18	10 %	19-24	10 %	25-34
20 %	35-49	20 %	50-64	30 %	65+		

Occupation:

25 %	Business	20 %	Professional	5 %	Trades	5 %	Stay-at-home parent
	% Agriculture	35 %	Retired	10 %	Student		% Other

Percentage of members belonging to the congregation:

Less than 5 years	20 %
5-10 years	20 %
10 or more years	60 %

Racial/Ethnic composition of congregation and surrounding community:

Mostly White, some Burmese

Composition of congregation:

Mono-Cultural	<input type="checkbox"/>
Multi-Cultural	<input checked="" type="checkbox"/>
Specific Ethnicity (specify: _____ )	<input type="checkbox"/>

List the last three persons in this position:

1. Nicholas Hopkins
2. Everett VanderHorst / Ben VanArragon
3. Roger Kok

## Worship:

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

We have a Worship Committee which currently consists of 7 members and meets monthly to oversee the larger vision and worship practices at Shawnee Park. We also have a Worship Planning Team which has 6 members and meets weekly to plan the details, such as music and liturgy, or specific worship services. We have a pianist and band that play weekly, an organist who plays a couple times a month, a choir which leads singing twice a month and two sets of worship singers who alternate lead singing on Sundays in which the choir is not singing. We have various members of the congregation who read Scripture, lead the Congregational Prayer, and who lead the Prayer with the Children. +

Describe the worship services in your church:

Our services are a deliberate blend of traditional and contemporary music, well-organized and thought out but also with a comfortable style. There is one service on Sunday Morning.

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

We have an active Women's Bible Study which meets on Tuesday mornings during the program year, Sunday School and adult education classes which take place after morning worship and seven active small groups which meet monthly in people's homes. We have a youth group which meets twice a month on Sunday nights.

## Building/Financial:

Present annual budget: 536000

Last year's annual budget: 569000

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

Budget	100
Denominational Ministry Shares	66
Classical Ministry Shares	100

Amount contributed above budget and ministry shares:

Specify (optional):

Facilities:

Describe facilities: Brick two story building located on the same block as Grand Rapids Christian High School. Just completed a large renovation in 2016.

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: Garden Level of building with daylight +

## 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

2

%

## 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
- 4 Annual vacation (# weeks)
- Other (please specify)

# Church Characteristics:

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

Presently, the FOCUS OF OUR CHURCH'S MINISTRY is

	Community exclusively	Community primarily	Community & current members/ participants equally	Current members/ participants primarily	Current members/ participants exclusively	
External	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Churched

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

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

In our church, LEADERSHIP is generally provided by the

	Predominantly lay leaders	Frequently lay leaders	Lay leaders & pastoral staff share leadership	Lay leaders function under pastoral staff	Predominantly pastoral staff	
Congregational members	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Pastoral staff

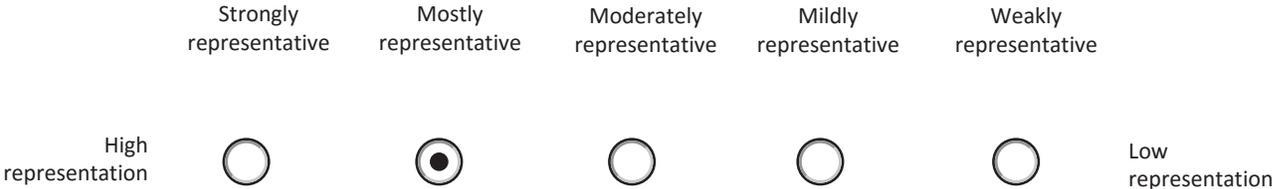
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through

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

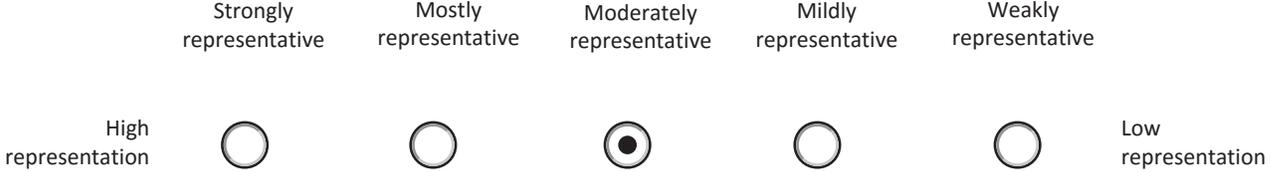
In our church, EVANGELISM STRATEGIES AND METHODS are

	Predominantly unplanned	Generally unplanned	Equal emphasis	Generally planned	Predominantly planned	
Unplanned	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Planned

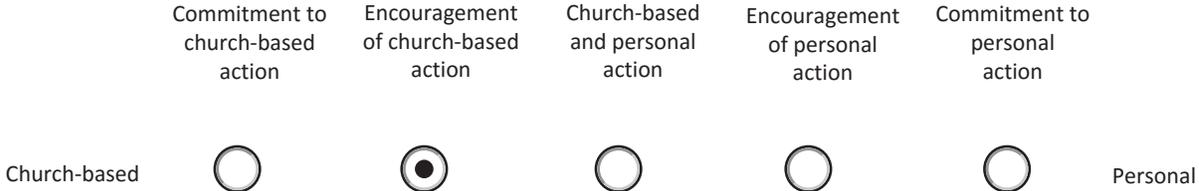
Our church is representative of the ECONOMIC DIVERSITY of our community



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?

Very little, other than supporting many of the causes put forth by the denomination. We are looking to do better, by participating in the Go Local initiative for example.

Reflect on your strengths/gifts as a church:

We are very warm and welcoming. Members are committed and willing to step up when there is a need. There is an atmosphere of acceptance and no need to be perfect. We do intergenerational relationships well and celebrate a sense of family. We are generally respectful of tradition but are also willing to try new things, including engagement in social justice issues and a willingness to have difficult conversations when necessary. We do blended worship well and have wonderful musicians. There is a good ministry structure in place, healthy and functional committees with a good representation of the congregation, and strong leadership in staff and Council. We have a beautiful building with space and potential for multiple programs, and enjoy some level of diversity with the Burmese families who worship with us.

Reflect on your passions as a church:

Good preaching, education, and theology with a healthy mix of social justice and involvement in local service organizations. We also have a real passion for fellowship, hospitality and sharing meals together.

List specific problems with which your congregation struggles:

We have very few families with young children which makes it difficult to run an exciting Children's Ministry. Currently, we are not well connected with the church neighborhood, but we are trying to build a stronger connection. We have a number of volunteers who are doing a majority of the work and need to work to get others involved. A good number of our congregation is aging and will no longer be with us in the next 5-15 years.

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?

The most challenging has been the parting of ways with our pastor. The most interesting has been the implementation of the Go Local initiative and the development of our Gather - Grow - Go mission statement. More information about this mission statement is available upon request.

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

1. To be more involved in the church's neighborhood as well as challenge congregants to be more involved in their own communities. To be good neighbors.
2. To find ways to attract young families.

Describe what being Christians of Reformed accent means to you:

We are followers of Jesus who are saved by grace and are called to join the Spirit's work in being healing agents in the restoration of God's creation in our work, our homes, our schools, our play, our communities and our world. We are faithful to the creeds and confessions. Three words that figure prominently within the Reformed accent are sovereignty, covenant, and Kingdom.

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

We feel that we are a contributing member of the denomination and follow the creeds and covenants of the CRC. Denomination resources are useful and appreciated. We also believe in supporting the classis and denomination financially through ministry shares.

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

Attending church and being involved in a church community is increasingly considered an option and not an assumption or obligation. Church membership is often considered unnecessary and people are finding senses of community and belonging in all sorts of places that are not the church. Therefore, the church has to work harder to prove its relevance and to make ministries "worth" the time and energy of its participants. We need to let the Gospel and our own lives speak for themselves. . . people want sincerity and true joy... not for the church to try to sell a product or guilt people in joining "the club". We need to learn how to heal things the church has (usually unintentionally) hurt in the past.

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

Moving from services at the high school, to the building we currently occupy... The creation of the Time Out! service... The blending of our contemporary and traditional services into one "Mosaic" service.

## Leadership:

How many council members does your church have? 16

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

How often does the full council meet? Monthly (Minus July and Dec)

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

Executive Committee, Deacons, Administrative Elders, Pastoral Care Elders. They meet once a month, with AEs and PCEs meeting together once a quarter.