



Sonlight Christian Reformed Church

Reaching up to God, to each other and out to friends and neighbours.

In Treaty 4 Territory and the traditional homeland of the Metis

139 Cannon Street, Regina, SK S4N 4L3 Canada

Tel: (306) 586 - 5105



Church Information:

Name: Sonlight Christian Reformed Church

Location of church: 139 Cannon Street, Regina, Saskatchewan S4N-4L3

Classical Church Counselor: Rev. Paul Verhoef

Search Committee Contact:

Name: Richard Sandstra

Address: 302 Rodenbush Drive, Regina, SK S4R-6Y9

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E-mail Address: rsandstra1@hotmail.com

Community Setting:

Location

- ☐ Rural
- ☐ Small Town
- ☐ Metropolitan
- ☐ Suburban
- ☐ Inner City
- ☒ Small City

Function

- ☒ Industrial
- ☒ College/University
- ☒ Agricultural
- ☒ Recreational
- ☒ RCMP Depot
- ☐ Bedroom Community

Growth

- ☐ Growing
- ☒ Static
- ☐ Declining

Approximate Population of Community: 236,000 people

Church Profile:

We are open to:

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Male and Female Pastors

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Female Pastors Only

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Male Pastors Only

List of all staff positions:

- Pastor

- Part-time Janitor

Position Available: Pastor

Date of Vacancy: April 1, 2019

General Position Description:

We are seeking a full-time pastor and are also open/flexible to a bi-vocational position as well.

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Full-time

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Part-Time

Bi-Vocational Position?

☒

Yes

☐

No

Number of years preferred of ministry experience of potential candidate: Open

Required Languages: English

List the last three persons in this position:

- | | |
|-------------------------------|-------------|
| 1) Rev. Charles Kooger | 2001 – 2019 |
| 2) Rev. Neil Vriend (interim) | 1999 – 2001 |
| 3) Rev. Cor Pool | |

Church Demographics:

Average Sunday Attendance: 55 to 75

Active Adult Professing Members: 35

Profile of church members:

Age:

15% - 0-11yrs	15% - 12-18yrs	5% - 19-24yrs
15% - 25-34yrs	15% - 35-49yrs	20% - 50-64yrs
15% - 65+yrs		

Occupation:

15% - Business	20% - Professional	10% - Stay at home parent
5% - Agriculture	35% - Retired	15% - Other

Duration of current members belonging to the congregation:

Less than 5 years:	10%
5-10 years:	15%
10 or more years:	75%

Racial/Ethnic composition of congregation and surrounding community:

Congregation is primarily composed of Caucasian, first generation Canadians. There are many members of Dutch extraction with an increasing number of non-Dutch members through both marriage and evangelism. Membership also includes Indigenous culture, mainly through the fostering and adoption of children.

Composition of congregation:

Mono-Cultural

☒

Multi-Cultural

☐

Specific Ethnicity (specify)

☐

Worship:

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

Members are involved to a large extent with worship planning by committees such as Prayer and Worship Committee, Banner Committee and Council. Members also participate in worship by way of scripture reading, musical accompaniment and leading the Children's message. There is also special group and seasonal participation by the Sunday School, Cadets and GEMS programs.

Describe the worship services in your church:

Currently there is one worship service held every Sunday at 10am. Worship services mostly follow traditional CRC worship style with a mix of different styles of music, liturgies, etc. Open to innovation.

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

Sunday School:

- Runs from September through June**
- Meets every Sunday during worship service**
- From ages 3 through to Grade 6**
- Current attendance 25 children**
- 8 Sunday School teachers**

Cadets:

- Runs from September through June**
- Meets every Monday evening 7-8:30pm**
- Boys from Grades 2 through 8**
- Current attendance is 15 boys**
- 3 Cadet counselors and 1 junior counselor**

GEMS:

- Runs from September through June**
- Meets every Monday evening 7-8:30pm**
- Girls from Grades 2 through 8**
- Current attendance is 20 girls**
- 4 GEMS counselors**

Mom's Group:

- Meets every Wednesday
- Average attendance is 5 moms and 10 children
- Moms from the community participate

Adult Study Groups:

- Congregation made into 3 small groups
- Groups schedule meetings/gatherings individually
- Some groups meet more regularly than others

Youth Group:

- Very new program
- Meets on 1st and 3rd Sunday of each month
- Youth from ages 11 – 18yrs
- Current attendance is 12 youth
- 2 Youth leaders

Catechism:

- Currently not meeting
- Previously held on Sundays after worship services

Building/Financial:

Present annual Budget: \$135,203.00

Last year's annual budget: \$133,705.00

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

Budget 92.61%

Denominational Ministry Shares 69.97%

Classical Ministry Shares 100%

List of ministries contributed to above budget and ministry shares:

- | | |
|--------------------------------------|---|
| - World Renew | - Bible League of Canada |
| - Youth Unlimited | - Christian Blind Mission International |
| - Social Justice and Hunger Action - | - Citizens for Public Justice |
| - Edu Deo Ministries | - One Book |
| - Generous Space | |

Facilities:

The church was built in 1977. It is one storey building with a full basement and a partial mezzanine.

Main Floor – 5,682 ft²

Basement – 5,682 ft²

Mezzanine – 2,739 ft²

The sanctuary is located on the main floor and has seating capacity for 306 people. Also on the main floor are a large foyer, an accessible bathroom and an office space. The basement has a full kitchen, large fellowship hall, 5 classroom areas and both men and women bathrooms. The mezzanine has both office and classroom space.

There is a 300 ft x 100 ft lot for on-site parking.

Are your buildings adequate for your ministries?

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Yes

☐

No

Is a building program projected?

☐

Yes

☒

No

Does the church own a parsonage?

☐

Yes

☒

No

Location of office or study:

The church office is located on the main floor with an option to be on the mezzanine.

Compensation:

The salary range we are prepared to offer our new pastor is based on the CRC Minister Compensation Survey for our area.

The average annual increase for this position over the past three years is 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 on the scale)

Presently, the FOCUS OF OUR CHURCH'S MINISTRY is

Community exclusively	Community primarily	Community & members/ participants equally	Members/ Participants primarily	Members/ Participants exclusively
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In our church, the WORSHIP SERVICE IS DESIGNED FOR

Designed for the unchurched	Emphasis on unchurched	Unchurched and believers	Emphasis on believers	Designed for believers
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In our church, the STYLE OF MUSIC used in the worship service is

Contemporary	Mostly Contemporary	Blended	Mostly Traditional	Traditional
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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
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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
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In our church, EVANGELISM STRATEGIES AND METHODS are

Predominantly unplanned	Generally unplanned	Equal emphasis	Generally planned	Predominantly planned
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Our church is representative of the ECONOMIC DIVERSITY of our community

Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative
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Our church is representative of the ETHNIC DIVERSITY of our community

Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative
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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
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Our church's MISSIONAL FOCUS is

All local	Mostly local	Equally local and global	Mostly global	All global
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Narrative:

In what ways does your church participate in ecumenical activities?

Our council supported and encouraged the works of our previous pastor in active roles with ministries such as Love Week Regina, World Day of Prayer, Regina Council of Churches, Good Friday Service and Habitat for Humanity.

Reflect on your strengths/gifts as a church:

- **Fellowship and mutual support of each other**
- **Opportunity for all to be active and participate in congregational activities**
- **Strong level of commitment to be active and participate**
- **Diversity of occupations, interests and viewpoints of members**
- **Willingness of members to accept our differences**
- **Our youth**
- **Our facility and willingness to share it for community use**

Reflect on your passions as a church:

- **Our youth programs such as Sunday School, GEMS, Cadets and Youth Group**
- **Congregational fellowship events that bring people together such as:**
 - **Coffee fellowship after Sunday worship service**
 - **Monthly potluck meal**
 - **WE events**
 - **Kub Car race nights**
- **Refugee Sponsorships**
- **Desire for growth**

List specific problems with which your congregation struggles:

- **Role of the congregation is not well defined**
 - **There is no clearly defined unifying mission or goal that draws people to the congregation**
 - **Fellowship as a strongly shared passion in our congregation however people that do not find that fellowship are more likely to drift away**
- **Many passions, not enough leaders**
 - **At times difficult to find leaders for all programs/activities**
 - **Active leaders are spread thin**
- **Lack of growth**
- **Lack of adult engagement in Bible studies**
- **Lack of focus, support and encouragement for healthy prayer life**

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

The decision of Pastor Charles Kooger to perform a same sex marriage had a polarizing effect, both within our congregation and with our classis.

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

- **Continuing and growing our Youth ministries and youth involvement**
- **Continued discussion of same sex relationships**
- **Finding a new tenant to share facility with for continued outreach to our community**

Describe what being Christians of Reformed accent means to you:

- **There is a wide range of understanding of the Reformed Faith in our congregation**
- **'Our world belongs to God'**
- **'We are Christians not only on Sundays but in everything we do every day'**

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

While this relationship is valued by the congregation it is also largely entrusted to the council and clergy of the church. Ministry shares educates members about the denomination and global ministries.

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

- **Cynicism of Christians and Christian Faith**
- **Choices of people to prioritize our worldly life and schedules over our church-life and schedules**
- **Materialism**

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

- **The development of a strong relationship with Indigenous Christian Fellowship**
- **Working together with other churches to start a Christian School in Regina**
- **The ongoing programs and activities that have run for decades that continue to nourish our congregation and community in fellowship and in our walk with God**

Leadership:

How many council members does your church have? 6

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

How often does council meet? Monthly

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

- **Deacons – monthly**
- **Elders – monthly**
- **Prayer and Worship – monthly plus**
- **Administration – as needed**
- **Education, Youth and Outreach – as needed**
- **Care & Fellowship – as needed**