

# CHURCH PROFILE FORM

## Church Information:

Name: **The Journey**

Location of church [City, State/Province]: **Kitchener, Ontario, Canada**

Classical Church Counselor: **John Medendorp**

## Search Committee Contact:

Name: **Bethany Mazereeuw**

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## Community Setting:

<u>Location</u>	<u>Function</u>	<u>Growth</u>
<input type="checkbox"/> Rural	<input checked="" type="checkbox"/> Industrial	<input checked="" type="checkbox"/> Growing
<input type="checkbox"/> Small Town	<input checked="" type="checkbox"/> College/University	<input 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 type="checkbox"/> Bedroom community	

Approximate population of community: Region of Waterloo: 535,154, is made up of three urban cores (Kitchener, Waterloo and Cambridge) and is surrounded by a large rural and agricultural area made up of 4 townships, with a few suburban pockets in those townships.

## Church Profile:

We are open to:

Male and Female pastors ☒

Female pastors only ☐

Male pastors only ☐

List all staff positions: **Lead Pastor (Vacant); 2 Associate Pastor positions**

Position Available: **Lead Pastor**

Date of vacancy: **January 1, 2018**

General position description: **Lead Pastor**

Full-time or Part-time [F or P]: **The Journey is open to both FT & PT candidates**

Bi-vocational position [Y or N]: **The Journey is open to bi-vocational applicants**

Number of years preferred of ministry experience of potential candidate: **At least 2 years in ministry experience, and at least 3 years in developing leaders (in ministry or elsewhere).**

Required languages: **English**

Have you completed the Denominational Survey conducted by the Center for Social Research ☐  
**No.**

If yes, post link to it here: \_\_\_\_\_

## Church Demographics:

Profile of church members:

Age:           32% 0-11 years;  
                11% 12-18 years;  
                5% 19-24 years;  
                19% 25-34 years;  
                18% 35-49 years;  
                15% 50-64 years;  
                0% 65+

Occupation:

24% Business	6% Professional	12% Trades	10% Stay-at-home parent
0% Agriculture	0% Retired	41% Student	7% Other

Percentage of members belonging to the congregation:

Less than 5 years	25%
5-10 years	50%
10 or more years	25%

Racial/Ethnic composition of congregation and surrounding community: **The cities of Kitchener-Waterloo were founded by western European immigrants. In the past 20 years the area has diversified from its roots, with currently approximately 25% of the population born outside of Canada. The Journey reflects this composition to a degree, however is predominantly Caucasian.**

Composition of congregation:

Mono-Cultural

☒

Multi-Cultural (We are not yet representative of our multicultural city, but we're not exactly monocultural, either.)

Specific Ethnicity (specify: \_\_\_\_\_) ☐

List the last three persons in this position:

1. **Andrew Zantingh (2010 - 2017)**
2. **Adrian VanGiessen (2005 – 2010)**
3. **N/A**

## Worship:

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

**The speaker shares the theme with the worship team leader and slide show developer early in the week. These three people collaborate to develop the overall service. Members open the service, lead worship, pray, lead seasonal liturgy (lent, advent), and offer prayer post-service. Members of the Leadership Team and others from the congregation occasionally teach / lead the service, including giving the messages.**

Describe the worship services in your church:

**Informal, contemporary, Spirit led, very little formal liturgy, scriptural, impromptu Q&A happens from time-to-time, enfolding, unintimidating, come as you are and be yourself. We often incorporate sharing of testimonies (God stories) and prayer, and have several services per year that are centred on hearing from members what God is doing in and through them. Children are welcome to stay during the service, or participate in Sunday School.**

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

- 1. Nursery for infants - 3 years old**
- 2. Classes for 4 – 10 year olds during the service.**
- 3. Youth boys club & girls club meet 2-4 times / month.**
- 4. Small groups organized approximately once per year, sometimes based on common study material, sometimes on material specific to each group.**

**We see discipleship as the natural outcome of living life together. Children are included on worship teams, join in waving flags, dancing and playing instruments, work alongside adults to serve coffee, help in Sunday school classes, are given the opportunity to pray for others during our services and fully participate in The Lord's Supper. Those who are more experienced in their walk with Jesus intentionally share their knowledge with others who are eager to learn through missional families and/or small groups, living by example, and including others in their lives as they follow our Lord.**

## Building/Financial:

Present annual budget: **\$205,600**

Last year's annual budget: **\$241,204**

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

Budget	<b>100%</b>
Denominational Ministry Shares	<b>0%</b>
Classical Ministry Shares	<b>0%</b>

Amount contributed above budget and ministry shares: **0%**

Facilities:

Describe facilities: **Local Community Centre (rented), consisting of Gymnasium for worship, kitchen, and meeting rooms for children's ministry. Set up and tear-down of audio-visual, chairs, hospitality, etc happens with volunteers each Sunday.**

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 Journey rents office space in downtown Kitchener, with work areas for 3 staff, plus an open meeting area.**

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:

2-3%

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 - **Flexible**

☒ Annual vacation (# weeks) - **4 %**

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

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

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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

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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

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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 staff					
	_____	_____	_____ <u>X</u> _____	_____	_____ Pastoral

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

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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

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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	
High representation	_____	_____	_____	<u>  X  </u>	_____	Low representation

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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
Church-based	_____	_____	<u>  X  </u>	_____	Personal

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Our church's MISSIONAL FOCUS is

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

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Narrative:

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

In what ways does your church participate in ecumenical activities?

**Our Pastors participate in City Watch, a Christian Leaders Network. Each Sunday we pray for another church in our city. We are involved with Para-church organizations such as Ray of Hope, Welcome Home, Crane Lake Discovery Camp.**

Reflect on your strengths/gifts as a church:

**God has blessed us with beautifully gifted pastors (past and present). These people have loved us enough to challenge us, to push us outside our comfort zone, and to show us what taking the next step of obedience looks like.**

**We have been blessed by having those from outside of our tradition join our family and add their flavor to our mosaic.**

**We know who we are, and Whose we are – we are the beloved children of the Most High God, and ambassadors in His kingdom here on earth. We trust in the provision and love of our Father through the sacrifice of Jesus, and claim the authority He has given us through the power of His Spirit in us.**

Reflect on your passions as a church:

**We love our city. We love it so much that we have paid strangers for the privilege of washing their car, we feed the marginalized at a local drop in centre, we support local charities by participating in The Coldest Night of the Year and Ride for Refuge fundraising events, we give store clerks gift cards at Christmas, we hand out popsicles in parks and hot chocolate at ice rinks, we go into hospitals to pray for strangers, and always, always let everyone we meet know that these acts are only the faintest reflection of the incredible love Jesus has for them.**

List specific problems with which your congregation struggles:

**With the majority of our church being young families; many have little to no margin to be involved outside of Sunday**

**While some members were intensely disciplined, it left some members feeling excluded in the past, causing some to leave.**

**Leadership team has gone through growing pains in the last 2 years; we are still growing, but we seem to be finding our way, and have a very positive relationship with the Journey family.**

**Some in our congregation are struggling with marital problems, addictions, new-Mom isolation.**

**At times, there has been some tension between wanting more programming (e.g., for youth**

**and for socializing), and wanting to leave people with lots of margin for making relationships where God has placed them. Almost all members volunteer in some capacity at The Journey; some volunteer to the point of fatigue.**

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

**When our lead pastor left at the end of 2017, the Journey intentionally took time to stop, evaluate and listen. We recognized that we were on the brink of change and wanted to ensure that we moved forward in a healthy way. With the help of an outside consultant, we spent almost a year evaluating who we are as a family, what we felt God is calling us to, and discerning where God was leading us. This time of waiting and listening continued for another year after the formal process ended. This exercise led to the development of an updated mission statement, formalization of our leadership team's mandate and service terms, and a redefining of our Lead Pastor position.**

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

- 1. We desire to make disciples for Jesus. We want our neighbours, our co-workers, our children – anyone who is willing to share life with us – to join us as we follow our Lord**
- 2. We desire to become an 'organized' church within the CRC**

Describe what being Christians of Reformed accent means to you:

- 1. We recognize God's sovereignty over all creation, across all time. Nothing is exempt from his rule, or too broken to be redeemed by His grace.**
- 2. We worship a triune God: Father, Son and Holy Spirit.**

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

**At our best, we support and complement each other. We experience unity and strength in numbers, but maintain our individuality.**

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

- 1. Distinguishing between our culture and our faith. How much is our post-modern (even post-Christian?) culture shaping our understanding of God, our interpretation of His word, and how we live out His calling on our lives?**
- 2. How do we embody the hands, feet and voice of Jesus in a world that perceives His message to range between irrelevance and condemnation?**

3. **How can I be a good neighbour, when I don't even know who is living beside me?**
4. **Busyness - lack of time/margin for relationship with God and relationship with other Christians.**

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

1. **Our launch in 2005**
2. **Love KW - intentional reaching out in our city.**
3. **Participating in 3DM**
4. **Death of Founding Pastor**
5. **Departure of Lead Pastor**

Leadership:

How many council members does your church have?

**As an emerging church, the Journey does not have a formal council. Leadership is provided by a Leadership team of 6-7 members and pastoral staff**

What is the length of term for council members?

**Leadership Team members are asked to serve a 2 year term, with an option for 1 year extension.**

How often does the full council meet?

**Leadership Team typically meets once per month. Additional meetings are occasionally held if warranted. An annual full-day retreat is typically held, often focused on discernment, intentional listening to the Spirit, and planning for our next season of life.**

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

**Currently, there is a Calling Team mandated to recommend a candidate for Lead Pastor. No other subgroups exist.**