



## **Webster Christian Reformed Church**

1344 State Road

Webster NY, 14580

[www.webstercrc.com](http://www.webstercrc.com)

Search Committee Contact:

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## Community Setting

Webster CRC is located in a suburb of Rochester, NY. The town of Webster is mostly agricultural and industrial. The growth of Webster has become fairly static with an approximate population of 43,000. The greater Rochester area population is approximately one million. Please visit <https://www.ci.webster.ny.us/148/Introducing-the-Town-of-Webster> for additional information about our town.

## Church Profile

We are open to:

**Male and Female Pastors**

~~Female Pastors Only~~

~~Male Pastors Only~~

Staff Positions at Webster CRC:

- Pastor
- Coordinator of Music Ministry
- Administrative Assistant

**Position Available: PASTOR**

*Date of Vacancy: November 2018*

## General Job Description:

The purpose of the Pastor is to promote the vision and mission of the Church to the congregation and community. The Pastor insures that all ministries of the church are being implemented consistent with the goals and objectives of the church. The Pastor supervises the ministry coordinators and the Administrator. The Pastor assists in training Elders and Deacons. The Pastor is accountable to the Council in doctrine, life, and duties. Supervision by the Council will include love, counsel, encouragement, and assistance in the work of the Lord.

Bi-vocational positions will be considered.

Number of years preferred of ministry experience of of potential candidate: All candidates will be considered.

Required Languages: English

## Webster CRC Demographics:

Average Sunday Attendance: 58

Active adult professing members: 76

Age:

9% 0-11    7% 12-18    1% 19-24    10% 25-34    10% 35-49    30% 50-64    33% 65+

Racial/Ethnic composition of congregation and surrounding community: Primarily Caucasian

Composition of congregation: Multicultural

Last three pastors of Webster CRC:

1. Edward Visser
2. Edward Gerber
3. Verlan VanEe

## **Worship**

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

Our worship planning team meets monthly. Members are encouraged to participate in Congregational prayer, musical gifts, operating audio and visual equipment, volunteering for our nursery and children in worship programs.

### **Describe the worship services in your church:**

Our worship service is casual with a mix of traditional and contemporary music.

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

We offer Sunday School classes for all ages. Women's and men's studies each week and small group bible studies.

## **Building/Financial**

Present annual budget: \$153,345

Last year's annual budget: \$156,200

Percentage of financial obligations met (last complete year reported)

- Budget 100%
- Denominational Shares 100%
- Classical Ministry Shares 100%

Amount contributed above budget and ministry shares: 0

Facilities:

Worship Sanctuary, Fellowship and Education Center (8 classrooms), Kitchen, Staff Offices, Parsonage

Are your buildings adequate for your ministries? Yes

Is a building program projected? No

Does the church own a parsonage? Yes, on the same property as the church building.

Location of office or study: Study in parsonage, Office in Church

## **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:**

Parsonage Only

### **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 is 4 weeks
- Other

# Church Characteristics

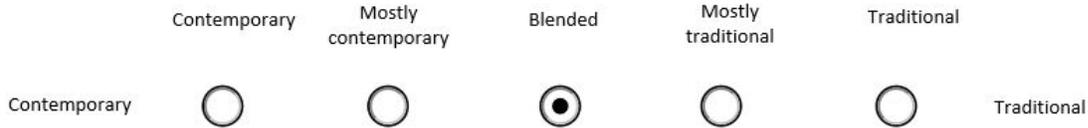
Presently, the FOCUS OF OUR CHURCH'S MINISTRY is



In our church, the WORSHIP SERVICE IS DESIGNED FOR



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



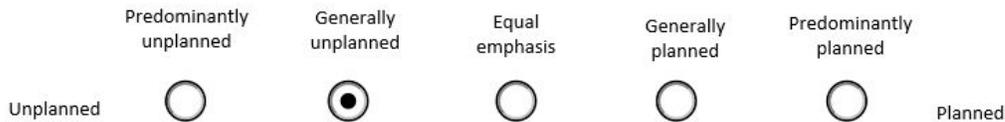
In our church, LEADERSHIP is generally provided by the



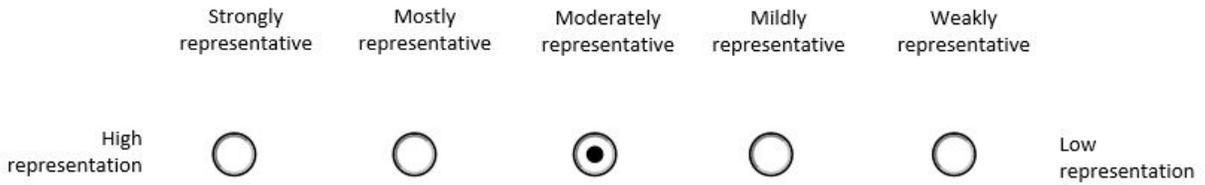
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through



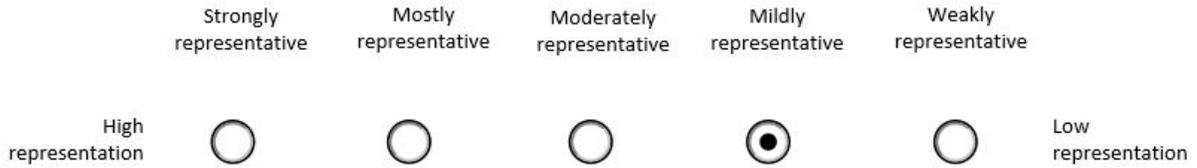
In our church, EVANGELISM STRATEGIES AND METHODS are



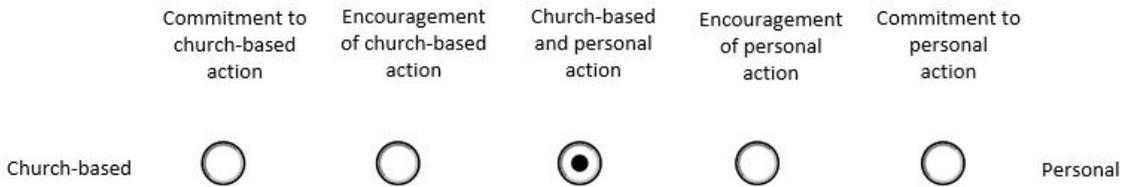
Our church is representative of the ECONOMIC DIVERSITY of our community



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 our church participate in ecumenical activities?**

Each year, we participate in a Reformation Day service and the National Day of Prayer. Some of the local ministries where congregation members have volunteered, or that the congregation has donated to, include:

- Open Door Mission-Outreach to homeless ministry
- Hope House-community resources of food, clothing, services
- Rochester Christian School
- Heritage Christian Services- human services agency
- Compass Care-Crisis pregnancy
- Weekend Backpack program-sending food home for weekends to help targeted families
- Crop walk-fundraising for those in need of food

### **Reflect on your strengths/gifts as a church:**

Webster Christian Reformed Church is a multi-generational church family focused on equipping our congregation through biblical teaching and small group studies, including Sunday school and bible study for all ages. We are intentionally connected through prayer in our worship services, with time set aside to share our individual joys and concerns with the congregation.

Our church is financially generous to local organizations in helping meet the needs of the community. We focus on using what God has given us to aide and serve each other and the community as a whole.

We are often found fellowshiping in various organized events, using the opportunity to connect, have fun, and enjoy time together. Our church has a family feel where members have lots of opportunity to be connected to the entire congregation.

### **Reflect on your passions as a church:**

We are passionate about strong biblical teaching that's relevant to our faith and helps us live as servants of Jesus. Our worship is friendly and open, with a blend of the contemporary and traditional, where we have opportunities to learn about scripture and also connect on a personal level.

We are a community-oriented church with a strong emphasis on relationships. We fellowship together often and enjoy various activities including sports teams, shared meals, and camping. Members at our church know each other and are deeply invested in each other's lives. Because

of this, we are family focused and enthusiastic about meeting the needs of all ages so that each person in our congregation can grow spiritually.

**List specific problems with which your congregation struggles:**

The biggest problem we currently face is the need for strong leadership. We want a shepherd, someone to guide and support our congregation who will help us be inspired and motivated again. Our current mission and vision are not specific enough and we struggle to apply it to ministry.

Within our own town, there is minimal awareness of who we are as a church denomination and what we have to offer. Our personal connections to the community and to churches within our community are not as strong as we'd like.

Our membership is declining, and we have only a few young families that regularly attend our church.

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

To gain more clarity on the future of our church, the congregation participated in 'Heart to Heart Talks' in 2018. We gathered in smaller groups to discuss concerns for the future and to help strategize a plan for moving forward.

At approximately the same time as the data was being compiled from these talks, our pastor and worship leader announced that they were being called by God to other positions.

We were at a crossroads, uncertain about the future of our church. However, we discovered that the church body was committed to keep moving forward toward whatever God has for us in the future.

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

Our congregation's goals focus on building relationships and awareness in the local community. We want to increase our effective outreach and serve the unchurched community around us. Within our church, we want to promote unity within the congregation and also seek to find a leader who will help us clarify and implement our vision.

**Describe what being Christians of Reformed accent means to you:**

Because of God's faithfulness to us, our desire is to live lives of thankfulness to Him and grateful services to others. We have a Reformed heritage with an emphasis on biblical teaching, which help us each grow spiritually and personally as members within the body of Christ.

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

The denomination supports our church with a variety of resources. Our church representatives attend regional Classis meetings. Our contributions to Ministry Shares allows us to participate in many ministries and expands our outreach to the world. We value and embrace the guidance and direction that our church gains through denominational structures. We look to the denomination to guide us and to be our anchor.

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

The biggest challenge we see is that Christians want to be served and not to serve. As a culture, we are more self-sufficient and less dependent on church relationships, and our family and personal lives include commitments that overwhelm faith and church life.

In general, we see a cultural emphasis and mounting pressure for the church to address issues such as tolerance, sexuality, and gender diversity and how these issues relate to our lives as servants of Christ. The influence of social media and technology, the mega-church model, and disconnection and lack of accountability are other cultural challenges facing the body.

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

In our distant past we had a very active youth group blessed by the loving care of a minister and his wife. Taking the kids to participate in week long service projects that transformed the youth and those they were serving.

Recent funerals of long time members allowed us to celebrate lives lived for the Lord and reminded us of God's goodness and faithfulness to WCRC.

In 2016 we celebrated our 50<sup>th</sup> anniversary as a body of Christ which led us into our Heart to Heart discussions of who we are and where we are going.

**Leadership:**

How many council members does your church have? 6 plus Pastor

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

How often does the full council meet? Monthly

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

Elders - Once a month

Deacons - Once a month

Finance - Once a month

Buildings and Grounds - As needed

Worship - As needed

Education - As needed

Fellowship - As needed

Hospitality, Greeting, Encouragement - As needed