

CHURCH PROFILE

Introduction

As part of the process of "matching" clergy and congregations, the Christian Reformed Church in North America has set up the Ministerial Information Services as part of Pastor-Church Relations. It is our task to help provide resources and advice to both pastors and congregational search committees. To that end, we ask congregations and clergy to complete profile forms as an introduction to each other, and a first step in the process of calling a minister for a congregation. For both the individual pastor and the congregation, this is an opportunity for self-study, evaluation of current ministry and goals. This calls for honesty, effort, and commitment to open communication.

The Church Profile form presents the local congregation's history, challenges, and goals. It is our hope that this will be of help in facilitating the search process, assisting the church in focusing on future directions, and pastors in gaining some sense of the nature and uniqueness of this congregation.

Norm Thomsma, Director
Pastor-Church Relations

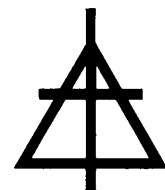
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Developed by the office of Pastor-Church Relations
of the Christian Reformed Church in North America

Please return the completed document to:

Ministerial Information Services
Pastor-Church Relations
The Christian Reformed Church in North America
2850 Kalamazoo Avenue SE
Grand Rapids, MI 49560
or email: lpalsrok@crcna.org
or FAX: 616-224-0834



Part I: Church Information

1. Name: Niekerk Christian Reformed Church

Address: 545 Country Club Road, Holland, Michigan 49423

Telephone: (616)396-4388 Classis: Holland

2. Search Committee Chairperson: Eric Louwse & Tom Texer c/o Niekerk CRC Search Committee

Address: 545 Country Club Road, Holland, MI 49423

Telephone & Email: Eric Louwse (616)218-2804 eric@arnoldsales.com
Tom Texer (616)994-2987 tjtexer@gmail.com

3. Classical Church Counselor:

4. List all paid staff positions:

Lead Pastor:	Full time
Associated Pastor	Full time
Youth Director:	Part time
Secretary:	Part time
Worship Coordinator:	Part time
Membership/Financial Secretary:	Part time

Position Available: Lead/Senior Pastor

5. Membership (please state approximate percentages):

a. Number of church members (families):	<u>2011</u>	<u>2016</u>	<u>2021</u>
Professing	342	351	301
Non-professing	97	106	60

b. Profile of church members:

<u>0-5</u>	<u>6-10</u>	<u>11-19</u>	<u>20-29</u>	<u>30-39</u>	<u>40-49</u>	<u>50-59</u>	<u>60-69</u>	<u>70-79</u>	<u>80-89</u>	<u>90+</u>
23	17	20	45	32	22	51	45	72	22	12

c. Percentage of members belonging to the congregation:

Less than one year	2%
5 years or less	14%
6-10 years	10%
10 or more years	74%

d. Racial/Ethnic composition of congregation:

0% Asian 0% Hispanic 0% African American 99% Caucasian

_____ % Other (please specify): _____

6. Worship

- a. Worship Times: 9:30 AM and 5 PM
- b. Frequency of communion celebration: 6 per year
- c. How are members involved in planning and participation in the liturgy/worship?

Five members are on the Worship Committee. Worship Coordinator includes members in praise team, special music, and scripture readings.

- d. Style of liturgy used in your worship (e.g. traditional, contemporary, variety):

Blended. See worship services online at www.niekerkcrc.org.

Type of music used in worship (e.g. traditional, contemporary, variety): *Variety*

7. Church/Sunday School

- a. Average attendance in Church School (under 18 years): 38
- b. Average attendance in Adult Education (Sunday): N/A

8. Community Setting (check as many as apply):

<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 checked="" type="checkbox"/> Agricultural	<input type="checkbox"/> Declining
<input checked="" type="checkbox"/> Suburban	<input checked="" type="checkbox"/> Recreational	
<input type="checkbox"/> Inner City	<input type="checkbox"/> Military	

- b. Approximate population of community: 72,738

- c. Racial/Ethnic composition of community:

6% Asian 24% Hispanic 4% African American 66% Caucasian

9. Ministry and Support Divisions

- a. Worship
- b. Faith Nurture
- c. Congregational Life
- d. Outreach/Missions
- e. Support

Part II: Building/Financial Information

1. Present annual budget: \$660,000

Last year's annual budget: \$650,000

(attach a copy of current budget)

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

Budget: 100%

Ministry Shares: N/A

3. Property owned by church:

a. Describe buildings and property (other than parsonage):

The church was built in 1958 (sanctuary); 1988 enlarged narthex, pastor study; youth building for young people and Cadets built in 2000 and in 2011 added fellowship center, nursery, and offices.

b. Are your buildings adequate for your present program?

Yes: X No:

If no, please explain:

c. Is a building program projected?

Yes: No: X

Current building project completed in June 2011.

If yes, describe what and when:

d. Does the church own a parsonage?

Yes: No: X

4. Office/study: X In Church In Parsonage Other Not Provided

5. Compensation:

a. The salary package we are prepared to offer our new lead pastor is: \$100,000 - \$120,000

b. Housing:

 X Housing allowance (pastor owns house)

 Parsonage only

c. Number of worship services for which pastor is provided relief each month: 1 service quarterly

Part III: Church Characteristics

Congregational Characteristics: (Circle the number that most closely describes the current congregation characteristics and future goals)

Our congregation...	<u>Currently</u>				<u>Goal</u>			
	Agree		Disagree		Agree		Disagree	
1. supports the pastor.	(1)	2	3	4	(1)	2	3	4
2. readily shares their gifts with the rest of the congregation.	1	(2)	3	4	(1)	2	3	4
3. places a high priority on sound biblical preaching.	(1)	2	3	4	(1)	2	3	4
4. gladly welcomes visitors and new members.	1	(2)	3	4	(1)	2	3	4
5. is involved in local evangelistic ministries.	1	(2)	3	4	(1)	2	3	4
6. is often found living their faith in their communities.	1	(2)	3	4	(1)	2	3	4
7. has a spirit of unity.	1	(2)	3	4	(1)	2	3	4
8. cares about each other.	(1)	2	3	4	(1)	2	3	4
9. looks to its council for leadership.	(1)	2	3	4	(1)	2	3	4
10. ministers well to members who are hurting.	(1)	2	3	4	(1)	2	3	4
11. uses members' gifts in its worship.	1	(2)	3	4	(1)	2	3	4
12. contains people willing and able to lead the congregation.	1	(2)	3	4	(1)	2	3	4
13. is capable of change when and where appropriate.	1	(2)	3	4	1	(2)	3	4
14. is spiritually alive.	1	(2)	3	4	(1)	2	3	4

15. In what ways does your church participate in ecumenical activities?

We are involved with Heights of Hope with a RCA church and CRC church to serve the needy. We have a summer Hockey Rock for area youth. We are involved with the Laotian CRC and Bravo CRC. We are involved in conducting worship at an area campground.

16. Describe the strengths of your congregation: Niekerk CRC strengths are volunteerism for church activities, they are supportive and caring of each other, and attendance at services and activities.

17. List specific problems with which your congregation struggles: We struggle with outreach, active adult education and discipleship.

18. List major goals that this congregation has set for itself:

- a. Sound Biblical preaching (overwhelmingly)
- b. Spiritual growth for existing members and outreach for new members and reaching out to the community.
- c. Educate our children to be followers of Christ.
- d. Intentional about training on personal devotions, sharing the Gospel, growing deep into the truths of Scripture.

19. a. Has your congregation ever taken disciplinary action against a pastor?

Yes: X No:

b. Has there ever been an Article 16 or 17 termination in the history of your church?

Yes: X No: Article 14C 2018

c. Has there ever been an official ecclesiastical complaint against an elder or deacon of your congregation?

Yes: No: X

Explanation:

20. Have you completed a Vision Statement? YES

To grow in Christ and make Him known!

Part IV: Leadership Expectations

Below are listed 42 items which represent a range of qualities in the ministry of the church. **Choose the 12 items which your church feels are the most important aspects of ministry for your church at this time and place the numbers in the blanks following the list.** All the qualities are important. However, please choose those 12 which you feel need first priority at this time. Do not rank the items.

Write no more than 12 numbers in the blanks at the end of this list

- Our church needs a lead pastor who...
- | | |
|--|--|
| 1. is an effective preacher/speaker. | 21. is effective in working with adults. |
| 2. continues to develop my theological and biblical skills. | 22. inspires a sense of confidence. |
| 3. helps people develop their spiritual life. | 23. works regularly at bringing new members into the church. |
| 4. helps people work together in solving problems. | 24. regularly encourages support of the CRC's missions and outreach. |
| 5. is effective in planning and leading worship. | 25. reaches out to inactive members. |
| 6. has a sense of the direction of her/his ministry. | 26. works regularly in the development of stewardship growth. |
| 7. regularly encourages people to participate in denominational activities and programs. | 27. is active in ecumenical relationships and encourages the church to participate. |
| 8. helps people understand and act upon issues of social justice. | 28. is a person who cultivates a close, devotional relationship with God. |
| 9. is a helpful counselor. | 29. writes clearly and well. |
| 10. ministers effectively to people in crisis situations. | 30. works well on a team. |
| 11. makes pastoral calls on people in hospitals and nursing homes and those confined to their homes. | 31. is effective in working with youth. |
| 12. makes pastoral calls on members not confined at home or in hospitals. | 32. organizes people for community action. |
| 13. is a good leader. | 33. is skilled in planning and leading programs. |
| 14. is effective in working with children. | 34. plans and leads well-organized meetings. |
| 15. builds a sense of fellowship among the people with whom he/she works. | 35. encourages people to relate their faith to their daily lives. |
| 16. helps people develop their leadership abilities. | 36. is accepting of people with divergent backgrounds and traditions. |
| 17. is an effective administrator. | 37. encourages others to assume and carry out leadership. |
| 18. is effective with committees and officers. | 38. is mature and emotionally secure. |
| 19. is an effective teacher. | 39. has strong commitment and loyalty to the Christian Reformed Church in North America. |
| 20. has a strong commitment to the educational ministry of the church. | 40. maintains confidentiality. |
| | 41. is a compassionate and caring person, sensitive to others' needs. |
| | 42. deals effectively with conflict. |

1 3 10 11 13 15 16 20 23 28 30 35 41 42

Comments:

