CHURCH PROFILE FORM

Church Information:
Name: Ebenezer Christian Reformed Church
Location of church [City, State/Province]: Jarvis Ont. Canada
Classical Church Counselor: Pastor Jack Kerkhof

Search Committee Contact:
Name: Ray VanDerMolen
Address: 743 Con 8 Jarvis, Ont. Canada NOA 1J0
Home: Cell: (905) 978-1535 Work:
Email address: rayvmolen@gmail.com

Community Setting:

<table>
<thead>
<tr>
<th>Location</th>
<th>Function</th>
<th>Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>✓ Rural</td>
<td>✓ Industrial</td>
<td></td>
</tr>
<tr>
<td>□ Small Town</td>
<td>□ College/University</td>
<td>Growing</td>
</tr>
<tr>
<td>□ Metropolitan</td>
<td>✓ Agricultural</td>
<td>Static</td>
</tr>
<tr>
<td>□ Suburban</td>
<td>□ Recreational</td>
<td>Declining</td>
</tr>
<tr>
<td>□ Inner City</td>
<td>□ Military</td>
<td></td>
</tr>
<tr>
<td>□ Small City</td>
<td>□ Bedroom Community</td>
<td></td>
</tr>
</tbody>
</table>

Approximate population of community: 5,000
**Church Profile:**

We are open to:
- [ ] Male and Female pastors
- [ ] Female pastors only
- [x] Male pastors only

List all staff positions:
- Sole Pastor - Vacant
- Office administrator - Part time
- Book Keeper - Part time
- Custodian - Part time
- Director of Youth Ministries - Vacant

**Position Available:**  **Available 2023**  
**Date of vacancy:** 06/30/2022

**General position description:**

Minister of the Word;
- Two Sunday worship services (Sundays off to be determined)
- Visiting the members, sick and shut ins
- Officiate weddings

- [ ] Full-time
- [ ] Part-time

**Bi-vocational position?**

- [ ] Yes
- [x] No

**Number of years preferred of ministry experience of potential candidate:** 10+

**Required languages:** English a familiarity with Dutch/Friesian language is helpful to seniors
Church Demographics:

Average Sunday attendance: 250
Active adult professing members: 250

Profile of church members:

Age:
- 18% 0-11
- 10% 12-18
- 7% 19-24
- 8% 25-34
- 15% 35-49
- 15% 50-64
- 27% 65+

Occupation:
- 6% Business
- 8% Professional
- 10% Trades
- 7% Stay-at-home parent
- 9% Agriculture
- 30% Retired
- 30% Student
- % Other

Percentage of members belonging to the congregation:
- Less than 5 years 5%
- 5-10 years 5%
- 10 or more years 90%

Racial/Ethnic composition of congregation and surrounding community:

98% Caucasian

Composition of congregation:
- Mono-Cultural ✔️
- Multi-Cultural
- Specific Ethnicity (specify: )

List the last three persons in this position:
1. Pastor Wim deVries
2. Pastor Daryl DeKlerk
3. Pastor John Huyser
Worship:

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

Ebenezer has a "Music Coordinator" with the help of many volunteers who uphold our Music Ministry. The Pastor and Music Coordinator (but not limited to) work together along with the Worship committee to have the message and music compliment each other.
- Volunteer adult and youth praise teams lead songs during services.
- Elders involved in leading congregational prayer when the Pastor is absent.
- Pulpit supply coordinator to fill the Sundays when the Pastor is absent.

Describe the worship services in your church:

Ebenezer places a very high value on Worship and especially the music and singing with a wonderful balance of traditional and contemporary styles, such that both young and old can participate. Included is a great appreciation of solid, biblical, Christ-centred preaching. A striking phrase is, "Preaching Christ crucified guides and directs and enables all ministry."
The evening service is similar to the morning service, with a higher ratio of traditional versus contemporary worship music.

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

Sunday worship services are the highlight of the week. Sunday school is available for the ages 3 to Grade 3 children during part of the morning worship service. Many programs run during the week that are more specific for different age groups e.g. Gems, Cadets, Youth Group and Coffee Break. Small Group Bible Studies are also encouraged and occur during the week.

Building/Financial:

Present annual budget: $468,734.00

Last year's annual budget: 498,183.00

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

- Budget 81.92%
- Denominational Ministry Shares 100%
- Classical Ministry Shares 100%

Amount contributed above budget and ministry shares: $98,639.00

Specify (optional): Deacon ministries

Facilities:

Describe facilities: Good, large spacious building, very adequate educational wing for youth programs, spacious administrative wing and large fellowship hall.

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: At the church in administrative wing
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 2-3% %

Housing:

0 Housing allowance
0 Parsonage only
0 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
☐ Annual vacation (# weeks)
☐ Other (please specify) modest 2 bedroom parsonage is available
Church Characteristics:

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

Presently, the FOCUS OF OUR CHURCH'S MINISTRY is

<table>
<thead>
<tr>
<th>Community exclusively</th>
<th>Community primarily</th>
<th>Community &amp; current members/participants equally</th>
<th>Current members/participants primarily</th>
<th>Current members/participants exclusively</th>
</tr>
</thead>
<tbody>
<tr>
<td>External</td>
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</tr>
<tr>
<td>Internal</td>
<td></td>
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</tbody>
</table>

In our church, the WORSHIP SERVICE IS DESIGNED FOR

<table>
<thead>
<tr>
<th>Designed for unchurched</th>
<th>Emphasis on unchurched</th>
<th>Unchurched and believers</th>
<th>Emphasis on believers</th>
<th>Designed for believers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unchurched</td>
<td></td>
<td></td>
<td></td>
<td>Churched</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Contemporary</th>
<th>Mostly contemporary</th>
<th>Blended</th>
<th>Mostly traditional</th>
<th>Traditional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contemporary</td>
<td></td>
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</tbody>
</table>

In our church, LEADERSHIP is generally provided by the

<table>
<thead>
<tr>
<th>Predominantly lay leaders</th>
<th>Frequently lay leaders</th>
<th>Lay leaders &amp; pastoral staff share leadership</th>
<th>Lay leaders function under pastoral staff</th>
<th>Predominantly pastoral staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Congregational members</td>
<td></td>
<td></td>
<td></td>
<td>Pastoral staff</td>
</tr>
</tbody>
</table>

Our church seeks to ENCOURAGE SPIRITUAL GROWTH through

<table>
<thead>
<tr>
<th>No specific ministries</th>
<th>Ministries for a few groups</th>
<th>Ministries for selected groups</th>
<th>Ministries for most groups</th>
<th>Ministries for all groups</th>
</tr>
</thead>
<tbody>
<tr>
<td>Informal</td>
<td></td>
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</table>

In our church, EVANGELISM STRATEGIES AND METHODS are

<table>
<thead>
<tr>
<th>Predominantly unplanned</th>
<th>Generally unplanned</th>
<th>Equal emphasis</th>
<th>Generally planned</th>
<th>Predominantly planned</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unplanned</td>
<td></td>
<td></td>
<td></td>
<td>Plannned</td>
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</table>
Our church is representative of the **ECONOMIC DIVERSITY** of our community

<table>
<thead>
<tr>
<th>Strongly representative</th>
<th>Mostly representative</th>
<th>Moderately representative</th>
<th>Mildly representative</th>
<th>Weakly representative</th>
</tr>
</thead>
<tbody>
<tr>
<td>High representation</td>
<td></td>
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<tr>
<td>Low representation</td>
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</table>

Our church is representative of the **ETHNIC DIVERSITY** of our community

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<tr>
<th>Strongly representative</th>
<th>Mostly representative</th>
<th>Moderately representative</th>
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<tr>
<td>High representation</td>
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<tr>
<td>Low representation</td>
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</tbody>
</table>

Our church’s **RESPONSE TO COMPASSION, MERCY, AND JUSTICE NEEDS** is

<table>
<thead>
<tr>
<th>Commitment to church-based action</th>
<th>Encouragement of church-based action</th>
<th>Church-based and personal action</th>
<th>Encouragement of personal action</th>
<th>Commitment to personal action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Church-based</td>
<td></td>
<td></td>
<td></td>
<td>Personal</td>
</tr>
</tbody>
</table>

Our church’s **MISSIONAL FOCUS** is

<table>
<thead>
<tr>
<th>All local</th>
<th>Mostly local</th>
<th>Equally local and global</th>
<th>Mostly global</th>
<th>All global</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local</td>
<td></td>
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<td></td>
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</table>
Narrative:

In what ways does your church participate in ecumenical activities?

(i) Historically our church has been very involved in the local ministerial, including hosting 200 children for community VBS. Hosting/participating in a yearly community Christmas Carol Evening. As well as other functions for the local ministerial.
(ii) Daily services and luncheons during Holy Week (Easter)
(iii) World Day of Prayer
(iv) Refugees of Hope Committee, which has been instrumental in sponsoring several refugees to the local community.

Reflect on your strengths/gifts as a church:

(i) Intergenerational involvement in worship services, through youth & adult praise teams, scripture readings, responsive readings and children's messages.
(ii) Lots of people with musical talent in church.
(iii) Christ-centered worship - Honoring the principles of the Reformation is what binds our congregation together. Biblical preaching and teaching, preaching of the Word is central, with an emphasis on giving examples for daily living and followed with acts of faith.
(iv) Caring community, there is a genuine concern and care for people within the church community. The community is known for its ability and efforts to rally around those in crisis (sick, injured, loss of loved one)
(v) Put a high value on Fellowship, with a conscious effort to try to be inclusive to everyone (i.e. intentionally trying to avoid cliques).

Reflect on your passions as a church:

(i) Reformed traditions and perspective
(ii) Community connections through the Jarvis Ministerial. The church community is a strong supporter of the local food bank as well as Indwell housing projects and poverty relief organizations.
(iii) Ministering to children, youth, Cadets, Gems, VBS and a strong support for local Christian elementary school.
(iv) Many dedicated volunteers giving freely of time and money for furthering the Kingdom of God with items (ii) and (iii) above.
(v) Deacons support of various local causes (i.e. food bank, Indwell and other local poverty relief organizations) as well as causes abroad (i.e. Timothy leadership training in Uganda) by holding a pork and corn roast every August.
(vi) Worship that is Christ-centered and involves intergenerational participation and attendance.
(vii) Refugees of Hope - Ebenezer takes the lead and has incorporated into its church's organizational structure and oversight, a community effort of 6 churches to sponsor refugees to the area.

List specific problems with which your congregation struggles:

(i) Increasingly struggle to retain our young adults.
(ii) Health of the fellowship - while we value the beauty of the fellowship that exists and the efforts of members to be inclusive, our recent listening circles report indicates there is more work to do, as there are members that expressed concerns about the degree of judgmental-ism, individualism, and the cliques/fractures that do exist.
(iii) We do evangelize but it is done more informally by individuals from our congregation. Ebenezer struggles with formalizing its evangelism leadership.
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?
(i) COVID and administering sacraments, especially the Lord’s Supper remotely.
(ii) Bringing people back into worship service, after the incorporation of live streaming of worship services.
(iii) Maintaining and re-building unity, especially since it was strained during Covid.
(iv) Retaining engagement of youth in congregational life.
(v) Building challenging and life application teaching and preaching.

List major goals that this congregation has set for itself or opportunities the congregation anticipates:
(i) Presently congregation wide small groups have been formed and are meeting for Bible study and community building, the goal is to continue to retain and grow this ministry.
(ii) Presently, we do certain portions of faith formation well, such as our Sunday School, Gems and Cadet programs. The goal is to ensure that these independent programs become part of and form into a comprehensive faith formation plan for all members of the church and all prospective future members of the church.

Describe what being Christians of Reformed accent means to you:
(i) Strong adherence to the Bible as the infallible, inspired and authoritative word of God for life, and reliance on the confessions of the church, i.e. Apostles’ Creed, Nicene Creed, Athanasian Creed, Belgic Confession, Heidelberg Catechism and Canons of Dort as sound biblical doctrinal guides of Scripture.
(ii) Our relationship with God is a personal one, the essence of which is defined in Question and Answer 1 of the Heidelberg Catechism and we are motivated by our gratitude to God in our day-to-day activities and actions towards others.
(iii) God is ruler over all of life and his kingdom is both present and future. This is reflected in the community’s strong commitment to Christian education; church programs, elementary, secondary and post-secondary schooling.

Describe your understanding of the relationship between the local church and the Christian Reformed denomination:
(i) We are a part of a larger family and care for that family. Through the unity of this family we are able to work together to further God’s kingdom through our local Classis, Synod and giving to denominational shares.
(ii) As is becoming more apparent over time, the Christian Reformed denomination is becoming an increasingly diverse family. This causes more diverse responses and opinions on changing cultural norms in the world we seek to be a salt and light to. We are concerned about the impact of this diversity of responses on our own ability to rethink or restate our positions as we navigate application in the changing world,
(iii) On items that the Christian Reformed denomination has deferred to the local church (such as Children at the Lord’s Table). The local church and its volunteer leadership, face a lot of pressure to define their positions and practice, without the expertise within that leadership.
Identify some of the cultural challenges facing Christians and Christian churches today:
(i) Are we allowing culture to define God/Scripture rather than the reverse?
(ii) How do we remain culturally relevant without giving up our Christian distinctiveness?

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

Jarvis Ebenezer Christian Reformed Church was established 1948, and some of the most important events include the following:
(i) Building of the new church building - 1975, Building of the Administrative Wing - 2011
(ii) Establishment of 3 daughter churches; York CRC, Simcoe CRC and Hagersville CRC
(iii) Listening Circles held as part of the activities to help us understand where we are as a church after coming through COVID and transitions.
Leadership:

How many council members does your church have? 20
What is the length of term for council members? 3
How often does the full council meet? once a month

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

Executive - once a month
Deacons - once a month
Elders - once a month