

CHURCH PROFILE FORM

Church Information:

Name: Evergreen Community CRC

Location of church [City, State/Province]: Fort McMurray, Alberta

Classical Church Counselor: Pastor John Ooms (Retired)

Search Committee Contact:

Name: Matthias Hofsink

Address: 306 Berard Crescent

Home: _____ Cell: (587) 646-8887 Work: _____

Email address: matthiashofsink@gmail.com

Community Setting:

Location

Rural

Small Town

Metropolitan

Suburban

Inner City

Small City

Function

Industrial

College/University

Agricultural

Recreational

Military

Bedroom Community

Growth

Growing

Static

Declining

Approximate population of community: 76,000 plus 2740 in surrounding rural hamlets

Church Profile:

We are open to:

Male and Female pastors

Female pastors only

Male pastors only

List all staff positions: ^{Solo pastor.}

Position Available: **Solo or Bi-Vocational Pastor** Date of vacancy: **07/18/2**

General position description:

Lead Solo or Bi-Vocational Pastor.

Full-time

Part-time

Bi-vocational position?

Yes

No

Number of years preferred of ministry experience of potential candidate: n.a.

Required languages: English

Church Demographics:

Average Sunday attendance: 40

Active adult professing members: 24

Profile of church members:

Age:

25 % 0-11 17 % 12-18 2.5% 19-24 5 % 25-34
25 % 35-49 15 % 50-64 10 % 65+

Occupation:

1 % Business 37 % Professional 4 % Trades 10 % Stay-at-home parent
0 % Agriculture 17 % Retired 26 % Student 4 % Other

Percentage of members belonging to the congregation:

Less than 5 years 13 %
5-10 years 36 %
10 or more years 51 %

Racial/Ethnic composition of congregation and surrounding community:

Congregation - 100% caucasian, primarily Canada, some Dutch, and South African, and other. Surrounding community - ethnically and culturally diverse, 75+ countries represented in Fort McMurray.

Composition of congregation:

Mono-Cultural

Multi-Cultural

Specific Ethnicity (specify:

)

List the last three persons in this position:

1. Pastor Josh Friend
2. Pastor George Holtof
3. Pastor Harry Valstar

Worship:

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

Cooperative effort to plan, and lead the worship service - music, sermon/read, congregational prayer, run the powerpoint screen/display. Adults and teenagers involved in the service.

Describe the worship services in your church:

Worship is blend of traditional and contemporary. Music is lead with mix of piano, guitar, bass, drums, multiple singers; song lyrics are projected overhead. Traditional order of service with liturgies and responsive reading including creeds, and other hymnal based items.

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

Sunday school

Women's Bible study

Children and adults invited and involved in music and worship.

Building/Financial:

Present annual budget: \$105,000.00

Last year's annual budget: \$150,000.00

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

| | |
|--------------------------------|-----|
| Budget | 100 |
| Denominational Ministry Shares | N/A |
| Classical Ministry Shares | N/A |

Amount contributed above budget and ministry shares: N/A

Specify (optional): Covid suspended payment.

Facilities:

Describe facilities: Building is older, but adequate. Some updating opportunities may be considered. There is a large undeveloped space in the basement.

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: Office/Study is in the church building.

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:

\$ 0.00 or 0.00 %

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
- Annual vacation (# weeks)
- Other (please specify) cell phone allowance, sabbatical, and vacation negotiable

Church Characteristics:

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

Presently, the FOCUS OF OUR CHURCH'S MINISTRY is

| | | | | | | |
|----------|-----------------------|-----------------------|---|---|---|----------|
| | Community exclusively | Community primarily | Community & current members/ participants equally | Current members/ participants primarily | Current members/ participants exclusively | |
| External | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | Internal |

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 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Churched |

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

| | | | | | | |
|--------------|-----------------------|----------------------------------|-----------------------|-----------------------|-----------------------|-------------|
| | Contemporary | Mostly contemporary | Blended | Mostly traditional | Traditional | |
| Contemporary | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Traditional |

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 | |
| Congregational members | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | Pastoral staff |

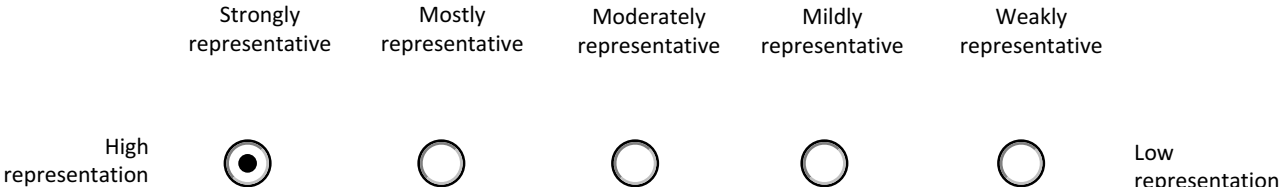
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through

| | | | | | | |
|----------|------------------------|----------------------------------|--------------------------------|----------------------------|---------------------------|--------|
| | No specific ministries | Ministries for a few groups | Ministries for selected groups | Ministries for most groups | Ministries for all groups | |
| Informal | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Formal |

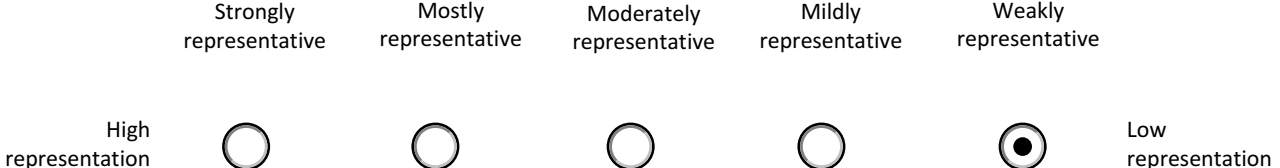
In our church, EVANGELISM STRATEGIES AND METHODS are

| | | | | | | |
|-----------|-------------------------|----------------------------------|-----------------------|-----------------------|-----------------------|---------|
| | Predominantly unplanned | Generally unplanned | Equal emphasis | Generally planned | Predominantly planned | |
| Unplanned | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Planned |

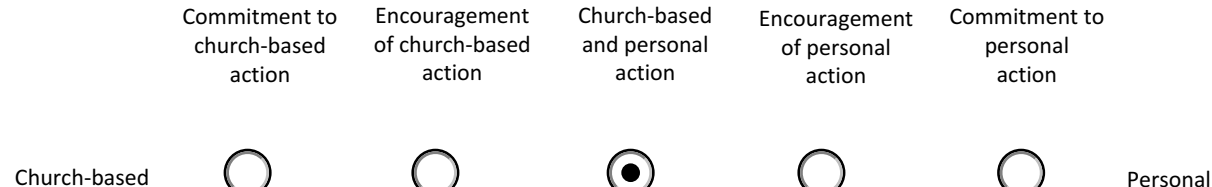
Our church is representative of the ECONOMIC DIVERSITY of our community



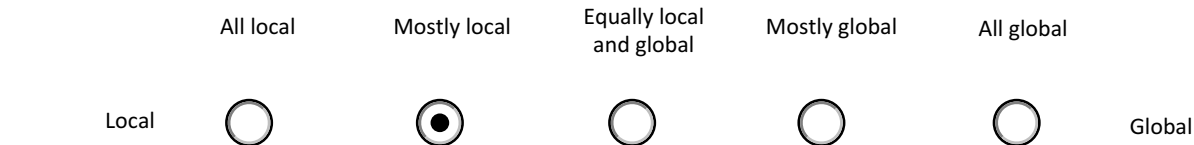
Our church is representative of the ETHNIC DIVERSITY of our community



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



Our church's MISSIONAL FOCUS is



Narrative:

In what ways does your church participate in ecumenical activities?

Our pastor has historically been involved in the Fort McMurray "Ministerial" association, which is a gathering of local ministers from various denominations who meet regularly to support each other and discuss matters of mutual interest.

Additionally, various members may join together in some multi-church initiatives such as joint services, as for Good Friday or certain Christmas season services.

Reflect on your strengths/gifts as a church:

We have a core group of highly committed members, who participate in church activities as fully as their availability allows. Our members enjoy opportunities for fellowship and have a generally strong sense that we care about one another. We also welcome visitors and newcomers with warmth.

Several different people take turns as the worship lead and we have broad-based participation in worship by members who play instruments or contribute vocals or technical skills to the worship teams.

We have a regularly scheduled children's Sunday School program, with committed leadership distributed quite broadly across church members.

We have for many years generously shared our church building with various community groups, as well as hosting a community garden on our church grounds (Eden).

We have a weekly women's Bible study that plays an important role in the lives of participants.

Reflect on your passions as a church:

Members of Evergreen have a passion to meet the needs of members of the community in tangible ways.

Our members are passionate about worshipping the Lord through music. We also highly value sound biblical preaching.

Our members also care deeply about teaching our church families' children about growing in their faith through regular Sunday school programming.

List specific problems with which your congregation struggles:

Our small size, which has the advantage of ensuring that everyone is known, and can allow for all members to participate in meaningful ways, has the disadvantage of limited person power.

Also due to our small size, there are limited opportunities for some congregation members to connect with others who may be walking a path in life that is like one's own (eg. children / youth / college age may lack same-age peers, few singles). There is a concern that if we do not grow, we may well shrink.

We struggle with outreach.

Due to high turn-over in recent years, we have not had discussions about goals, mission or vision.

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?

Covid impacted the church by causing some regular attenders to fall away and not return, which has implications for the church budget.

Being without a regular pastor since Pastor Josh's departure may have discouraged some visitors from finding their church home at Evergreen.

List major goals that this congregation has set for itself or opportunities the congregation anticipates:
Our congregation has identified a need to build stronger relationships and improve communication within the church community to ensure that we share a commitment to a common vision.

We anticipate continuing to reach out to our community and build relationships through the community garden on our church grounds (Eden).

Describe what being Christians of Reformed accent means to you:

As a congregation of Christians, we have a high view of God's sovereignty, God as a covenant-maker and keeper, and God's kingdom rule active in the world today.

Upon reflection, we realize that there is room for our congregation to grow in its understanding of what it means to be Reformed.

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

On an academic level there are some in our congregation who understand the Bible is the ultimate authority, followed by the traditional creeds and confessions. Decisions and policies by Synod are subject to those greater authorities, and the churches are intended to follow the decisions of Synod -- unless they contravene the Bible / creeds / confessions, but some in the church would not be able to identify Synod.

The local church is meant to participate with other churches through opportunities to meet with other members of Classis. The local church makes decisions regarding matters relevant to the calling of a pastor, decisions regarding local ministry, and the operation and administration of the local church.

In recent years, we have not had much participation in gatherings of Classis, though there are some among us who recognize the value that may be gleaned by participating more fully in activities of the CRC, and look forward to increasing our participation with the denomination.

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

Widespread biblical illiteracy within the greater Christian community creates challenges as people may lack the doctrinal foundation needed to live their faith biblically and speak the truth winsomely within the dominant post-Christian culture.

Government policy and the norms of today's society are often overtly hostile to foundational tenets of historical and biblically faithful Christianity.

Changes in family structure have diminished the availability of people to contribute their time to church activities. The rise of a 24/7 work force and increased participation in organized leisure activities fills people's schedules with activities that compete with church programming, resulting in the Sunday service often being the primary or sole church activity / program in which people participate.

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

Moving into our own building in 1989 provided Evergreen with a recognizable church home and increased our visibility within the community. We are now known as the church with the big garden (Eden).

Transitioning from a church plant to an independent congregation was an important milestone in our church's history.

The 2016 Fort McMurray Wildfire had a significant impact on members of our church family who were affected by it, as well as on our larger community. It continues to have lingering effects on those who were here at the time.

Leadership:

How many council members does your church have? 4

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?

Pastor Search Committee - 4 members, weekly or twice per month meetings