

## CHURCH PROFILE FORM

### Church Information:

Name: Hawarden Christian Reformed Church

Location of church [City, State/Province]: Hawarden, Iowa 51023

Classical Church Counselor: Rev. Nathan Kuperus

### Search Committee Contact:

Name: Dan Byker

Address: 1885 460 th St., Hawarden, IA 51023

Home: \_\_\_\_\_ Cell: (712) 441-5121 Work: \_\_\_\_\_

Email address: bykeraviation@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: 2805

Church Profile:

We are open to:

☐ Male and Female pastors

☐ Female pastors only

☒ Male pastors only

List all staff positions: Pastor  
Church Secretary  
Janitor  
Financial Secretary

Position Available: **Pastor**

Date of vacancy: 01/01/2025

General position description:

The pastor serves as Minister of Word and Sacrament. This position is for solo pastor, combining preaching, administration, and pastoral care. The pastor will lead the church in a vision casting process and in outreach.

See the full job description for details.

☒ Full-time

☐ Part-time

Bi-vocational position?

☐ Yes

☒ No

Number of years preferred of ministry experience of potential candidate: 3

Required languages: English; (Spanish not required but helpful in our community)

## Church Demographics:

Average Sunday attendance: 55

Active adult professing members: 75

Profile of church members:

Age:

% 0-11    5    % 12-18    10    % 19-24    % 25-34

5    % 35-49    25    % 50-64    50    % 65+

Occupation:

10    % Business    5    % Professional    % Trades    % Stay-at-home parent

30    % Agriculture    50    % Retired    5    % Student    % Other

Percentage of members belonging to the congregation:

Less than 5 years    10    %

5-10 years    %

10 or more years    90    %

Racial/Ethnic composition of congregation and surrounding community:

Congregation: 100% white

Community: ~65% white; ~30% Latino; 5% other

Composition of congregation:

Mono-Cultural

Multi-Cultural

Specific Ethnicity (specify: )

<input checked="" type="checkbox"/>
<input type="checkbox"/>
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List the last three persons in this position:

1. Mark Tiemersma (interim)
2. Mark Klompfen
3. Tom Van Engen

## Worship:

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

Members do song leading; five different persons are able to play piano or organ. Members are available for reading and prayers. The Worship Committee assists in decision making and planning special services.

Describe the worship services in your church:

We follow a simple, reformed approach to worship. Many of our services have a rejoice-reconciled-respond structure. We have a blended worship approach that leans toward the traditional, with hymns and more established songs. Biblical preaching is a priority for us each Sunday.

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

Children: Sunday School

Youth: youth group, GEMS/Cadets, catechism

Young adults: Small group

Adults: Evening service, Sunday PM Bible Study, Women's Bible Study, prayer chain

## Building/Financial:

Present annual budget: 146,100

Last year's annual budget: 142,991

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

Budget 100

Denominational Ministry Shares 100

Classical Ministry Shares 100

Amount contributed above budget and ministry shares:

Specify (optional):

Facilities:

Describe facilities: Our building was built new in 1978. Whole church is one level. The sanctuary can seat 200 comfortably. The fellowship hall is spacious and multi-purpose; it has curtains to make rooms for

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: In church building and in parsonage

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

%

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
- 4 ☐ Annual vacation (# weeks)
- ☐ Other (please specify)

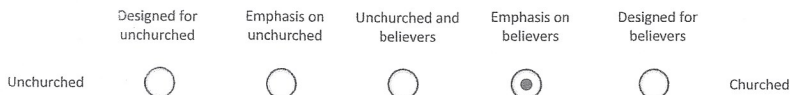
## Church Characteristics:

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

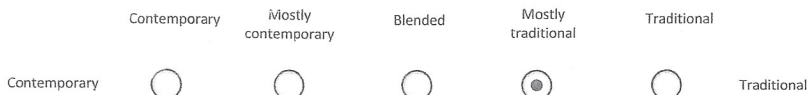
Presently, the FOCUS OF OUR CHURCH'S MINISTRY is



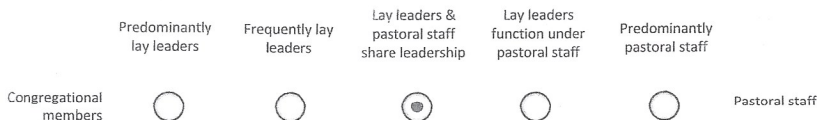
In our church, the WORSHIP SERVICE IS DESIGNED FOR



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



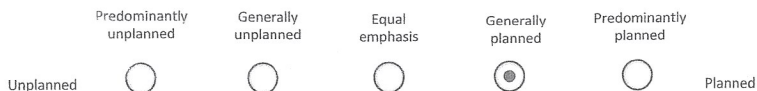
In our church, LEADERSHIP is generally provided by the



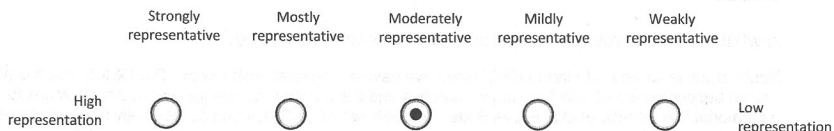
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through



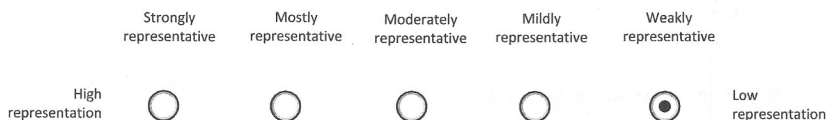
In our church, EVANGELISM STRATEGIES AND METHODS are



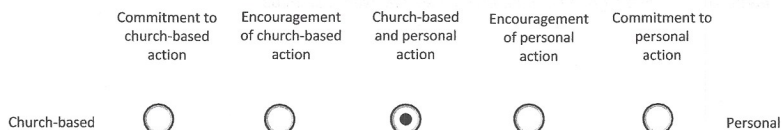
Our church is representative of the ECONOMIC DIVERSITY of our community



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 your church participate in ecumenical activities?

Youth group is shared with Ireton CRC, which we have a long relationship with. The GEMS group is hosted by our church but composed of girls from other churches and the community. We join with other churches for VBS. We do a Memorial Day service at Oak Grove State Park with two other CRCs and occasionally have combined services in the summer months.

Reflect on your strengths/gifts as a church:

Our members are tight-knit and highly involved. We care for each other like a family would. As one member put it, "I believe if I needed anything or had a crisis, I could call on any member and they would be there to help out." We also have members involved in a range of ministry functions, from committees to worship to grounds to welcoming to technology. Lots of people pitch in. We care deeply about the Word of God and are attentive to biblical teaching. We have a good heritage from those who went before us.

Reflect on your passions as a church:

We are committed to learning the Word of God through biblical preaching and teaching as well as personal study. We wish to glorify God in our worship services through singing and prayer. We are passionate about caring for each other, holding together as a church community and participating in regional community activities. We desire to see the lost saved and are generous with local and global evangelism efforts.

List specific problems with which your congregation struggles:

We struggle to offer programs that are able to draw and keep young people and families. Formal communication channels are not strong, which leads to confusion and/or slow progress. While we are supportive of missions, local and global, we have needed a pastor to spearhead our evangelism efforts. We are in need of a new vision/strategic plan.



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?

Being without a pastor for a couple of years made it difficult to rebound from the pandemic. People who had been less involved stopped attending. A new reformed congregation in town with a seeker-friendly model drew some of our families who were looking for family programming and a different feel. We were able to stabilize a bit with the hire of interim pastor Mark Tiemersma, a seminarian and former missionary who blessed the church with a year of service. We also hired a church consultant, Nathan Hitchcock, to help us prepare for a new pastor.

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

We anticipate that our next pastor will lead us through a vision process, that is, strategic planning. We have been focused on keeping the congregation afloat, but we know we need a dynamic new direction. There are already signs of life with an active young adult group and a renewed passion for learning the Scriptures.

Describe what being Christians of Reformed accent means to you:

We hold to the authority of the Word of God and value the reformed confessions as biblically faithful statements. We emphasize themes such as the supremacy of God, grace and gratitude, shared governance, and the importance of having a Christian worldview.

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

We were founded as a CRC congregation and have appreciated that relationship over the decades. In recent years we struggled with the denomination's drift into progressive social causes, including promotion of LGBTQ. We are encouraged by recent decisions to stay with the biblical tradition. We support the mission work of the CRCNA. Our relationship with Classis Heartland is healthy. Being on the geographic edge of a cluster of CRCs, we have sometimes felt like (or made ourselves) outliers.

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

While they are great for the sick and shut-ins, online services make it too easy to ignore Christian fellowship. Church becomes a product to be used, not a community to be a part of. There are people who want to be entertained, not live within a commitment. Christians also face enormous sexual issues these days, including LGBTQ confusion, promiscuity, and pornography.

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

In 2017 the church celebrated its centennial, marked by joyful services attended by many, including former pastors. A commemorative volume of the church's 100 years was compiled.

In 1978, amid sharp discussion, it was decided by majority vote to build a new single-level church. Construction was started that year. A storm blew in and took out the rafters, but the building was still completed within a year.

In 1928 or so, the Dorcas Aide group was formed, leading to a great range of charitable works and Bible studies for women.

## Leadership:

How many council members does your church have? 8 (plus minister)

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 (including the minister) meet monthly to provide spiritual leadership.

Deacons meet monthly to plan offerings and address various material needs.

Worship Committee meets 2-4 times a year to plan services and special services. The Pastor joins the committee.

Building and Grounds Committee meets ad hoc.

Evangelism Committee and other committees meet ad hoc.