



EASTHILL COMMUNITY CRC CHURCH PROFILE

January 2026

East Hill Community CRC
3605-12th Street
Vernon, BC
Canada

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Community Setting

East Hill Community CRC is located in Vernon, BC. Tucked between the shimmering waters of Okanagan and Kalamalka lakes and surrounded by rolling hills, grasslands, and the Monashee mountain range. The city of Vernon is a vibrant community in British Columbia's Okanagan Valley. The cultural and economic history of the area lend a surprising diversity for a small city and surrounding towns of 60 thousand people. Nearby Kelowna and area comprises nearly 200 thousand people, and extends all the benefits of a larger service center, including an international airport (YLW), to our community 40 minutes away.

Vernon is home to an outstanding accredited Christian elementary and secondary School. Locally, Okanagan College and nearby University of BC-Okanagan(UBCO), which also hosts a CRC Chaplaincy, provide post secondary excellence with international reputation..

Summers in Vernon are warm with hot days to enjoy time at the many surrounding lakes; winters are moderate and occasionally cold. Annual sunshine amounts to more than 2,000 hours. Under construction is the Active Living center with recreational opportunities for all ages, slated for completion in the fall of 2026.

The city thrives on its strong network of faith communities, outreach organizations, and intergenerational programs that foster connection and care. Vernon also offers an abundance of outdoor recreational opportunities that nourish both body and spirit—from hiking and biking along scenic trails, to kayaking and paddleboarding on crystal-clear lakes, to skiing, mountain biking and snowshoeing at the nearby SilverStar Mountain Resort. These natural spaces not only provide a backdrop for rest and renewal, but also serve as gathering places for fellowship, reflection, and ministry beyond the church walls.

For those called to pastoral leadership, Vernon offers more than just a beautiful place to live—it's a deeply engaged and active community where faith, nature, and neighborliness come together in meaningful ways.

East Hill Community CRC Staff Profile:

Our staff format consists of:

- Full time Pastor
- Office Administrator (Part-time)
- Worship/Youth Ministry (Full-time)
- Custodian (Part-time)

Position available: Full-time Pastor

Date of Vacancy : March 3, 2023

General Job Description: We are looking for a Lead Pastor to guide the congregation through Biblical preaching and teaching, purposeful and relationship-based Pastoral care and servant-modeled leadership. All activities will be primarily focused on reflecting our vision to advance God's Kingdom in our hearts, neighbourhood and the next generation. The Pastor is accountable to Church Council in doctrine, life and duties and will be supported by Council with encouragement and assistance in the work of the Lord

Church membership demographics:

Average Sunday attendance: 80-100

Active adult professing members: 140

Composition of congregation: Mono Cultural

Occupation of professing members:

- 8% Business
- 27% Professional
- 20% Trades
- 8% Agriculture
- 5% Retired
- 4% Student
- 8% Stay at home parent

Percentage of members belonging to the congregation:

- Less than 5 years 13%
- 5-10 years 22%
- 10 or more years 65%

Previous Pastors in this position:

1. Daryl DeKlerk: 2019 - 2023
2. Andrew VanderLeek: 2004 - 2017
3. William Kempkes : 1998 - 2003

Sunday Worship at East Hill CRC:

Planning and leadership is primarily the responsibility of the Lead Pastor with assistance from the staff and the worship team. During the service a number of congregational members volunteer to assist with various aspects of the liturgy (children's message, congregational prayer, reading etc)

- We offer one service each Sunday at 10 am
 - Member families take turn as greeters and coffee servers
 - A Team of audio/visual volunteers arrive at least 30 min before each service to prepare for and facilitate the sound and live streaming throughout the service.

 - We follow the traditional CRC liturgy.
 - Worship is led by several alternating worship teams, and occasionally guest teams..
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Discipleship at East Hill CRC: for all ages of members and attendees

- We have a number of programs for all ages within our church. For children we have a strong volunteer group that organizes our Gems and Boys Club. These clubs see an attendance from our membership and the community at large. Our youth and young adults are led by our Youth Coordinator and volunteers. Adult Ministries are currently focused on small group studies: Retirees small group, several self-led small groups and occasional potlucks after Sunday service
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Building/Financial

Present annual Budget (2026): \$276,422

Last year's annual Budget (2025) : \$273,736

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

Budget – 100%

Denominational Ministry Shares – 75%

Classical Ministry Shares – 100%

Facilities: Church Building- The main church occupies about 18,000 sq feet on two levels. Main floor entry with a sanctuary and fellowship space. A kitchen, three staff offices, library, nursery room, storage space. The basement holds a second kitchen, large gathering room, a number of classrooms, including a youth space and storage rooms. We have a parsonage located beside the Church.

Compensation:

The salary range we are prepared to offer our new pastor is based on the CRC Minister Compensation Survey for our area: this would be considered as a starting point for negotiations.

The average annual increase for this position over the past three years is: 3.5%

Housing:

- Housing allowance
- Parsonage only
- Either of the above

Benefits and Expenses

- Pension – yes
- Medical Insurance – yes
- Life Insurance – yes
- Canada Pension - yes
- Travel/Mileage – yes.
- Continuing Education funds – yes
- Continuing Education time allotted – yes
- Sabbatical policy – 2 weeks (accumulate up to 3 years)
- Annual vacation - 4 Weeks per year
- Other: Free Parking!

Church Characteristics:

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

1. Presently, the focus of our church's ministry is:

- External
- Community exclusively
- Community primarily
- Community and current members/participants equally
- Current members/participants primarily
- Current members/participants exclusively
- Internal

2. In our church, the worship service is designed for:

- Designed for unchurched
- Emphasis on unchurched
- Unchurched and believers
- Emphasis on believers
- Designed for believers

3. In our church, the style of music used in the worship service is:

- Contemporary
- Mostly contemporary
- Blended
- Mostly traditional

4. In our church, leadership is generally provided by:

- Congregational members
- Predominantly lay leaders
- Frequently lay leaders
- Lay leaders and pastoral staff share leadership
- Lay leaders function under pastoral staff
- Predominantly pastoral staff
- Pastoral Staff

5. Our church seeks to encourage spiritual growth through:

- Informal
- No specific ministries
- Ministries for a few groups
- Ministries for selected groups
- Ministries for most groups
- Ministries for all groups
- Formal

6. In our church, evangelism strategies and methods are:

- Unplanned
- Predominantly unplanned
- Generally unplanned
- Equal emphasis
- Generally planned
- Predominantly planned
- Planned

7. Our church is representative of the economic diversity of our community:

- High representation
- Strongly representative
- Mostly representative
- Moderately representative
- Mildly representative
- Weakly representative
- Low representation

8. Our Church is representative of the ethnic diversity of our community:

- High representation
- Strongly representative
- Mostly representative
- Moderately representative
- Mildly representative
- Weakly representative
- Low representation

9. Our church's response to compassion, mercy, and justice needs is:

- Church-based
- Commitment to church-based action
- Encouragement of church-based action
- Church-based and personal action
- Encouragement of personal action
- Commitment to personal action
- Personal

10. Our church's missional focus is:

- Local
 - All local
 - Mostly local
 - Equally local and global
 - Mostly global
 - All global
 - Global
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Narrative:

In what ways does your church participate in ecumenical activities?

- We encourage our pastor to be involved within the Vernon community. This may look different for the successful candidate.
- In the past our pastors have been involved in the Vernon Ministerial Association, city wide Good Friday services, Hospital Chaplaincy and Vernon's Live Well Clinic.
- Our membership is involved in a number of local and global charitable causes.

Reflect on your strengths/gifts as a church:

- Our church community is intentionally intergenerational and has a strength in building relationships with each other. Supporting each other through prayer, visiting, and practical service in both the good and hard times.
- The church has several programs as mentioned, with the highlight being our youth program. Our coordinator creates a space filled with fun, with focus on spirituality for the youth and young adults.
- Gems and Boys club programs both serve our membership and surrounding community.
- We have a diverse church membership ranging from spiritually mature members to new believers.

Reflect on your passions as a church:

Our members are passionate about supporting various charities both locally and globally. Some examples include:

- Helping the homeless (Upper Room Mission & Feed The Streets)
- North Okanagan Gleaners Society
- YWAM (Youth With A Mission)
- Mexico Ministries

List specific problems with which your congregation struggles:

- During COVID we struggled as a church both in leadership and membership. This had an impact on members who left our church. We continue to seek to improve our worship, preaching and community in the hope of improving those relationships.
- We struggle with the willingness of member involvement: it is often the same people doing the majority of the work. As a leadership team we continue to try new ways of encouraging the members to volunteer in their areas of strength.

Do you have a recently articulated mission/vision for ministry?

- Yes

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

• Being without a lead pastor for 3 years, although difficult times, has brought our membership together in various ways, and has raised up new leaders and volunteers, both young and old, to "pull the weight together"

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

- Our primary goal is to stabilize our church with the hiring of a pastor. Once this is in place the focus will be on growing our adult and retiree ministries within our church to help with spiritual growth and discipleship.

Describe what being Christians of Reformed accent means to you:

- Believing in the Trinity - God the Father, Jesus the Son and the Holy Spirit.
- Feeling secure in the fact that God is Sovereign over all things. He holds each one of us in his mighty hands.
- Knowing this helps to put the worries of this life into perspective. We trust that God has a plan for this Church and each one of us.
- We know he is already preparing the heart of the Pastor he has chosen for EHCC.

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

- We're part of the family, but are somewhat isolated from the Lower Mainland CRC churches in BC. Although we continue to attempt to maintain relationships, it is difficult as we are without a pastor at this time. We have good connections with churches in the Interior such as Kamloops, Kelowna and Salmon Arm.

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

- As a broader Christian Church we haven't always had a good track record when it comes to living out our calling. We haven't always been known for being humble, loving and servant-hearted people. We need to be better equipped to be able to carry the good news of the Gospel into our communities and live lives that show in a clear way to the unchurched people in our community that we all need Jesus.

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

- In 2024 we celebrated 70 years as a Church in Vernon with several of the founding members still active within our Church.
- Over 60 years ago several members had a vision for Christian education. Our Church played a pivotal role
- A number of our members, through the partnership of the church, helped start and continue to support the North Okanagan Gleaners Society.

Leadership:

How many council members does your church have?

- 8 elders
- 4 deacons

What is the length of term for council members?

- Three years.

How often does the full council meet?

- Once per month. (Except during the summer months: July & August)

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

- **Executive committee** - meets once a month led by a chairperson. Its focus is the business of running the church
- **Elders:** meet once a month, led by a chairperson. They focus on the spiritual well-being of the congregation. We have shepherding and administrative elders.
- **Deacons:** Meet once a month, led by a chairperson. They focus on the physical well-being (financial/food/housing) of members of the church and in the broader community/world through dispersing financial gifts provided by the congregation.