

CHURCH PROFILE FORM

Church Information:

Name: Calvary Christian Reformed Church

Location of church [City, State/Province]: Flamborough, Ontario

Classical Church Counselor: Becky Jones (Regional Connector Canada East)

Search Committee Contact:

Name: Kurt Seiders

Address: _____

Home: _____ Cell: (905) 320-1011 Work: _____

Email address: k_sieders@yahoo.ca

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: 125,000 (Flamborough-Glanbrook)

Church Profile:

We are open to:

- Male and Female pastors Female pastors only Male pastors only

Pastor (Vacant)
List all staff positions: Church Administrator

Position Available: Full time pastor.

Date of vacancy: 9/8/2024

General position description:

- Prepare & lead weekly services
- Participate in Council
- Discipling congregation to grow God's kingdom
- Teach confession class and marriage classes
- Visit & connect with congregational members

- Full-time Part-time

Bi-vocational position?

- Yes No

Number of years preferred of ministry experience of potential candidate: Candidate dependent

Required languages: English

Church Demographics:

Average Sunday attendance: 125

Active adult professing members: 150

Profile of church members:

Age:

11 % 0-11 16 % 12-18 7 % 19-24 11 % 25-34
7 % 35-49 8 % 50-64 40 % 65+

Occupation:

10 % Business 13 % Professional 7 % Trades 1 % Stay-at-home parent
10 % Agriculture 40 % Retired 5 % Student 13 % Other

Percentage of members belonging to the congregation:

Less than 5 years 10 %
5-10 years 15 %
10 or more years 75 %

Racial/Ethnic composition of congregation and surrounding community:

Composition of congregation:

Mono-Cultural
Multi-Cultural
Specific Ethnicity (specify:)

List the last three persons in this position:

- 1. Gareth Harker
- 2. Jeff Janssen
- 3. Carel Geleynse

Worship:

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

Praise team. Congregational prayer. Childrens message. Worship planning. Audio/visual. Announcements.

Describe the worship services in your church:

Traditional format. Mix of contemporary and traditional songs. Piano, organ, guitar, and drums.

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

GEMS, Cadets, Youth, Junior Youth, College and Careers, Sunday School, Small Groups, Kids Connect, and Coffee Break.

Building/Financial:

Present annual budget: \$350,000

Last year's annual budget: \$348,000

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

Budget 88%

Denominational Ministry Shares 100%

Classical Ministry Shares 100%

Amount contributed above budget and ministry shares: 150%

Specify (optional): Renovation Fundraising

Facilities:

Describe facilities: Church (1988) with sanctuary, fellowship hall, offices, and class rooms. Recently renovated classrooms and offices (2024).

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: Sanctuary renovations

Does the church own a parsonage? Yes No

Location of office or study: At 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:

If other, please specify:

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

\$

or

4

%

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)

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

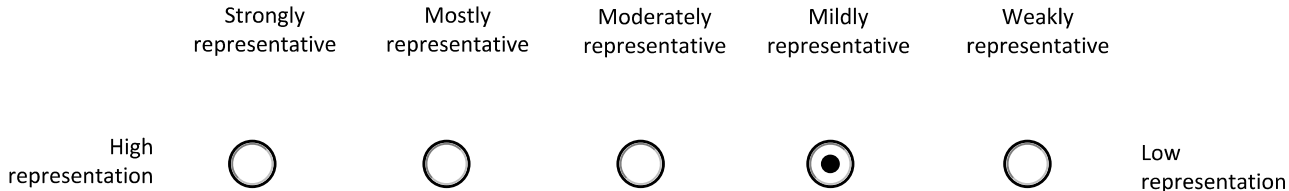
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through

	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 type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Formal

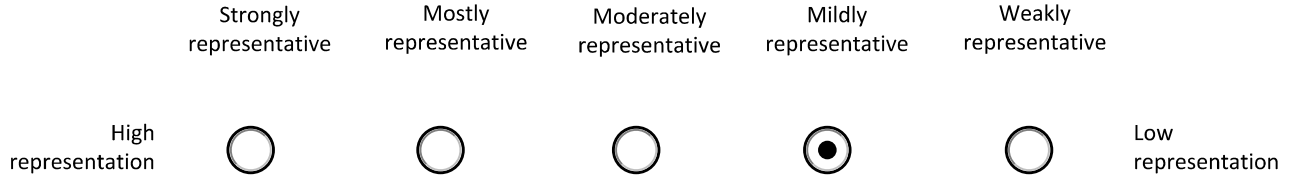
In our church, EVANGELISM STRATEGIES AND METHODS are

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

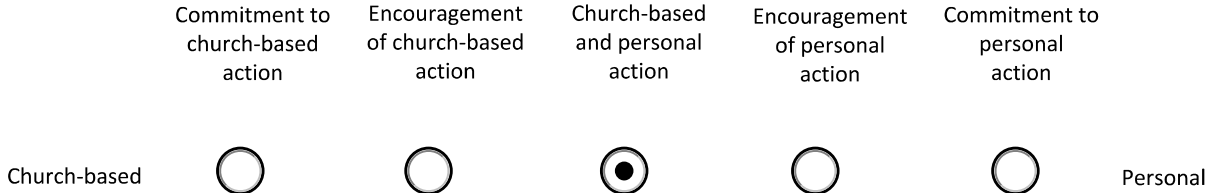
Our church is representative of the ECONOMIC DIVERSITY of our community



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?

Food drives, missionary support, and local programs (Street Beats).

Reflect on your strengths/gifts as a church:

Welcoming. Youth programs (college and careers, Cadets, GEMS), Giving for financial needs. Multi generational. Music. Strong volunteer base. When there is a need our church community comes together to fulfill the need as a group.

Reflect on your passions as a church:

Youth programs, Carpenteros, City Kidz, food drive, Street Beats. If there is a program that is set up then it gets strong support and volunteers. The congregation enjoys getting together for food and fellowship.

List specific problems with which your congregation struggles:

Decision making hesitation that stems from an aversion to conflict based on previous denominational issues in the past (early 90s). Dealing with potential issues has not always been dealt with promptly and may be avoided in a group setting to avoid conflict.

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?

There has been a church plant in the area that caused a shift. This has caused a membership refresh where some members left but also caused existing members to come back more regularly. Has caused new volunteers to come forward for various programs. There has also been new members that have joined during this whole time. COVID-19 brought changes where we adapted quickly to use new technology to be able to provide a worship service at home. Unfortunately this also caused some members to leave.

List major goals that this congregation has set for itself or opportunities the congregation anticipates:
Finding a pastor, starting up small groups, and continuing with facility improvements.

Describe what being Christians of Reformed accent means to you:

Being Christians of a Reformed accent means living out the Christian faith with a particular focus on God's sovereignty, grace, and the authority of Scripture. This is done while engaging thoughtfully and actively with the world. It's a way of seeing and living the Christian faith that emphasizes God's glory in all things. As the church, we desire to know and practice our gifts for the mutual benefit of one another and for the continual growth of God's Kingdom.

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

The local church and denomination share a common mission and vision while adhering to the same theological and doctrinal standards. Communication and collaboration are important to allow for smooth decision making, sharing insights, and experiences. The denomination supported resources are used by the individual churches to provide worship, outreach, and education in a local setting.

Identify some of the cultural challenges facing Christians and Christian churches

today:

So called "progressive values" which prioritize identity group grievances over our collectively shared humanity;

Societal pre-occupation with human gender and sexuality;

The marginalization and/or disdain for Christ/christianity in the public square;

The continued destabilization of the family as a cornerstone institution in society, by influence of media and in public policy.

The continued move toward idolization of the "self", and corresponding reduction of value / understanding for the importance of community and interdependence.

An aggressive/unmerciful response from public "Christians" toward poverty/homelessness, creation care, xenophobia, racism/refugees that impacts public perception of "the Church"

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

Started as a daughter church.

Pastor led URC split without the congregations knowledge.

Recent memberships changes (COVID-19 and church plant nearby).

Leadership:

How many council members does your church have? 14

What is the length of term for council members? 3 year term

How often does the full council meet? Monthly

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

Ministry Team (5 members, monthly)

Pastoral Elders (9 members, monthly)

Deacons, monthly

Worship Committee, monthly

By-law/Incorporation Committee, as needed

Building and Maintenance Committee, as needed