

CHURCH PROFILE FORM

Church Information:

Name: Ingersoll Christian Reformed Church

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

Classical Church Counselor: Rev. William Jones, Talbot Street Church

Search Committee Contact:

Name: Wayne DeJong

Address: 429 King Street West, Ingersoll, Ontario N5C 3J7

Home: _____ Cell: (519) 671-5139 Work: _____

Email address: pastorsearch.ingersollcrc@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: 13,500

Church Profile:

We are open to:

- Male and Female pastors Female pastors only Male pastors only

List all staff positions: 1 x Full-Time Administrator
1 x Part-Time Custodian

Position Available **Full-Time Pastor**

Date of vacancy: 11/01/2025

General position description:

Ingersoll Christian Reformed Church is seeking a full-time Pastor to provide spiritual leadership and pastoral care to our congregation. The Pastor will be responsible for preaching and teaching the Word of God, providing pastoral care, equipping members for ministry, and helping guide the vision and mission of the church.

The Pastor will work alongside church leadership to nurture spiritual growth of the congregation, encourage community outreach, and support the ministries of the church.

Please see the attached job description for additional details about responsibilities, qualifications, and expectations.

- Full-time Part-time

Bi-vocational position?

- Yes No

Number of years preferred of ministry experience of potential candidate: No preference

Required languages: English

Church Demographics:

Average Sunday attendance: 170

Active adult professing members: 201

Profile of church members:

Age:

14 % 0-11 8 % 12-18 11 % 19-24 8 % 25-34
13 % 35-49 21 % 50-64 25 % 65+

Occupation:

10 % Business 10% Professional 15 % Trades 5% Stay-at-home parent
10 % Agriculture 25% Retired 20 % Student 5% Other

Percentage of members belonging to the congregation:

Less than 5 years 30 %
5-10 years 13 %
10 or more years 57 %

Racial/Ethnic composition of congregation and surrounding community:

Our congregation generally reflects the local community, which is predominantly Caucasian, though we welcome and value people from all backgrounds.

Composition of congregation:

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

List the last three persons in this position:

- 1. Pastor Derek Ellens - 2020-2025
- 2. Pastor Norman Visser - 2004-2017
- 3. Pastor Dirk Miedema - 1996-2002

Worship:

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

Members of all ages are involved in planning and participating in worship. A Worship Committee works with the pastor to plan services, while the Praise Team leads music. Congregation members also take part through Scripture readings, prayer, greetings, and opening elements of the service. Council provides guidance and support, while our Visual/Decoration and Audio/Visual teams help create a welcoming environment and ensure services run smoothly.

Describe the worship services in your church:

Our worship services blend both contemporary and traditional elements within a structured format. We strive to create a relaxed and welcoming atmosphere where all feel comfortable gathering together. At the heart of each service is a desire to honour God and remain rooted in Scripture, ensuring that our worship is both meaningful and Christ-centered.

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

Our church offers a wide range of discipleship opportunities for all ages, helping members grow in faith and community. For children, we provide Nursery care, Sunday School, GEMS, Cadets, and Explorers (Junior Catechism). Youth are engaged through Youth Group, while adults can participate in Friendship Club or join programs for deeper study of Scripture and doctrine, including Faith Essentials (Senior Catechism/ Profession of Faith), Young Adults, Small Groups, and Men's and Women's Ministries. Through these programs, everyone is encouraged to grow in knowledge, faith, and service to Christ.

Building/Financial:

Present annual budget: \$386,325

Last year's annual budget: \$376,439

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 barrier-free facility includes a sanctuary, hall, classrooms, offices, kitchen, nursery, workshop, garden, prayer trail, outdoor spaces, and an active parsonage.

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 main 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:

\$ \$3,394

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
- 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 checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Pastoral staff

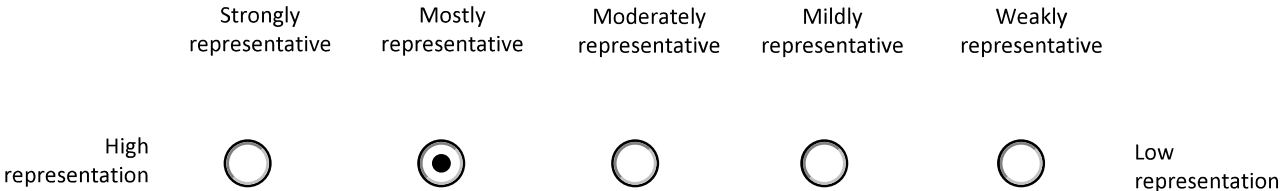
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through

	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

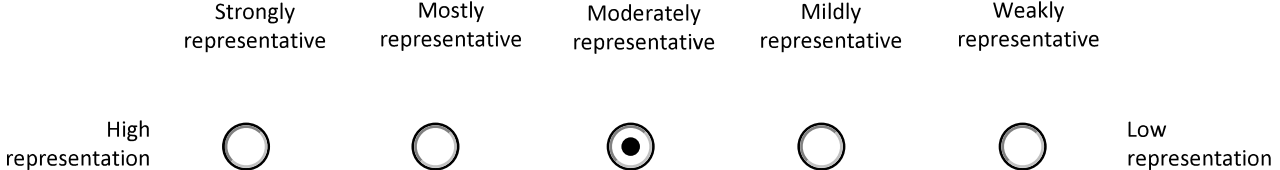
In our church, EVANGELISM STRATEGIES AND METHODS are

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

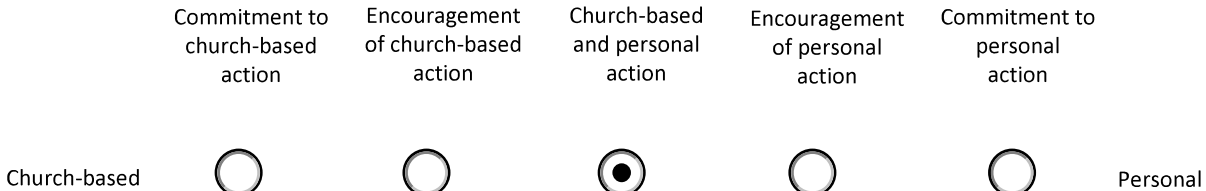
Our church is representative of the ECONOMIC DIVERSITY of our community



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 church participates in ecumenical activities by partnering with local congregations to serve the community. We join the Bethlehem Walk, attend Vacation Bible School at Hi-Way Pentecostal and Ingersoll First Baptist Church, and take part in the town-wide Canada Day Festival. Through Ingersoll Inter-Church, a local network of churches coordinating outreach and community events, we work together to promote unity and a shared witness to Christ.

Reflect on your strengths/gifts as a church:

Ingersoll CRC is a welcoming, inclusive, and strong church-community that values relationships across all ages. Our church members are actively engaged, through volunteering or participating, in a variety of programs and ministries that help us shine Christ's Light. We have strong school-aged programs, including GEMS and Cadets, that not only draw children from our congregation, but also the wider community, including some with no church affiliation. We have many opportunities to grow deeper together in faith through our various ministries and Bible study groups. Ingersoll CRC is a generous and empathetic church family. We consider ourselves blessed to have such incredible multi-generational bonding/connections that work together to support one another, foster connection, creating a vibrant Christ-centered community where everyone can grow and glorify God.

Reflect on your passions as a church:

Ingersoll CRC is a church passionate about local outreach, community engagement, and nurturing the next generation of believers. With vibrant children and youth programs, small groups, and opportunities to serve our neighbors, we are eager to grow as a Christ-centered community. To bring these passions fully to life, we seek encouragement and strong leadership to guide, equip, and inspire our members to serve, disciple, and glorify God together.

List specific problems with which your congregation struggles:

Ingersoll CRC faces opportunities to strengthen several areas of church life. Spiritual growth and biblical knowledge could be deepened across all age groups, particularly among youth and young adults, with more engaging programs and catechism opportunities. Volunteer capacity is stretched at times, leading to potential burnout, and some ministries and youth programs struggle to attract consistent participation. Community outreach and engagement are limited, and newcomers sometimes lack clear guidance or integration into church life. Increased or stronger leadership development and training would help equip members to serve more effectively. Technical aspects of services, such as livestream and sound quality, also present opportunities for improvement.

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?

One of the most interesting and challenging events in the life of our church over the past three years has been managing the effects of significant growth over the last five years. Alongside this rapid expansion, we have also navigated the transition of our pastor accepting a call to another church, which has presented both challenges and opportunities for our congregation to reflect, adapt, and grow together in faith and leadership.

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

Ingersoll CRC is focused on strengthening its connections both within the community and with other local churches, seeking opportunities to serve and partner in meaningful ways. At the same time, the congregation is looking to increase small group activity, providing more spaces for members to grow spiritually, build relationships, and support one another in their faith journeys.

Describe what being Christians of Reformed accent means to you:

Being Christians of a Reformed accent means committing our lives fully to God's Word and living according to His truths. In today's culture, values and truth are often seen as "relative", but the 5 Solas (scripture alone, faith alone, grace alone, Christ alone, and to God alone be the glory), call us to anchor our lives in God's unchanging Word, uphold the centrality of Christ, and live humbly and faithfully for His glory. It means embracing both conviction and compassion, remaining faithful to biblical teaching while engaging the world with love, discernment, and a desire to point others to Christ.

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

The local church is first and foremost here to care for its members, while also looking outward to serve the community and shine God's light more broadly. We do this in partnership with our local Classis and under the guidance of Synod and the church order that it establishes.

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

Local CRC churches face challenges in our rapidly changing culture. Secularization, competing worldviews, and digital distractions can pull people away from active faith and community life. Youth and young adult engagement is declining in some areas, and volunteer burnout can strain congregational activity. At the same time, churches must remain faithful to Scripture while finding ways to disciple members, foster spiritual growth, and reach out effectively to their communities.

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

Some important events in the history of our church reflect both growth and adaptation over time. Our worship services have evolved from Dutch-language gatherings to two services, and eventually to a single, unified service that meets the needs of our congregation. The establishment of a Christian school has been a key milestone in supporting faith formation for our children. The inclusion of women in office has strengthened leadership and helped the church better reach and serve more people across the congregation. Recent building additions within the last six years were made necessary by continuing growth. The church has also adapted to modern needs through on-line streaming during the pandemic, ensuring continued connection and worship for all members.

Leadership:

How many council members does your church have? 14 (8 Elders/6 Deacons)
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?

Council Retreat - 1x per year
Executive Council - Monthly - 1st Wednesday (12x per year)
Full Council - Monthly - 2nd Wednesday (8x per year)
Deacons - Monthly - 3rd Wednesday
Elders - Monthly - 4th Wednesday

Worship Committee - 4 times per year
Management Committee - 4 to 6 times per year
Pastor Search Team - 1 to 2 times per month
Prayer Team - Weekly
Pastoral Care Team - 2 times per year
Small Group Leaders - 3 to 4 times per year
Fellowship Committee - 4 to 5 times per year
Outreach Committee - 3 to 4 times per year