

CHURCH PROFILE FORM

Church Information:

Name: Grace Christian Reformed Church
Location of church [City, State/Province]: 660 South Pelham St. Welland, Ontario
Classical Church Counselor: Pastor Colin Vander Ploeg

Search Committee Contact:

Name: George Sportel
Address: 23 Topham Blvd. Welland, Ontario L3C 3G1
Home: _____ Cell: (905) 714-1100 Work: _____
Email address: sport57geo@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: Approx. 57,000

Church Profile:

We are open to:

- Male and Female pastors Female pastors only Male pastors only

List all staff positions: Pastor
Administrator/Bookkeeper
Worship Coordinator

Position Available: **Pastor**

Date of vacancy: 11/01/2025

General position description:

Pastor - See attached job description.

- Full-time Part-time

Bi-vocational position?

- Yes No

Number of years preferred of ministry experience of potential candidate: 10-20 years

Required languages: English

Church Demographics:

Average Sunday attendance: 85 - 100

Active adult professing members: 132

Profile of church members:

Age:

4 % 0-11 7 % 12-18 7 % 19-24 7 % 25-34
10 % 35-49 24 % 50-64 41 % 65+

Occupation:

9 % Business 5 % Professional 16 % Trades 2 % Stay-at-home parent
4 % Agriculture 56 % Retired 2 % Student 6 % Other

Percentage of members belonging to the congregation:

Less than 5 years 10 %
5-10 years 5 %
10 or more years 85 %

Racial/Ethnic composition of congregation and surrounding community:

Grace is becoming more of a multi-cultural Church - in the last 4 years or so we have had a number of new Canadians join, families from Kenya, Nigeria, China, Korea just to name a few. We are excited to become a Church that is more reflective of the community in which we live. Particularly with new families coming to Niagara collage for re-training to obtain certification in Canada to take up their careers here.

Composition of congregation:

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

List the last three persons in this position:

- 1. Pastor Mike Vandyk 2017-2025
- 2. Pastor Ryan Braam 2005-2015
- 3. Pastor Peter Heerema 1992-2004

Worship:

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

- Praise Teams
- Worship Committee
- Music Coordinator
- Children's Message Leaders
- Bible Verse Readers
- Tech Support for Live Stream

Describe the worship services in your church:

- Traditional with a mix of contemporary music.
- Praise Team
- Children's message

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

- Cadet & Gem Programs
- Coffee Break
- Various Bible Studies
- Small Groups
- Sunday School
- Youth Group/Catechism
- VBS
- Nursery
- After Service Social
- Fellowship Committee

Building/Financial:

Present annual budget: \$294,156 (2025)

Last year's annual budget: \$260,280 (2024)

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): Deacon's Christmas Fund

Facilities:

Describe facilities: Built in 1988 - Beautiful brick building set on a large property with Fellowship area, Education wing, Child care area, Offices, Library (all on 1 floor). Handicap accessible.

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: On site

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 3.7 %

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) Book Allowance, Hospitality Allowance

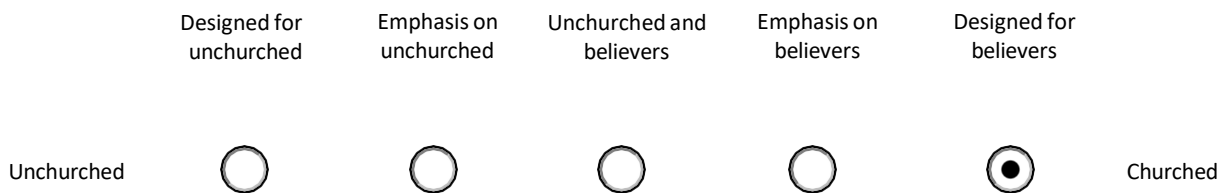
Church Characteristics:

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

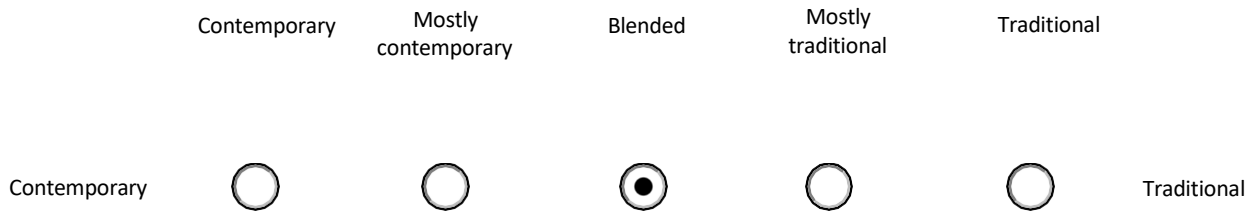
Presently, the FOCUS OF OUR CHURCH'S MINISTRY is



In our church, the WORSHIP SERVICE IS DESIGNED FOR



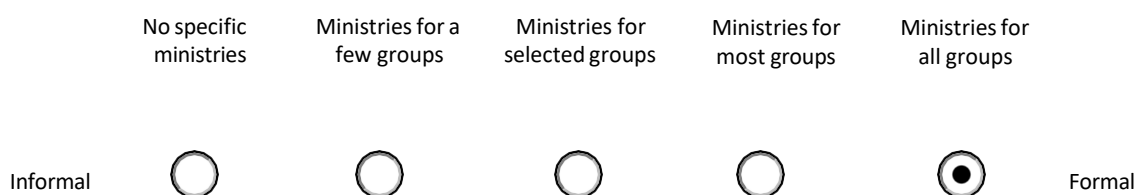
In our church, the STYLE OF MUSIC used in the worship service is



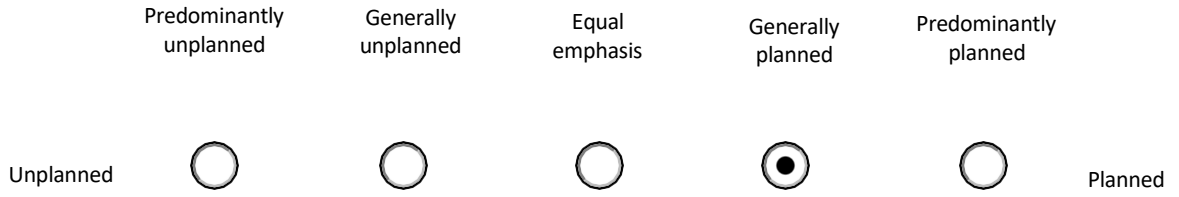
In our church, LEADERSHIP is generally provided by the



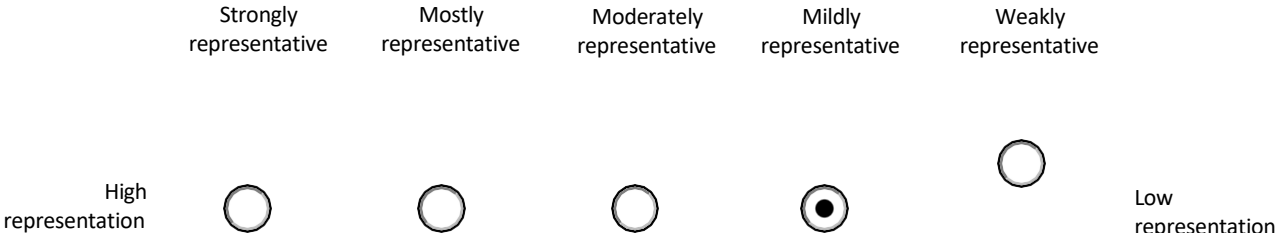
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through



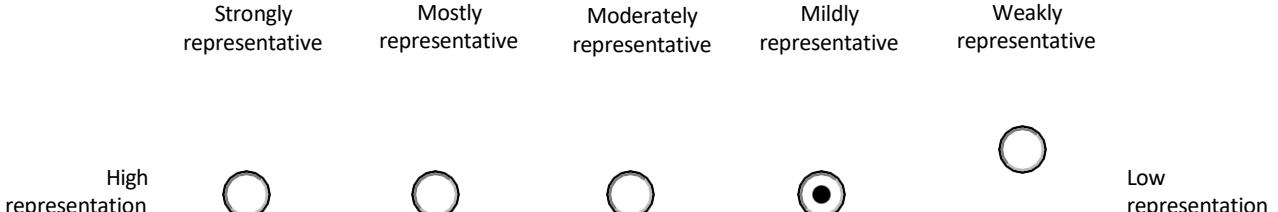
In our church, EVANGELISM STRATEGIES AND METHODS are



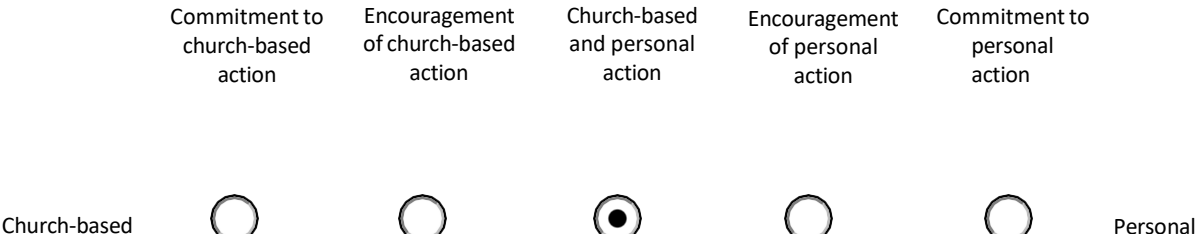
Our church is representative of the ECONOMIC DIVERSITY of our community



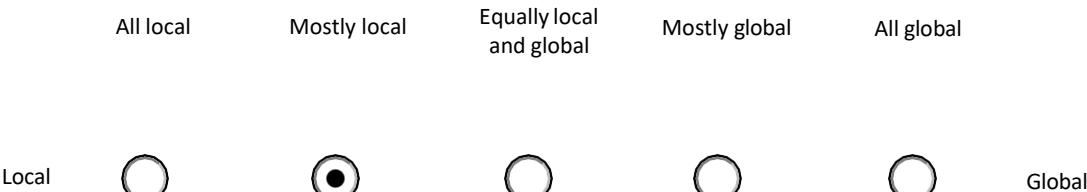
Our church is representative of the ETHNIC DIVERSITY of our community



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?

Open Arms Mission/Food Banks, Rose City Kids, Welland Ministerial, Worship on the Water, Occasional combined services, Meetings with local churches.

Reflect on your strengths/gifts as a church:

Supportive of members(caring, emotional and financial), Supportive of Community agencies noted above, Welcoming/Friendly, strong leadership in current groups/activities, strong Council, Worship team, Coffee Break program.

Reflect on your passions as a church:

Supporting members and community agencies noted above. Desire to grow and being connected with other members through fellowship.

List specific problems with which your congregation struggles:

Communication and open dialogue between members, Church discipline, Finding leaders and volunteers, loss of members, safe Church procedures.

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?

Engaging members in personal spiritual growth and recruiting volunteers for programs. Celebrating the Church's 60th anniversary. Supporting the addition of multi-cultural members and keeping them engaged.

Grace is becoming more of a multi-cultural Church - in the last 4 years or so we have had a number of new Canadians join, families from Kenya, Nigeria, China, Korea just to name a few. We are excited to become a Church that is more reflective of the community in which we live. Particularly with new families coming to Niagara collage for re-training to obtain certification in Canada to take up their careers here.

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

1. Installing one of our African members as Elder to engage and represent the other multi-cultural members.
2. Assembling a search committee to work towards finding a new Pastor.
3. Making sure to keep the local community engaged through use of our sign and improving social media. Continue to help grow our church through various programs.
4. Adding more small group education classes.

Describe what being Christians of Reformed accent means to you:

God created everything in his glory. God provides and cares for everything he has made.

God created all human beings in his image and they all have divine value from conception till natural death.

This good creation fell into sin through the deliberate disobedience of our first parents Adam & Eve.

God in love entered into a Covenant with them to save them from sin and death.

God fulfilled that Covenant in Jesus who came to be our redeemer from sin and death.

Jesus our savior is fully God and human in order to be our Savior.

God did this saving work completely through his "Sovereign Grace." We did not earn it or deserve it at all.

The Reformed vision is one of God's good creation from the beginning and his re-creation in Jesus.

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

The local Church is there to care for its members, and then hopefully also work within the community for a larger sphere of shining God's light. We work under the umbrella of the local Classis, and with them, and finally under the authority of Synod and the church order it creates.

Identify some of the cultural challenges facing Christians and Christian churches

today:

An over-riding concern would be the appearance of churches conforming to the world. The stress is so heavy on justification, not enough on sanctification. Many members seem to want the forgiveness of Christ but, not have it affect their lives in any way. Members wanting to live their lives independent of His rules and call to righteousness. Specific challenges are the drifting of youth away from the church, society not tolerant of Christian views but expect Christians to be accepting of their views, assisted suicide, people of opposite sex living together without being married as well as gay relationships.

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

1. The original organization of Grace CRC
2. Women serving as Deacons.
3. The building of Evergreen Place (seniors' residences behind church property)
4. Live streaming of weekly services.

Leadership:

How many council members does your church have? 15 total

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

How often does the full council meet? Quarterly

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

Elders - meet monthly - responsible for the Spiritual well-being of the members

Deacons - meet monthly - Benevolence

Administrative Board - meet monthly - responsible for all administrative functions of the Church

Council members are also reps on all other church committees and meet as necessary.