



MARANATHA

**Christian Reformed Church of York
Church Profile 2024**



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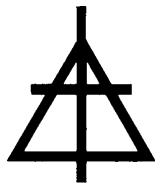
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Part I: Church Information

† **Church Name:** Maranatha Christian Reformed Church of York

Address: 33 King Avenue
York, ON
N0A 1R0

Telephone: (289)-757-4114

Website: maranathacrcyork.ca

Classis: Hamilton

† **Search Committee Chairperson:** Nick Vanderschaaf

Contact Information: nickvanderschaaf9@gmail.com
(905)-807-2940

† **Classical Church Counselor:** Joel Bootsma

† **Paid Staff Positions:**

- Pastor (full-time, vacant)
- Youth Director (full-time)
- Administrative Secretary (part-time)
- Custodian (part-time)

† **Community Setting:**

📍 **Location:** Maranatha CRC is located in York, Ontario, a small village in Haldimand County approximately 30 minutes south of Hamilton.

🗺️ **Function:** Haldimand County is a growing, rural agricultural area mainly comprised of several small towns surrounded by thousands of acres of farmland.

† **Approximate Population of Haldimand County:** 49,200

† **Previous 3 Persons in this Position:**

- Pastor Benjamin Ponsen (2017 – 2024)
- Pastor Martin Dam (2002 – 2014)
- Pastor John Postuma (1989 – 2001)

Part II: Position Details

† **Position Available:** Pastor (full-time)

† **Date of Vacancy:** April 2024

† **We are open to:**

- Male and Female pastors
- Female pastors only
- Male pastors only**

† **General position description:**

Maranatha CRC is seeking a full-time pastor to lead our congregation in spiritual growth and fellowship. We are looking for a pastor who will focus on meeting the congregation's spiritual needs through effective, scripture-based preaching by delivering authentic messages that are applicable to everyday life.

Duties include but are not limited to:

- Pastoral care:
 - The pastor shall have primary responsibility for providing critical pastoral care. All other pastoral care shall be coordinated and shared with the elders, deacons, and pastoral care workers.
- Teaching/leading:
 - Profession of faith
 - Pre-marriage classes
- The pastor will be required to be a full member of the following committees:
 - Executive
 - Worship
 - Consistory
 - Youth team
 - Council
- The classical responsibilities will be:
 - Delegate to Classis
 - Fulfill the ministries of classis, including classical appointments
- Community involvement:
 - Ecumenical association committees

**A more detailed job description will be provided to applicants later in the application process*

† **Bi-vocational position?**

- Yes
- No**

† **Preferred number of years of ministry experience of potential candidate:**

Open to all levels of experience

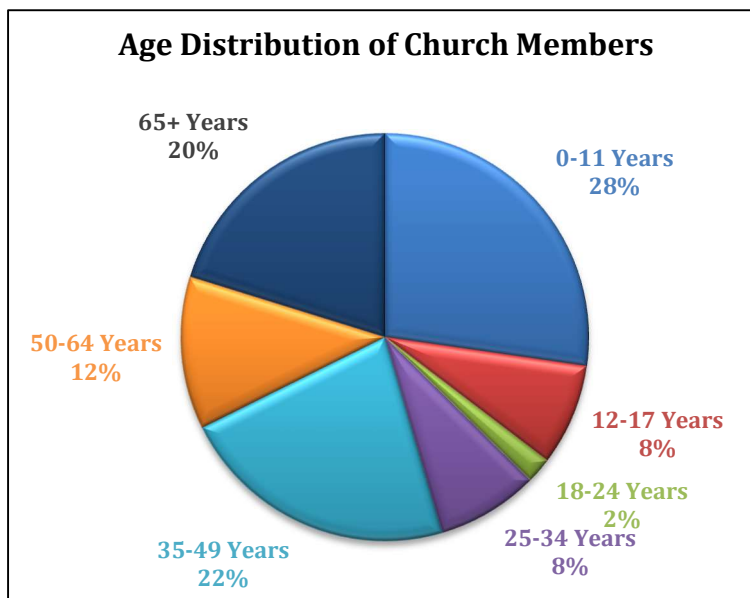
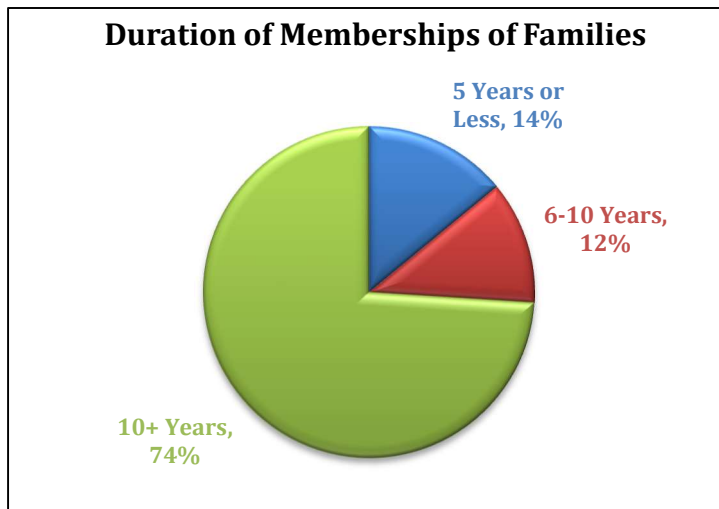
† **Required languages:** English

Part III: Church Profile and Membership Statistics

† **Average Sunday Attendance:** 200-250

† **Active Adult Professing Members:** 260

† **Membership Statistics:**



† **Racial/Ethnic Composition of Congregation and Surrounding Community:**

95% Caucasian, 5% Other

† **Cultural Composition of Congregation:**

Mono-Cultural

Multi-Cultural

Part IV: Worship, Leadership, and Church Characteristics

Worship

† **Worship Service Details:**

- Morning worship services are held on Sundays at 10:00 am.
- There are no regularly scheduled evening services; however, we do occasionally hold services in the evening for special programs and events (ex. Christmas program).

† **Planning and Structure of the Liturgy/Worship:**

- We have a worship committee that consists of 7-8 members, including the pastor and a representative from council. The worship committee coordinates worship planning and related aspects such as visual arts and banners, greeters, ushers, and participants for leading worship, children's messages, prayers, and coffee socials.
- We are blessed to have several talented musicians in our congregation. We currently have 3 praise teams with members from all age groups, including our new children's praise team which actively involves our youth and Sunday School aged children in leading worship services. Additionally, we have pianists and an organist that play on the Sundays when there is no praise team leading the service.
- Each Sunday a designated worship leader leads the opening part of the service. This includes welcoming everyone to church, selecting and announcing the opening song of praise and worship as well as a song of response, and selecting and reading a call to worship.
- During each Sunday morning service, the youth director Cody Miedema leads the children in a song or a "children's message" for children aged 3 – 8 years old before they leave for Sunday School.
- Our worship services are based on a traditional style of liturgy.
- We celebrate communion 6-10 times throughout the year, and sometimes more often due to special services.

Leadership

† **Council:** Meets 4 times per year and is comprised of 20 members. Council members are elected by the casting of lots and serve 3-year terms.

† **Council Subgroups:**

- Executive Committee – meets 10 times per year
- Deacons – meet 10 times per year
- Elders – meet bi-monthly

Discipleship Practices & Program Information

† **Discipleship:**

- We have several discipleship programs that minister to all ages of our congregation. Attendance is not limited to members of our church, and many of our programs minister to regular attendees from our surrounding community.

- There are several committees in place comprised of professing members of the congregation. These committees provide leadership, planning, and structure to all aspects of our church's worship services, programs, and ministries.
- Our church has been blessed with a congregation full of members with a heart for serving and volunteering to fill the positions of all our programs and committees.

† **Program Information:**

- **Committees for which the pastor and laity share the leadership responsibility:**
 - Church Council
 - Council Executive
 - Elders
 - Pastoral Care Committee
 - Worship Committee
- **Committees for which the laity takes primary initiative and responsibility:**
 - Deacons
 - Finance Committee
 - Library Committee
 - Fellowship & Social Committee
 - Maintenance Committee
- **Ministries for which the laity takes primary initiative and responsibility:**
 - **Youth Ministries:**
 - Little Lambs
 - Sunday School
 - GEMS
 - Cadets
 - High School Ministry
 - **Adult Ministries:**
 - Alpha-Bits Bible Study
 - Coffee Break & Mom-to-Mom
 - Seniors Social
 - Prayer Ministry
 - Hope Box Ministry

Church Characteristics

† **Our church fully supports and accepts Synod's most recent human sexuality report:**
 Yes No

† **Our church currently has women in office:**
 Yes No

† **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

† **In our church, the worship service is designed for:**

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

† **In our church, the style of music used in the worship service is:**

- Contemporary
- Mostly Contemporary
- Blended**
- Mostly Traditional
- Traditional

† **In our church, leadership is generally provided by:**

- Predominantly pastoral staff
- Predominantly lay leaders
- Frequently lay leaders
- Lay leaders & pastoral staff share leadership**
- Lay leaders function under 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

† **In our church, evangelism strategies and methods are:**

- Predominantly unplanned
- Generally unplanned**
- Equal emphasis
- Generally planned
- Predominantly planned

† **Our church is representative of the economic diversity of our community:**

- Strongly representative
- Mostly representative
- Moderately representative
- Mildly representative**
- Weakly representative

† **Our church is representative of the ethnic diversity of our community:**

- Strongly representative
- Mostly representative
- Moderately representative
- Mildly representative
- Weakly representative**

† **Our church's response to compassion, mercy, and justice needs is:**

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

† **Our church's missional focus is:**

- All local
- Mostly local**
- Equally local and global
- Mostly global
- All global

Part V: Building and Financial Information

† **Present annual budget:** \$535,301

† **Last year's annual budget:** \$530,420

† **% of financial obligations met for previous complete year:**

- Budget: 100%
- Denominational Ministry Shares: 100%
- Classical Ministry Shares: 100%

† **Describe buildings and property:**

- In 2015 our church underwent a major addition and renovation project to accommodate the needs of our growing congregation. The original church was built in 1971 and consisted of an upper-level sanctuary that seated approximately 375 people, and a lower level with a fellowship hall, kitchen, and classrooms.
- The addition added 9,246 square feet to the existing building, including a wide sanctuary upstairs which seats approximately 430 people. The upper level now also includes a large fellowship hall, fully equipped kitchen, library, and washrooms. The balcony from the old sanctuary was converted into a loft-style youth room for the High School Ministry's use. The renovation included the addition of air conditioning and any necessary mechanical upgrades.
- The basement level includes a large meeting room, 7 classrooms, spacious nursery facilities, and additional washrooms. There is a basement level entrance from the parking lot located near two comfortable, separate offices for our Pastor and Secretary. The kitchen from the old building was reconfigured into a craft room with part of the kitchen remaining for refreshments, and the old fellowship hall in the basement is now used as gathering space for programs and special events.
- Our current church building is adequate for the needs of our ministries and there are no further building programs projected at this time.

† **Does the church own a parsonage?**

Yes

No

Compensation

† **Approximate salary range our new pastor will be offered:** \$90,000 - \$105,000

**Salary range is subject to adjustment based on the CRCNA Compensation survey in our area as well as years of experience*

Negotiable: Yes No

† **The average annual increase for this position over the past three years is:** 3.14%

† **Housing:**

Housing allowance (\$25,019 – included in salary)

Parsonage only

Either of the above

† **Benefits and expenses: (*denominational)**

- **Pension*:** \$9,672
- **Medical insurance*:** \$5,292
- **Life insurance*:** \$460
- **Continuing education fund:** \$1,500
- **Continuing education time:** Upon request
- **Mileage Allowance:** \$3,000
- **Sabbatical available:** Yes No
- **Annual vacation time:** 2-4 weeks, open to negotiation
- **Christian School allowance:** open to discussion

Part VI: Narrative and Church History

† Our Mission and Vision at Maranatha CRC of York:

- **Our Mission:**

As people called by God, we gather to Praise God, listen to Him, and Respond.

We nurture each other in faith, and obedience to Christ.

We love and care for one another as God's people.

We commit ourselves to serve and to tell others about Jesus.

We pursue God's justice and peace in every area of life.

- **Our Vision:**

The Christian Reformed Church is a diverse family of healthy congregations, assemblies and ministries expressing the good news of God's Kingdom that transforms lives and communities worldwide.

† Our Strengths and Passions:

- Our church is passionate about including and ministering to our children and youth. 28% of our members are under the age of 11 who contribute to our vibrant and successful youth programs. Through Sunday School, Little Lambs, Cadets, GEMS, High School Ministry, and Vacation Bible School we minister to children from within our congregation as well as non-members from the Haldimand County area. We also have a youth praise team which allows some of our youngest members to regularly lead us in worship. We have a fantastic Youth Director, Cody Miedema, who has contributed to the improvement and growth of many of our programs and is actively working to nurture the spiritual development of our children and youth.
- Our congregation is much like a supportive, multigenerational family who are quick to rally around one another in times of joy as well as sorrow. With the leadership and encouragement of our Pastoral Care Committee and Social Committee, we care for one another and live in community together through meal trains, prayer, potlucks, special social events, and more. Our church members are respectful of one another and considerate of each other's concerns and views. The members of York Maranatha CRC genuinely care about each other, about the church, and about growing in their relationship with the Lord.

† Challenges In Our Church:

- Like many churches around us, we have faced some membership losses in recent years. The period of quarantine and uncertainty due to COVID-19 contributed to this as the shift away from in-person worship during that time unfortunately has not resulted in a full rebound of church attendance. We have also had some struggles with retaining membership of young people in the post-secondary age group but are hopeful this will improve some with the guidance of our new Youth Director.
- We hope to continue to grow in effective and vibrant worship with preaching that reaches all demographics of our congregation. We look forward to growing in evangelism, extending fellowship to visitors, and carrying out our mission statement in more intentional and concrete ways.

† **Goals of Our Congregation:**

- Our goals at Maranatha include strengthening our mission statement and being more intentional about determining our vision for our church programs and ministries. Hiring a youth director has already contributed towards this, and we look forward to continuing to fulfill this goal under the guidance of a new pastor.
- An additional goal of our congregation is to further God's kingdom by reaching out to our non-active members, as well as unbelieving people in our surrounding communities. We hope to keep our youth programs strong and engaging to help nurture the faith of our youth into adulthood, and to emphasize the importance of being adults in the CRC.

† **Ecumenical participation:**

- Our church's pastor is a member of the Caledonia Ministerial Committee and takes turns with other local pastors in doing a quick service for the residents at R Villa in Caledonia on Thursday mornings
- Our church participates in and takes turns leading an annual special service on Good Friday along with several other churches in Caledonia and the surrounding area.
- We support and work with local organizations such as:
 - Caledonia & Cayuga Food Banks
 - Haldimand Pregnancy Care Centre
 - Samaritan's Purse
 - Hope Box Ministry

† **A Snapshot of Important Events in Our Church's History:**

- **We have been blessed with growth:**

Maranatha CRC was formed in 1957 following the growth of our mother church, Ebenezer CRC of Jarvis. Since its formation, we have continuously been blessed with growth which has required a few changes to our place of worship. In 1971, the growth of the congregation led us to build a new church that would provide more space for worship than the small schoolhouse where Maranatha CRC began. In 2015, we were also blessed to complete a major addition and renovation project to accommodate the continuing growth and needs of our congregation.
- **We have been blessed financially:**

In 2006, we as a congregation adopted a new pledge giving system called "Faith Promise Giving". Once a year, members of the congregation are asked to pledge how much they will give in the upcoming year. They are encouraged to review their past giving, reflect on God's blessing to them, and re-commit their giving. We immediately noticed that giving in the congregation improved and we have been able to successfully meet our budget for a number of years and pay down the church's mortgage much more quickly than anticipated.

- **We have witnessed God's wisdom and faithfulness to us:**

Another important event in our church was when we began selecting our office bearers by casting of lot, as opposed to election. As a congregation we have been blessed by this change and have certainly seen God's faithfulness through it.

We have also been very blessed in our church leadership with kind, compassionate pastors and leaders. Our previous three pastors were devoted to serving our congregation for lengthy terms. Reverend John Postuma and Reverend Martin Dam were with us for 12 years each, and Reverend Ben Ponsen led us for the past 7 years. We have already been blessed by the enthusiastic, godly leadership of our new Youth Director who was hired earlier this year, and we look forward to many more years of his work with our children and youth.