

CHURCH PROFILE FORM

Church Information:

Name: Westview Christian Reformed Church

Location of church [City, State/Province]: Grand Rapids, Michigan

Classical Church Counselor: Reverend Josh Blunt (Sunshine)

Search Committee Contact:

Name: Chip Staal

Address: 3521 Sunrise Lane NW Grand Rapids, Mi 49534

Home: _____ Cell: 616-253-3678 Work: _____

Email address: Cjstaal1@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: 40,000 in the West Side of Grand Rapids

Church Profile:

We are open to:

Male and Female pastors

Female pastors only

Male pastors only

List all staff positions: Pastor (currently vacant)
Director of Worship
Middle School/High School Youth Leader
Administrator
Bookkeeper
3 Facility Support/Custodians. All positions are part time (except the Pastor) with hours between 10-30hrs on average per week, less for the bookkeeper

Position Available: Pastor

Date of vacancy: 7/31/23

General position description:

Full time pastor to provide spiritual and pastoral leadership to our congregation, inspiring devotion, discipleship and outreach to the community.

Full-time

Part-time

Bi-vocational position?

Yes

No

Number of years preferred of ministry experience of potential candidate: 5 years

Required languages: English

Church Demographics:

Average Sunday attendance: 125

Active adult professing members: 248

Profile of church members:

Age:

10 % 0-11 9 % 12-18 9 % 19-24 7 % 25-34
12 % 35-49 18 % 50-64 35 % 65+

Occupation:

15 % Business 15 % Professional 15 % Trades 3 % Stay-at-home parent
% Agriculture 30 % Retired 22 % Student % Other

Percentage of members belonging to the congregation:

Less than 5 years 13 %
5-10 years 17 %
10 or more years 70 %

Racial/Ethnic composition of congregation and surrounding community:

The surrounding community is around 85% Caucasian, 5% Hispanic, 3% African American, 5% All Other, 2% Asian. Westview has about 95% Caucasian and 5% All Other

Composition of congregation:

Mono-Cultural

Multi-Cultural

Specific Ethnicity (specify:

)

List the last three persons in this position:

1. Pete Byma
2. Andy De Jong
3. Ron Baker/Roger Groenboom

Worship:

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

Members are heavily involved and play an active role in both worship participation. Congregational members lead congregational prayers, announcements, occasional litanies, praise teams and a team of volunteers that handle tech related needs during the service. There is a worship team that discusses worship related items, and the director of worship plans the service in coordination with the pastor.

Describe the worship services in your church:

Our worship services are blended in style, and the atmosphere is relaxed and informal. Our music is a mixture of traditional and contemporary hymns and praise songs, led by piano, guitars, drums and other instruments, with a praise team providing vocal leadership. We use a video screen to project songs, scripture, videos and announcements. We have a blend of songs prior to the message, prayers, and occasional ministry moment or litanies within our services, along with the message and offering. The first Sunday of the month is "Family Sunday" which kids actively participate in the service.

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

Men's and Women's Bible studies are available at various times during the week. Every other Wednesday during the school year we have a family night (called refuel) consisting of a church dinner, gems/cadets/ youth groups for children and a BibleStudy/lesson generally led by a pastor or church leader. Additionally there is a connection group that reaches out to college students with encouragements and care packages, and a Senior group that has trips to concerts, dinners and other activities.

Building/Financial:

Present annual budget: \$488,605.74

Last year's annual budget: \$515,330.85

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

Budget	100%
Denominational Ministry Shares	Over 100% of committed
Classical Ministry Shares	Over 100% of committed

Amount contributed above budget and ministry shares: \$21,142.01

Specify (optional): Income received over

Facilities:

Describe facilities: We just completed a \$2M renovation, increasing accessibility. Main level was opened up, a new rear entrance, expanded for youth and meetings, green space for outdoor functions

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

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: Salary will be in range to our West Michigan classis &

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

\$

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
- 4 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



In our church, the WORSHIP SERVICE IS DESIGNED FOR



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



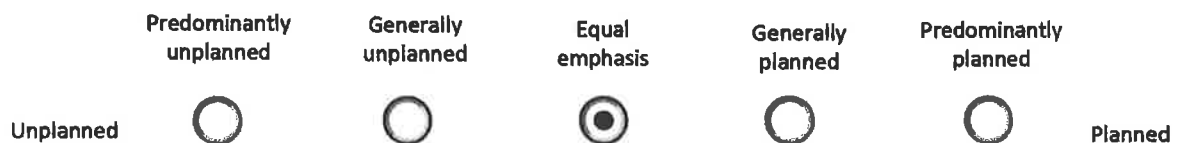
In our church, LEADERSHIP is generally provided by the



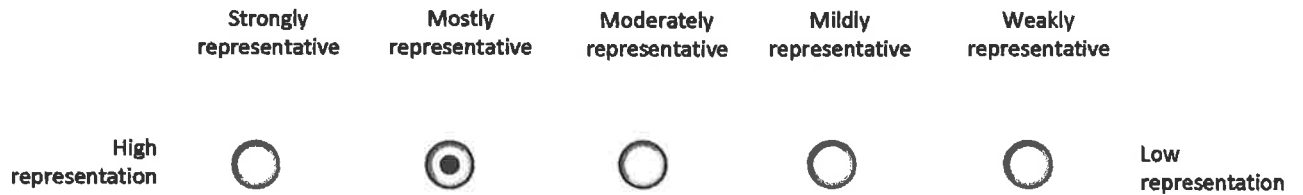
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through



In our church, EVANGELISM STRATEGIES AND METHODS are



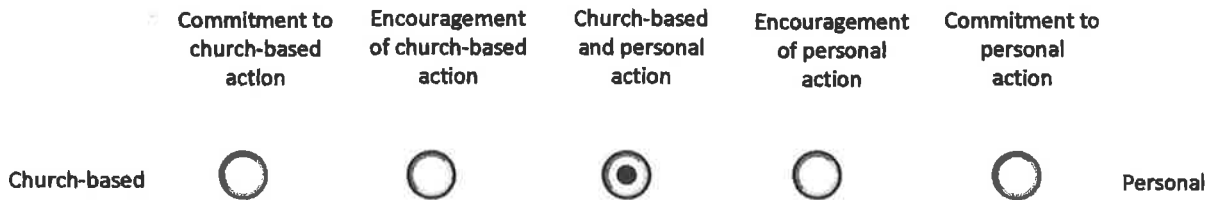
Our church is representative of the ECONOMIC DIVERSITY of our community



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?

Westview has some joint youth events and concerts with neighboring partnering churches. In the past we had some occasional combined evening worship services but not in the last several years.

Reflect on your strengths/gifts as a church:

Westview has a heart for the community and is involved with many organizations like Kids Hope at CA Frost, Matthew's House and the Northwest Food Pantry. Senior Neighbors weekly has activities at our church, and we are also a voting precinct. We have hosted many kids camps and activities for youth to be engaged and learn about Christ and in the past have sponsored community events with the City of Walker (library festivals, concerts, Winter celebrations) along with VBS for the last 3 years. Our deacons also rotate monthly a cause of the month that congregational members can donate goods to local charities.

Westview is said to be inviting and welcoming to guests with several people engaging with visitors to help them learn about our church. We have an assimilation team tasked with seeking out new visitors.

Financially strong church, generous giving for both church needs and needs in the community

Westview has many people willing to volunteer for events, ministries and helping spread the gospel to the community.

Westview has a large volunteer base through our team ministry structure.

We are located on a busy street, a lot of green space, updated facilities with a barrier free/prominent location.

Reflect on your passions as a church:

Outreach to our community through partnerships, hosting events. Much work has been done to follow up with those who attend and to stay engaged with them. Westview partners with Senior Neighbors, local schools and Matthew's House which uses our parsonage to provide a safe place for women to live as they transition to living on their own.

Being a welcoming church that reaches up and out, we want to get to know visitors and make you feel welcomed.

Care for our members through visits/meal trains and Westview Visitors who reach out to our shut-ins

Strong mission support through service projects, sponsorships and World Renew.

We promote congregational singing rather than performance driven worship. We have many talented members willing to sing and play instruments, and be involved in tech related responsibilities.

List specific problems with which your congregation struggles:

*Westview has a higher % of population above 65 than we did 10 years ago, and the opportunity is to identify with these families and at the same time trying to bring in young families that may have different needs for a church and church service.

*Adapting to change needs to be planned out well with the congregation to allow buy in to why the changes are needed.

*An overall decline in membership, specifically a decline in families.

*During the past few years, the decision-making process and the communication thereof became diffused. The desire for confidentiality, council turnover, role-differentiation, and an inadequate conflict-resolution process all combined to compound the situation. Transparency, process-clarity, improved listening, and humility are the lessons and values learned this past year.

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?

We came to a mutual agreement with our pastor of 9 years to end our partnership in July 2023. Feelings were raw, Pastor Church Relations was involved and there was some division and tension. Council has since been through some relational training and have been more communicative as a result with the congregation, scheduling times for town halls and q&a. As a council there was reflection on how to best handle conflicts and resolution and how to best be open in the communication processes among council, staff and the congregation.

We had some circumstances and mistakes like many other churches deal with, and we are in the process of trying to improve and be better.

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

Retain and gain young families. There is a huge opportunity with young families in the community, and we are trying to connect with them after events, not just hosting events but responding and reaching out afterwards.

A dynamic pastor with leadership skills to promote healthy growth, and spiritually feed the congregation

There is an opportunity to continue to utilize our outdoor green space, an area not many churches have. This could mean adding a pavilion, stage, prayer garden or other opportunities to engage with the community.

Describe what being Christians of Reformed accent means to you:

We believe the Bible is the inspired and authoritative story of God's will, redemption and restoration. It guides our teaching, decisions, ministries and character.

We treasure the doctrinal standards of the Reformed tradition, maintaining a generous spirit towards other Christian traditions and celebrating that we and our world belong to God.

We believe we are called by God to be a part of the mission to the world. Westview church works diligently to know their neighbors, members, visitors, and community partners - eagerly becoming the hands and feet of Christ.

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

We try to stay engaged with the denomination and be aware of events and current topics.

We are involved with our local classis and utilize those resources to make adjustments when we can, while also being a resource for other churches that also need support.

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

The impact of social media on families and children. We are exposed to a lot more things at an earlier age and for long amounts of time in the day.

Technology advances have improved in churches especially since Covid, however some families have adjusted to worshipping from home vs being part of corporate worship.

A Biblical worldview is no longer supported by the majority of the culture in society.

The traditional days of Sunday being only for worship and a day of rest is becoming less and less a priority to culture. Sports practices and tournaments occurring more and more on Sunday's have impacted the current membership of congregations and limits new families coming in.

Division in culture due to politics.

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

1. In the 1960's the congregation of Broadway CRC which was close to downtown decided to move to the suburbs and start a church named Westview in a newly developing suburb of Grand Rapids. As population changes occurred and families moved away from the city there was an opportunity to purchase the current site to expand their ability to worship and have more space for discipleship. Then in 2020/21 we had a \$2 million much needed renovation. This renovation provides an opportunity for us to effectively minister for the next 10-15 years. The renovation created a large open space on the main level, improved children's wing, upgraded safety measures, and other much needed improvements and maintenance that simply needed to get done.

2. Approximately 20 years ago Westview thought outside of the box and began community led ministries that they had never done before (trailer park ministry, VIS, CA Frost, NW Food Pantry). While some of these ministries no longer exist we have continued to be adapt and create new ministries. We have a service heart, Spirit led and a generous heart to care for others. In general we want to be a better version of ourselves. We have not lost the soul of the church despite challenges and obstacles through the years. What will we look like in 5-10 years, we know friendships will continue to be built, there will be joyful worship, and we will grow closer to God while also leading others to Him.

3. Approximately 8-9 years ago the decision was made to end our Sunday evening worship service, and introduce Wednesday night family programming. The goal of this change was to better meet the needs of families and those in our community.

Leadership:

How many council members does your church have? **18 plus the pastor**

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

How often does the full council meet? **1-2 times a quarter**

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

Elders meet once a month, there are 9 elders who have shepherding groups to check in on the congregation. There are 6 groups designated by the alphabet in addition to a separate group for shut ins and one for the council members. Roughly half of the elders are council liaisons for some of our team ministries and report findings back to council.

Deacons meet once a month, there are 9 deacons. Each deacon is assigned an area of focus like benevolence, transportation, finance - in addition about half of the deacons are a council liaison to one of our ministry teams, in this role they report back information to council and help the teams navigate when support is needed. Deacons also share shepherding groups with the elders, there role is more visual when financial needs come into play.

The Executive Council is made up of 3 elders, 3 deacons and the pastor. Executive council meets monthly to handle smaller day to day items, and provide some visioning or recommendations to full council. Executive will also take a look at bigger situations like the budget, church usage, staffing situations and if needed will make recommendations to full council. Staff also currently reports to the Executive Council which works as sort of a personnel team, and generally at least one member of exec attends weekly staff meetings.

Separate from council, Westview has 11 ministry teams that meet quarterly as a full group, and sometimes individually as teams as needed. Currently over 100 people are active members of the ministry teams, each team has a team lead and a council liaison. Current ministry teams include care, facilities, education, finance, prayer, safety, outreach, connections, worship, media and communications, and missions.

