

# CHURCH PROFILE FORM

## Church Information:

Name: First Christian Reformed Church of DeMotte

Location of church [City, State/Province]: DeMotte, IN

Classical Church Counselor: Rev. Rick Vanderwal

## Search Committee Contact:

Name: Joel Vrieland

Email address: jvrieland@gmail.com

## Community Setting:

<u>Location</u>	<u>Function</u>	<u>Growth</u>
<input type="checkbox"/> Rural	<input type="checkbox"/> Industrial	<input checked="" type="checkbox"/> Growing
<input checked="" type="checkbox"/> Small Town	<input type="checkbox"/> College/University	<input type="checkbox"/> Static
<input type="checkbox"/> Metropolitan	<input checked="" type="checkbox"/> Agricultural	<input type="checkbox"/> Declining
<input type="checkbox"/> Suburban	<input type="checkbox"/> Recreational	
<input type="checkbox"/> Inner City	<input type="checkbox"/> Military	
<input type="checkbox"/> Small City	<input checked="" type="checkbox"/> Bedroom community	

Approximate population of community: 5000

Church Profile:

We are open to:

- Male and Female pastors   
Female pastors only   
Male pastors only

List all staff positions: Pastor of Preaching & Pastoral Care, Pastor of Preaching & Congregational Life, Director of Music, Secretary, Bookkeeper, Janitor

Position Available: July 2019      Date of vacancy: June 2019

General position description: See attached job description

Full-time or Part-time [F or P]: Full-Time

Bi-vocational position [Y or N]: No

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

Required languages: English

Have you completed the Denominational Survey conducted by the Center for Social Research

If yes, post link to it here: \_\_\_\_\_

## Church Demographics:

Average Sunday attendance: 280

Active adult professing members: 287

Profile of church members:

Age:

11% 0-11 9% 12-18 7% 19-24 8% 25-34 12% 35-49

22% 50-64 31% 65+

Occupation:

7% Business 10% Professional 2% Trades 5% Stay-at-home parent

20% Agriculture 31% Retired 20% Student 5% Other

Percentage of members belonging to the congregation:

Less than 5 years 20%

5-10 years 30%

10 or more years 50%

Racial/Ethnic composition of congregation and surrounding community: Caucasian/Hispanic

Composition of congregation:

Mono-Cultural  X  
Multi-Cultural   
Specific Ethnicity (specify: \_\_\_\_\_)

List the last three persons in this position:

1. Rev. Laryn Zoerhof
2. Rev. Kyle Sanford
3. Rev. Jeff Bulthuis

Worship:

How are members involved in planning and participation in the liturgy/worship?  
There is a 5 person worship planning team. Numerous members are involved in church praise teams, choir, brass, and chimes.

Describe the worship services in your church:  
Music is a blended style of traditional and contemporary songs. Morning worship normally includes music leadership by a praise team. Evening worship tends to be more traditional in music. Liturgy is traditional CRC style.

Describe the discipleship practices in your church for all ages of members and attenders:  
First CRC places great emphasis on age specific educational ministries and Bible study for all members. We have active Cadet and GEMS programs, Sunday School, and teen youth group along with adult small group Bible studies. The Coffee Break/Story Hour ministry of First CRC is very well attended.

Building/Financial:

Present annual budget: \$465,990 (2019)

Last year's annual budget: \$442,905 (2018)

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

Budget	100%
Denominational Ministry Shares	100% (Per Classis Illiana Guidelines)
Classical Ministry Shares	100%

Amount contributed above budget and ministry shares in 2018: \$242,880

- Various Missionaries: \$46,000
- Thanksgiving Day Offering: \$19,266
- Fellowship Hall Remodeling Project: \$78,569
- Special Offerings: \$99,045

Facilities:

Describe facilities: Sanctuary and balcony is up to date with seating for 400 people.  
Fellowship hall remodeling project completed fall of 2018.

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: There are offices for two pastors in the church building.

Compensation:

The salary range we are prepared to offer our new pastor is based on the CRC Minister Compensation Survey for our area:   X

If other, please specify: \_\_\_\_\_

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

2%

Housing:

Housing allowance

Parsonage only

X Either of the above

Benefits and expenses:

X Pension

X Medical insurance

X Life insurance

X Social Security or Canada Pension

X Travel/mileage

X Continuing Education funds

X Continuing Education time allotted

X Sabbatical policy in place

4 Weeks   Annual vacation (# weeks)

## Church Characteristics:

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

Presently, the FOCUS OF OUR CHURCH'S MINISTRY is

	The community exclusively	The community primarily	The community and current members / participants equally	Current members / participants primarily	Current members / participants exclusively
External	_____	_____	_____	<u>  X  </u>	_____ Internal

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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	_____	_____	<u>  X  </u>	_____	_____ Churched

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

	Contemporary	Mostly contemporary	Blended	Mostly traditional	Traditional
Contemporary	_____	_____	<u>  X  </u>	_____	_____ Traditional

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In our church, LEADERSHIP is generally provided by the

	Predominantly lay leaders	Frequently lay leaders	Lay leaders and pastoral staff share leadership	Lay leaders function under the pastoral staff	Predominantly pastoral staff
Congregational Members	_____	_____	<u>  X  </u>	_____	_____ Pastoral staff

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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	_____	_____	_____	<u>  X  </u>	_____ Formal

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In our church, EVANGELISM STRATEGIES AND METHODS are

	Predominantly unplanned	Generally unplanned	Equal emphasis	Generally planned	Predominantly planned
Unplanned	_____	_____	<u>  X  </u>	_____	_____ Planned

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Our church is representative of the ECONOMIC DIVERSITY of our community

	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	
High representation	_____	___X___	_____	_____	_____	Low representation

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Our church is representative of the ETHNIC DIVERSITY of our community

	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	
High representation	_____	___X___	_____	_____	_____	Low representation

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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	
Church-based	_____	_____	___X___	_____	_____	Personal

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Our church's MISSIONAL FOCUS is

	All local	Mostly local	Equally local and global	Mostly global	All global	
Local	_____	_____	___X___	_____	_____	Global

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## Narrative:

Do you have a recently articulated mission/vision for ministry? [Y]

In what ways does your church participate in ecumenical activities?

KVMA Ministerial Association (Summer & Thanksgiving Community Worship, Jasper County Helping Hands)

Jasper County Recovery House

Salvation Army Bell Ringing

NW Indiana Women's Center

Good Neighbor Food Pantry

Reflect on your strengths/gifts as a church:

First CRC is a friendly and welcoming community of believers. Pastoral care is a major strength, with an organized pastoral care group along with care provided by elders, deacons and pastors. The church reaches out to people who are hurting, building loving relationships. When special needs are made known, the congregation responds with financial support of those needs.

Reflect on your passions as a church:

In worship the congregation values Reformed style preaching and praising the Lord in song.

First CRC has always been a passionate supporter of Christian education. Reaching out to the community through Coffee Break/Story Hour, GEMS and Cadets is a top priority.

List specific problems with which your congregation struggles:

Retaining young adults in their post high school/college years is a challenge for us.

What has been the most interesting and challenging event in the life of your church in the last three years?

In the past couple of years we have studied the "Art of Neighboring" and tried to implement its principles. We have found that we have had better results with one on one encounters with our neighbors rather than with large events.

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

1. Reaching out to neighbors using the principles of the "Art of Neighboring."
2. Meaningful fellowship within our church fellowship families.
3. Provide adequate pastoral care via lay people.
4. Higher participation in small group Bible study.

Describe what being Christians of Reformed accent means to you:

Every area of life is under the lordship of Jesus Christ. We value both head and heart knowledge of what Jesus has accomplished on our behalf and seek to live lives of gratitude according to the calling God has placed in our lives.

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

First CRC DeMotte is a loyal CRC congregation and supportive of the denomination through ministry shares and participation in both classis and synod.

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

1. Social Media
2. Culturally accepted sin
3. Reaching the Millennial generation
4. Decline of church influence in society

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

1. Foundation of DeMotte Christian Schools
2. Establishment of 2 daughter churches (Bethel DeMotte and Community Roselawn)
3. Transition from a large family group church membership to having membership that better reflects our community.

### Leadership:

How many council members does your church have? 18 (9 elders/9 deacons)

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

How often does the full council meet? Monthly (except for July)

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

We have an active functional structure with Building & Grounds, Education, Executive, Fellowship, Finance, Outreach & Events, and Worship committees. Committees meet as needed, but generally meet bi-monthly or quarterly.