

CHURCH PROFILE FORM

Church Information:

Name: Covenant Christian Reformed Church (CRC)

Location of church [City, State/Province]: Sioux Center, IA USA

Classical Church Counselor: Rev John Lee

Search Committee Contact:

Name: Dennis Vander Plaats

Address: 1550 13 th Ave. NE, Sioux Center, IA 51250

Home: 712-722- 0403 Cell: 712-449- 8203 Work: NA

Email address: dennis.vanderplaats@dordt.edu

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: 7700

Church Profile:

We are open to:



Male and Female pastors



Female pastors only



Male pastors only

List all staff positions:

Pastor

Secretary

Worship Coordinator

Position Available: Pastor

Date of vacancy: Sept 2017

General position description:

The pastor works closely with the church council and other leaders of the congregation to glorify God by nurturing the faith of its members, assisting in the spiritual development of the youth, and reaching out to minister to people and enfold them into the fellowship. By creating vision, developing programs, providing encouragement, and fostering a joyful spirit among the members, the pastor shepherds the congregation to be Christian, Reformed, caring, and growing. Finally, the pastor takes time to nourish him- or herself through prayer and the study of God's Word, in service to Jesus Christ.



Full-time



Part-time

Bi-vocational position?



Yes



No

Number of years preferred of ministry experience of potential candidate: Open to all

Required languages: English, Spanish not required but there is a large speaking population

Church Demographics:

Average Sunday attendance: 250

Active adult professing members: 204

Profile of church members:

Age:

26% 0-11	11% 12-18	6% 19-24	2% 25-34
14% 35-49	14% 50-64	27% 65+	

Occupation: Business: 6% Professional: 37% Trades: 15% Agriculture: 0%
Retired: 36% Stay at Home Parent: 6%

Percentage of members belonging to the congregation:

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

Racial/Ethnic composition of congregation and surrounding community:

Community 84% White, 14% Hispanic, 1% Asian, 1% Other

Church 96% White, 3% Hispanic, 1% Other

Composition of congregation:

Mono-Cultural

Multi-Cultural

Specific Ethnicity (specify:

)

<input checked="" type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

List the last three persons in this position:

1. Kory Plockmeyer 4 years
2. Herm Van Niejenhuis 13 Years
3. Dan De Groot 7 years

Worship:

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

Worship Leader coordinates the services. Services are planned by liturgy and worship committees. Pastor usually sets a schedule for the year that is used as a guide for the services. Many members participate in readings and music. Church members do the majority of the work.

Describe the worship services in your church:

Music from traditional hymns with organ to praise band. Liturgy is varied and used frequently in services. Services are central to scripture, often using the church Calendar readings. We have monthly communion open to all professing believers, including children. We are a church that uses a lot of music in our services, and we have a weekly sharing of joys and concerns done during the service.

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

There are many different programs: Children in Worship, Sunday School, Catechism, GEMS, Cadets, Youth Group, Covenant Sunday Morning, Small Groups, Pastoral Groups, Mens Bible Study, Coffee Break, Covenant quilters.

Building/Financial:

Present annual budget: \$313,838

Last year's annual budget: \$308,471

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

Budget - %100 of what we as a church budgeted for

Denominational Ministry Shares - \$63,896

Classical Ministry Shares - \$22,255

Amount contributed above budget and ministry shares:

Specify (optional): If Christian Ed is considered, \$200k-250k

Facilities:

Describe facilities: Remodeled Sanctuary with added fellowship hall, classrooms, Kitchen, and removable seating. Have hosted weddings, proms, and other events.

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: Office is located in both the church building and parsonage.

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: \$50,800. Our pastors salary was slightly less but we have amenities such as parsonage, phone, milage, etc. that approaches or exceeds area.

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

\$

or

%

Housing: ***Council will need to answer this question!***

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

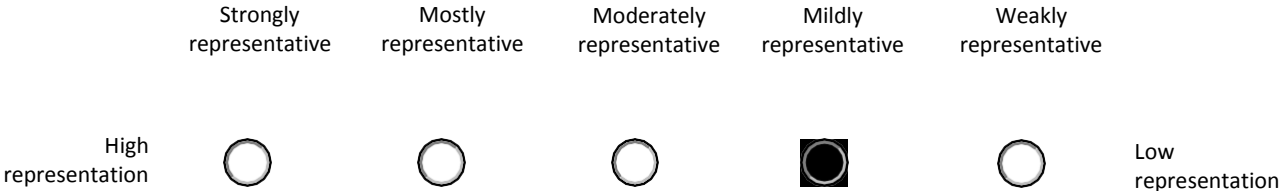
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through

	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 checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Formal

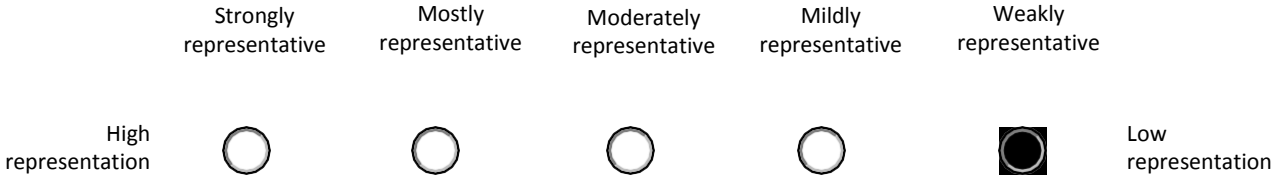
In our church, EVANGELISM STRATEGIES AND METHODS are

	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

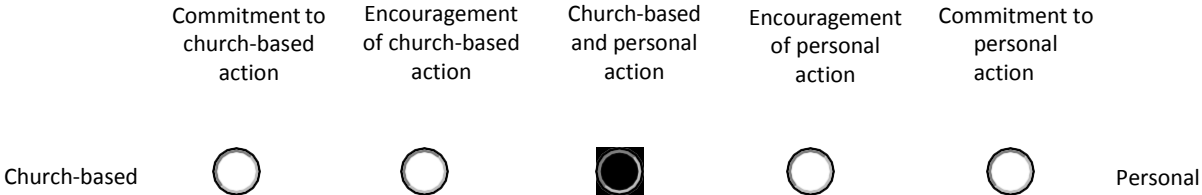
Our church is representative of the ECONOMIC DIVERSITY of our community



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:

Do you have a recently articulated mission/vision for ministry? Yes No

In what ways does your church participate in ecumenical activities?

Lectionary readings, Community Worship Services, Shared Evening services with First CRC in July, GEMS, Cadets, Community Church Prayer Guide, Amistad Christiana.

Reflect on your strengths/gifts as a church:

Welcoming, Intergenerational, Caring for others, Value gifts of all ages, Quilts and Table runners for members/babies/kids, diversity of music and those who participate, small groups, fellowship, use of the arts

Reflect on your passions as a church:

Creation Care, restorative justice, Christian Ed, Striving to meet needs, seeking to be a church/ family together, preaching of the word.

List specific problems with which your congregation struggles:

Overbooked schedules, Political polarization, Missing a generation within the church, difficulty meeting financial obligations, disagreements about worship style, spirit and faith formation, membership stagnant or declining.

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

Developing and committing to a budget that works for everyone and can be met.

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

- Seeking to find that which unites us as a body of believers rather than divides us
- Large body of young kids and youth to lead

Describe what being Christians of Reformed accent means to you:

All of life is worship, and worship begins with God. God claims our worship because He made us, saves us, and sustains us. The many and deep ways in which we respond to God shape our worship: in awe at the amazing world, in sorrow for sin and brokenness, in joy and gratitude for his redemptive sacrifice, and in hope for the new life to come. Our worship is Trinitarian, Word-centered, Redemptive-historical, Sacramental, Grace-filled, and Dialogic. Our "Worship Statement" and "Mission Statement" provide fuller content and depth to each of these points.

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

Support the ministries of the CRC, adhere to the same biblical teachings and creeds, mutual support of one another, many newer members do not have a CRC background

Identify some of the cultural challenges facing Christians and Christian churches today:
-younger support of church is changing, busy-ness, millennial support of old institutions is different from previous generations, homosexuality and the church, absolute truth/strong opinions

What have been the three most important events in the history of your church?
Initial separation from First CRC, letting woman stand for office, Building addition.

Leadership:

How many council members does your church have? 7 elders, 7 deacons

What is the length of term for council members? 3 year rotation

How often does the full council meet? Every other month

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

Deacons meet monthly, Elders meet monthly, Executive committee meets when full council does not.