

# CHURCH PROFILE FORM

Reformed Church in America



## Introduction

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The Reformed Church in America's Office of Ministry Services provides information and services to ordained ministers who are seeking a call and churches who are seeking ordained ministers. It does not recommend any particular candidate or church but instead serves as a resource to both.

For further information, or if you have questions or problems while completing this form, please contact Elaine Tetreault, Coordinator of Pastoral Services at [etetreault@rca.org](mailto:etetreault@rca.org) or 212-870-3252.

### Helpful Hints for this form...

- ❖ To move to the next field, hit TAB.
- ❖ To move the cursor to a desired field, left click on it with the mouse.
- ❖ To mark (x) in a box, left click with mouse.
- ❖ Hitting ENTER will move the cursor to the next line but keep you in the same field (essay questions)
- ❖ Spell check is not available in this format.
- ❖ Bold, italics and underline are not available in this format--use quotation marks instead for emphasis.
- ❖ The form will "paginate" itself as you complete it.
- ❖ If at any time you cannot include information important to you because of the "form field", please continue to complete the question on a separate page. Make sure to reference the question number!

# CHURCH PROFILE FORM

Reformed Church in America



**Today's Date:** 21/4/2010

**Position to be filled:** Minister

## CHURCH INFORMATION

1. **Name of church:** Ebenezer Reformed Church ( ID 000287 )

2. **Mailing address:**  
**621 Highway # 8**  
**Street**

Stoney Creek, Ontario, 852

**City / State / Zip Code**

**Telephone:** (905) 643-2041

**E-Mail address:** ebenezerrc@execulink.com

3. **Classis:** Ontario

4. **Classis Supervisor:** John Kapteyn

**Address:**

55 Horizon Court

**Street**

Hamilton, Ontario 0

**City / State / Zip Code**

**Telephone:** (905) 318-1077

**E-Mail address:** jkapteyn@sympatico.ca

5. **Chair of search committee:** Peter Balt

**Address:**

82 Main Street East

**Street**

Grimsby, Ontario 313

**City / State / Zip Code**

**Telephone:** (905) 945-2917

**E-Mail address:** peterbalt@sympatico.ca

6. **Membership:**

<b>Time of worship</b>	<b>Five years ago</b>	<b>Today</b>
<b>Active Confessing Members</b>	138	106
<b>Inactive Confessing Members</b>	10	0

### **Comment on significant changes:**

This is primarily an aging congregation (37% over 65) although it has an active cadets and gems program, which both have participants that are non-church members.



**Age of all active members (baptized and confessing)**

<b>22.8 %</b>	<b>0-20 years old</b>
<b>15.7 %</b>	<b>20-34 years old</b>
<b>10.7 %</b>	<b>35-49 years old</b>
<b>13.6 %</b>	<b>50-64 years old</b>
<b>37.1 %</b>	<b>65 years and older</b>

**7. Racial/Ethnic composition of congregation:**

<b>0 %</b>	<b>Asian</b>
<b>0 %</b>	<b>Hispanic</b>
<b>0 %</b>	<b>African American</b>
<b>99 %</b>	<b>Caucasian</b>
<b>0 %</b>	<b>Other: (please specify)</b>

**WORSHIP/EDUCATION INFORMATION**

**8. Worship schedule:**

**Average Attendance (includes adults and children)**

<b>Time of worship</b>	<b>Average attendance Five years ago</b>	<b>Average attendance Today</b>
<b>10:00 am</b> <input type="checkbox"/> <b>pm</b> <input type="checkbox"/>	80 %	80%
<b>am</b> <input type="checkbox"/> <b>pm</b> <input type="checkbox"/>		
<b>am</b> <input type="checkbox"/> <b>pm</b> <input type="checkbox"/>		
<b>am</b> <input type="checkbox"/> <b>pm</b> <input type="checkbox"/>		
<b>am</b> <input type="checkbox"/> <b>pm</b> <input type="checkbox"/>		

**Comment on significant changes:**

**9. Please indicate the title and publisher of the hymnal(s) used in worship:**

The Hymnal for Worship and Celebration by Word Music - Waco Texas

**(Please attach bulletin of a typical service. If the service is different in the summer, please also enclose a bulletin used during the past summer.)**

**10. Describe a typical worship service (order of worship, music, etc.) What is your congregation's preferred style or styles of worship?**

3 Parts - 1) We Gather to Worship 2) God speaks to us through His Word 3) We respond to God's Word

--- Short biblical service/teaching with lots of mostly traditional music.

## FINANCIAL INFORMATION

### 11. Financial Information:

	Five Years Ago	Today
<b>Total spent for congregational purposes</b>	\$122,600	\$122,500
<b>Total contributed to benevolences</b>	\$33,300	\$28,900

#### Percentage of total budget contributed by living donors:

<b>100-90 %</b>	<input checked="" type="checkbox"/>
<b>75-89 %</b>	<input type="checkbox"/>
<b>60-74 %</b>	<input type="checkbox"/>
<b>45-59 %</b>	<input type="checkbox"/>
<b>44 % or less</b>	<input type="checkbox"/>

*(Please include a copy of your annual budget)*

### 12. Congregational Giving:

#### Number of those whose annual contribution is:

<b>\$100 or less</b>	6
<b>\$101-\$500</b>	7
<b>\$501-\$1,000</b>	10
<b>\$1,001-\$1,500</b>	14
<b>\$1,501-\$2,000</b>	6
<b>\$2,001-2,500</b>	7
<b>\$2,501-\$3,000</b>	6
<b>\$3,001 and over</b>	11

### 13. Financial assistance: Do you receive financial assistance beyond the congregation? (rents, etc.) Yes No

If yes, amount received last year: \$

List other fundraising programs that support the church:

## MINISTRY INFORMATION

### 14. What is the stated mission, vision or purpose of your congregation?

**Mission - To be united and devoted followers of Christ**

**Vision - We strive to worship, reach out and build each other up in Spirit and Truth.**

**15. What specific ministry goals have been developed from your mission and vision statement for the next five years?**

Our goal is to equip individuals in the church with the tools to continue to serve and minister in their communities.

**16. What leadership roles do women currently fill in your church?**

2 female elders out of a total of 5 elders  
2 female deacons out of a total of 6 deacons

**17. What new program or outreach ministry expansion do you hope to provide in the next five years? Include long range or strategic plan.**

none

**18. Church/Sunday School:  
Average Attendance**

<b>Average attendance Five years ago</b>	<b>Average attendance Today</b>
about 25 pupils out of a total of 30 pupils	about 15 pupils out of a total of 19 pupils

**Comment on significant changes:**

Some families with young children have moved to other churches, and some pupils have grown up, and some are still too young.

**19. Children's program/organizations: (Describe briefly educational curricula being used, including ages)**

Gems for 6 girls, and cadets for 6 boys

**20. Young people's program/organizations: (Describe briefly, including ages)**

Catechims for 6 students (age 13 to 18) will be graduating April 2010. There will probably be a program next year, although that depends on if there are sufficient students.

**21. Adult education program: (Describe briefly)**

Bible study on Sunday nights led by the pastor.

- 22. Adult groups/organizations: Briefly describe ministry purpose of each group. (use separate sheet if necessary)**

Name of group	Frequency of Meeting (i.e. weekly, bi-monthly, etc)	Attendance
RCW	monthly	12

- 23. Comment on one event or experience over the last year that has significantly contributed to the spiritual life of the congregation.**

Misson Sunday with a pot luck Sunday. Also a profession of faith where 6 young people confessed their faith. The leaving of our pastor and the emotional involvement that comes with that.

**BUILDING INFORMATION**

- 24. Buildings: Please describe church-owned or rented buildings and purpose.**

A church (converted theatre) that could hold about 250 people, with a consistory room, pastor study, and library upstairs, and with 3 Sunday school classes and meeting room downstairs. Pastor residence next door.

- 25. Are your buildings adequate for your present program? Yes  No**   
If no, please explain:

- 26. Do you plan any capital expenditure during the next five years? Yes  No**   
If yes, please explain briefly:

- 27. Is there a mortgage indebtedness? Yes  No**

Amount: \$

Of how long standing?

Annual rate of repayment

- 28. Pastor's study:**

In church  in parsonage  Other  Not Provided

**STAFF INFORMATION**

29. List all paid staff in addition to the pastor:

Position	Full time	Part time
Janitor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Organist	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Grounds Keeper	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>
These are minor costs	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>

**CONSISTORY INFORMATION**

30. Membership: What method is used in selecting members?

The congregation votes from a list prepared by consistory

Please list present Consistory members:

Position	Name	Gender
V-P	Jerry Keunen	Male <input checked="" type="checkbox"/> Female <input type="checkbox"/>
	Ed Keus	Male <input checked="" type="checkbox"/> Female <input type="checkbox"/>
	Corine Sprong	Male <input type="checkbox"/> Female <input checked="" type="checkbox"/>
Clerk	Richard Balt	Male <input checked="" type="checkbox"/> Female <input type="checkbox"/>
	Fran Balt	Male <input type="checkbox"/> Female <input checked="" type="checkbox"/>
	Betty Keus	Male <input type="checkbox"/> Female <input checked="" type="checkbox"/>
	Chris Rygersber	Male <input type="checkbox"/> Female <input checked="" type="checkbox"/>
	Mark Heringa	Male <input checked="" type="checkbox"/> Female <input type="checkbox"/>
	Shawn Keus	Male <input checked="" type="checkbox"/> Female <input type="checkbox"/>
	Ed Amama	Male <input checked="" type="checkbox"/> Female <input type="checkbox"/>
	Jeff Zondag	Male <input checked="" type="checkbox"/> Female <input type="checkbox"/>
		Male <input type="checkbox"/> Female <input type="checkbox"/>
		Male <input type="checkbox"/> Female <input type="checkbox"/>

**CONGREGATION INFORMATION**

**31. In our congregation...(please check appropriate box)**

	Few have...	Many have...	Most have...
Had up to twelve years of formal education	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Had some education beyond high school	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A college degree	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A graduate degree	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**32. In our congregation...(please check a box)**

	Few are...	Many are...	Most are...
Scientists & Engineers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Farmers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business People	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Students & Teachers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Industrial Workers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Office Workers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: Retired	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**33. Special training/experience desired: (Describe briefly)**

**34. Languages:**

Should your pastor be fluent in any language other than English?

Yes  No  If yes, please give language(s) and check appropriate box?

Language	Helpful	Essential	Primary Language
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**COMPENSATION, BENEFITS, AND MINISTRY EXPENSES**

**35. The salary we are prepared to offer our new pastor is \$ see question 41  
The average annual increase to our pastor over the past three years was \$3,000**

36. Is a parsonage provided? Yes  No   
 If so, is it on site with the church? Yes  No   
 If the parsonage is not on site with the church, how far from the church is it located?

37. Parsonage: Describe Style

Split Level	<input type="checkbox"/>	
Two-Story	<input checked="" type="checkbox"/>	
Ranch	<input type="checkbox"/>	
Other	<input type="checkbox"/>	
Number of Bedrooms		3 (4)
Number of Bathrooms		1 1/2

38. What plans, if any, are in place for the renovation and/or redecorating of the parsonage?  
 none

39. The benefits/business expenses we will provide our pastor are:  
 (Please check those provided or give amount as requested.)

Base Salary	\$39800.00
Housing Allowance	\$
Parsonage provided? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Travel Reimbursement	\$4500.00
Social Security (Amount)	\$14300.00
Book Allowance (Amount)	\$0.00
Continuing Education Allowance (Amount)	\$800.00
Provision for Sabbatical	\$0.00
Other (Specify Below)	\$
<b>TOTAL</b>	<b>\$58600.00</b>

- Yes  No  Pension  
 Yes  No  Major Medical Insurance  
 Yes  No  Health/Hospital Insurance  
 Yes  No  Life Insurance  
 Yes  No  Dental Insurance  
 Yes  No  Unemployment Insurance  
 Yes  No  Disability Insurance

Annual Vacation (Number of Weeks) 4 weeks

Necessary Comments regarding above:

Base Salary is approximate and dependent on classes assessment. Continuing education is one week salary and one paid week off. For the housing the Congregation pays the utilities, taxes, and insurance on parsonage (approximately \$ 7,000)

**Is a Minister's Housing Allowance in lieu of a parsonage a negotiable option?** Yes  No

#### **40. REFLECTIONS**

**Please answer the following questions, adding your own experiences where appropriate.**

**1) Describe the strengths of your church, the best of what you are as a community, and what you can offer a new pastor.**

A unified friendly church, many of whom share a similar immigrant (1950's) and family background. The members are pretty solid in their beliefs, but tolerant of the beliefs of others. ....

**2) Explain the strategies or ideas that most excite your church in becoming or remaining missional.**

We contribute to a missionary family (Lee and Emma Dehoog), and a mission Sunday, and had two missional speakers about their project at our AGM.

**3) Name three of your church's most passionate hopes and why they are significant.**

We are hoping for a pastor that explains the bible and shows the relevance to our lives.

We also hope that he enjoys visiting the elderly and the sick.

**4) How do you hope someone who visits your church would describe what s/he considers to be most important?**

That they want to come again, because we are an encompassing, supportive, and biblically based church.

**5) Name at least one challenge facing your new pastor.**

To enlarge the group of young families that are now in our church, so that a core of young people will be there in the future.

**6) Describe your vision and hopes for your church and your pastor over the next 5 years.**

## COMMUNITY INFORMATION

**41. Community served: (please check one)**

<b>Rural: Under 2,500</b>	<input type="checkbox"/>
<b>Town: 2,500-9,999</b>	<input type="checkbox"/>
<b>Small City: 10,000-49,000</b>	<input type="checkbox"/>
<b>Metropolitan-Suburban: 50,000+</b>	<input type="checkbox"/>
<b>Metropolitan-Urban: 50,000+</b>	<input type="checkbox"/>
<b>Metropolitan-Inner City: 50,000+</b>	<input type="checkbox"/>
<b>Other: The church does not serve an immediate geographical community. The congregation is disbursed some come as far as 25 minutes away.</b>	<input checked="" type="checkbox"/>

**42. Cooperative ministry: In what ways have you cooperated with other churches in your community during the past year?**

**Canada Day service and Reformation Sunday with Fruitland CRC RCW  
lenten breakfast with attendance from many of the surrounding churches.**

**43. Identify what makes your church uniquely attractive to people in your community.**

**There are a dozen churches in the area, and there is really nothing that makes this church stand out. Ours is not a geographically community based church. For some of the community it is the "Dutch" church, as is the CRC church**

**44. Community involvement: In what community programs or projects have you participated during the past year? (As an organization, not as individuals.)**

**No real involvement, but support for some agencies, e.g. baby bottle collection.**

**45. Describe changes currently occurring in the community in which your congregation ministers and identify ways God is acting among you to meet these new challenges.**

not applicable to our church.

- 46. What denominations or religions are present within three miles (in rural areas, consider the county) where your church is located?**

There are a dozen churches, representing various faiths. Wesley United, Francis Xavier (also school and Cardinal Newman High School), Christian Reformed Church and school, St John Anglican, Stoney Creek Baptist, Jehovah Witness, Christ Community Church (Pentecostal), Winona Gospel, Stoney Creek Christian Fellowship, Church of Latter Day Saints, Gospel for Asia, Polish Church, Laotian church. There is also the Creek Community Church (Gospel) beside us that is closed and for sale.

- 47. Outreach: What percentage of the persons who live within a mile of your church are un-churched, and what is your strategy to reach un-churched people in your community?**

Through personal relationships.

- 48. The income level of the people in our congregation tends to be: (please check one)**

<input type="checkbox"/>	About average for our community
<input type="checkbox"/>	Somewhat below the rest of the community
<input checked="" type="checkbox"/>	Somewhat higher than the rest of the community

- 49. Describe the community and school system:**

Lots of houses in lots of surveys, with the normal school system.

#### OTHER INFORMATION

- 50. Record of last three pastors:**

Name	Dates
Doug Nieuwstraten	04/03 to 01/2010
Bram Blaak	1989 to 08/02
John Drost	1983 to 1989

**51. Are there any particular minister's profiles you wish to have sent? (Up to five profiles will be sent at a time. You may request replacements.)**

<b>Name</b>

**52. Please indicate if there are any special preferences based on gender, age, race, or national origin in consideration of persons' profiles that may be sent:**

- No basis for preference**
- Please consider the following factors that we believe require consideration:**

**53. Please complete your profile with the following contacts:**

<b>Name</b>	
Jerry Keunen	<b>Vice President, Consistory</b>
<b>John Kapteyn</b>	<b>Classis Supervisor</b>