

CHURCH PROFILE

Introduction

As part of the process of "matching" clergy and congregations, the Christian Reformed Church in North America has set up the Ministerial Information Services as part of Pastor-Church Relations. It is our task to help provide resources and advice to both pastors and congregational search committees. To that end, we ask congregations and clergy to complete profile forms as an introduction to each other, and a first step in the process of calling a minister for a congregation. For both the individual pastor and the congregation, this is an opportunity for self-study, evaluation of current ministry and goals. This calls for honesty, effort, and commitment to open communication.

The Church Profile form presents the local congregation's history, challenges, and goals. It is our hope that this will be of help in facilitating the search process; assisting the church in focusing on future directions, and pastors in gaining some sense of the nature and uniqueness of this congregation.

Norm Thomasma, Director
Pastor-Church Relations

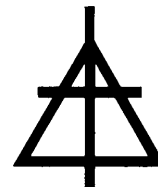
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Developed by the office of Pastor-Church Relations
of the Christian Reformed Church in North America

Please return the completed document to:

Ministerial Information Services
Pastor-Church Relations
The Christian Reformed Church in North America
2850 Kalamazoo Ave. SE
Grand Rapids, MI 49560
or email: lpalsrok@crcna.org
or FAX: 616-224-0834



Part I: Church Information

1. Name: New Holland Christian Reformed Church

Address 100 Church Ave. PO Box 3 New Holland, SD 57364

Telephone__ (605) 243-2250 Classis Iakota

2. Search Committee Chairperson: Delwin Feenstra

Address 27031 380th Ave. Harrison, SD 57344

Telephone__ (605) 243-2343

3. Classical Church Counselor Rev. David Prince

4. List all paid staff positions:

Pastor	Full time	X	Part time	_____
Treasurer	Full time	_____	Part time	X
Inside and Outside Custodians	Full time	_____	Part time	X
Bulletin Secretary	Full time	_____	Part time	X
Organists	Full time	_____	Part time	X

Position Available: Pastor

Date of vacancy: March 2011

5. Membership (please state approximate percentages):

a. Number of church members (families):

	<u>Five years ago</u>	<u>Currently</u>
Professing	288	236
Non-professing	71	64

b. Profile of church members:

Age:

12% 0-11 9% 12-18 11% 19-24 10% 25-34 8% 35-49
 18% 50-64 32% 65+

Church Information – continued

Occupation:

10 % Business 10 % Professional 0 % Trades 5 % Stay-at-home parent
 50 % Agriculture 25 % Retired 0% Other

c. Educational level of adults:

15 % some high school or less 30 % high school 50 % college 5 % graduate school

d. Percentage of members belonging to the congregation:

Less than one year 1 %

5 years or less 4 %

6-10 years 10 %

10 or more years 85 %

e. Racial/Ethnic composition of congregation:

0 % Asian 0 % Hispanic 0 % African American 99 % Caucasian

1 % Other (please specify): Native American

6. Worship

a. Worship Times: 10 am year round, Dec.-March 2:30pm second service, April -Nov. 7:00pm second service

b. Frequency of communion celebration: 6 per year

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

Children's message, special music, worship committee, and praise team committee

d. Style of liturgy used in your worship (e.g. traditional, contemporary, variety):

blended, piano and organ

e. e of music used in worship (e.g. traditional, contemporary, variety):

blended

Church Information - continued

7. Church/Sunday School

a. Average attendance in Church School (under 18 years)___ 26 average

b. Average attendance in Adult Education (Sunday)___ none, N/A

8. Community Setting (check as many as apply):

a.	<u>Location</u>	<u>Function</u>	<u>Growth</u>
	<input checked="" type="checkbox"/> Rural	<input type="checkbox"/> Industrial	<input type="checkbox"/> Growing
	<input type="checkbox"/> Small Town	<input type="checkbox"/> College/University	<input checked="" 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	

b. Approximate population of community: City of New Holland, 68 people; surrounding area, appx. 2500

c. Racial/Ethnic composition of community:

_____ % Asian _____ % Hispanic _____ % African American
 99 % Caucasian 1 % Other (please specify):_ Native American

9. Program Information (list major boards, committees, and organizations that are part of your church and frequency of meetings - monthly, weekly, etc.)

Name	Purpose of group	# of members	Frequency of meetings	*Leadership role
Youth Group	Bible Study	12	Bi-monthly	3
Women's Bible Study	Bible Study	25	Bi-monthly	3
Coed Bible Study	Bible Study	26	Monthly	3
Ladies Aid	Bible Study	25	Bi-Monthly	1
Young 20-40	Bible Study	30+	Weekly	3
AM Men's Bible Study	Bible Study	8-12	Bi-Monthly	3
Men's Society	Joint with Harrison Church			Harrison pastor
Council	Guide Congregation	12	Monthly	3
Elders	Enrich walk with Christ	6	As needed	3

*Indicate leadership role expected by number:

1. Pastor takes primary initiative and responsibility.
2. Pastor and laity share responsibility.
3. Laity takes primary initiative and responsibility.

Part II: Building/Financial Information

1. Present annual budget \$224,673 220 members

Last year's annual budget \$208,623 223 members

(please attach a copy of current budget)

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

Budget: 123 %

Ministry Shares: Denominational 36% Classical 60%

3. Amount contributed for (last complete year reported):

Missions: \$16,662

Other: Dakota Christian \$72,064

4. Property owned by church:

a. Describe buildings and property (other than parsonage):

Impressive country church; square city block

b. Are your buildings adequate for your present program?

Yes No

If no, please explain:

c. Is a building program projected?

Yes No

If yes, describe what and when:

d. Does the church own a parsonage?

Yes No

Condition: Good Fair Poor

Number of Bedrooms: 5 bedrooms – Ranch home

5. Office/study: In Church In Parsonage Other Not Provided

6. Compensation:

a. The salary range we are prepared to offer our new pastor is:

\$ 50,000 -55,000

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

\$ 721.00 to \$ 1908.00 or 2.8 %

b. Housing:

Housing allowance (pastor owns house)

Parsonage only

c. Benefits and expenses (*Please specify denominational or other)

- 1) Rate set by Denomination Pension*
- 2) Provided Medical insurance*
- 3) None Life insurance*
- 4) 6.5% of cash salary Social Security (amount)
- 5) \$375/month Travel/mileage (amount)
- 6) \$1,000 Continuing Education funds (amount)
- 7) 2 weeks Continuing Education annual leave
- 8) None Sabbatical leave (policy regarding)
- 9) as needed Book allowance (amount)

10) 3 weeks Annual vacation (# weeks)

11) pulpit relief readily available # of worship services for which pastor is provided relief each month -
minimum 5th Sunday of month

12) Paid Other (please specify) all utilities

Part III: Church Characteristics

Congregational Characteristics (Circle the number that most closely describes the current congregation characteristics and future goals)

Our congregation...	<u>Currently</u>				<u>Goal</u>			
	Agree		Disagree		Agree		Disagree	
1. supports the pastor.	1	<u>2</u>	3	4	<u>1</u>	2	3	4
2. readily shares their gifts with the rest of the congregation.	1	<u>2</u>	3	4	<u>1</u>	2	3	4
3. places a high priority on sound biblical preaching.	<u>1</u>	2	3	4	<u>1</u>	2	3	4
4. gladly welcomes visitors and new members.	1	<u>2</u>	3	4	<u>1</u>	2	3	4
5. is involved in local evangelistic ministries.	1	<u>2</u>	3	4	<u>1</u>	2	3	4
6. is often found living their faith in their communities.	1	<u>2</u>	3	4	<u>1</u>	2	3	4
7. has a spirit of unity.	1	<u>2</u>	3	4	<u>1</u>	2	3	4
8. cares about each other.	<u>1</u>	2	3	4	<u>1</u>	2	3	4
9. looks to its council for leadership.	1	<u>2</u>	3	4	<u>1</u>	2	3	4
10. ministers well to members who are hurting.	<u>1</u>	2	3	4	<u>1</u>	2	3	4
11. uses members' gifts in its worship.	1	<u>2</u>	3	4	<u>1</u>	2	3	4
12. contains people willing and able to lead the congregation.	1	<u>2</u>	3	4	<u>1</u>	2	3	4
13. is capable of change when and where appropriate.	1	<u>2</u>	3	4	<u>1</u>	2	3	4
14. is spiritually alive.	1	<u>2</u>	3	4	<u>1</u>	2	3	4
15. In what ways does your church participate in ecumenical activities? -joint services with area churches -youth joined with area churches -pulpit exchange								

16. Describe the strengths of your congregation:

- bible study for all ages available
- support each other
- support Christian education: Dakota Christian, K-12, 6 miles and 10 minutes away.
We expect the pastor and his family to support and have their children attend Dakota Christian.
- young & old willing to work together
- very giving

17. List specific problems with which your congregation struggles:

- second service is not well attended
- didn't get classical & denominational shares paid
- lack of volunteers
- don't always accept/approach guests

18. List major goals that this congregation has set for itself:

- Growth – Spiritually and in members
- Find a pastor

19. a. Has your congregation ever taken disciplinary action against a pastor?

Yes No

b. Has there ever been an Article 16 or 17 termination in the history of your church?

Yes No

c. Has there ever been an official ecclesiastical complaint against an elder or deacon of your congregation?

Yes No

Explanation:

20. Have you completed a Congregational Master Plan? No Date _____
- Have you completed a Mission Statement? Yes Date _____
- Have you completed a Vision Statement? No Date _____

If yes, please attach copies.

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.

Part IV: Leadership Expectations

Below are listed 42 items which represent a range of qualities in the ministry of the church. **Choose the 12 items which your church feels are the most important aspects of ministry for your church at this time and place the numbers in the blanks following the list.** All the qualities are important. However, please choose those 12 which you feel need first priority at this time. Do not rank the items.

Write no more than 12 numbers in the blanks at the end of this list

- | | |
|--|--|
| Our church needs a person who... | 22. inspires a sense of confidence. |
| 1. is an effective preacher/speaker. | 23. works regularly at bringing new members into the church. |
| 2. continues to develop my theological and biblical skills. | 24. regularly encourages support of the CRC's missions and outreach. |
| 3. helps people develop their spiritual life. | 25. reaches out to inactive members. |
| 4. helps people work together in solving problems. | 26. works regularly in the development of stewardship growth. |
| 5. is effective in planning and leading worship. | 27. is active in ecumenical relationships and encourages the church to participate. |
| 6. has a sense of the direction of her/his ministry. | 28. is a person who cultivates a close, devotional relationship with God. |
| 7. regularly encourages people to participate in denominational activities and programs. | 29. writes clearly and well. |
| 8. helps people understand and act upon issues of social justice. | 30. works well on a team. |
| 9. is a helpful counselor. | 31. is effective in working with youth. |
| 10. ministers effectively to people in crisis situations. | 32. organizes people for community action. |
| 11. makes pastoral calls on people in hospitals and nursing homes and those confined to their homes. | 33. is skilled in planning and leading programs. |
| 12. makes pastoral calls on members not confined at home or in hospitals. | 34. plans and leads well-organized meetings. |
| 13. is a good leader. | 35. encourages people to relate their faith to their daily lives. |
| 14. is effective in working with children. | 36. is accepting of people with divergent backgrounds and traditions. |
| 15. builds a sense of fellowship among the people with whom he/she works. | 37. encourages others to assume and carry out leadership. |
| 16. helps people develop their leadership abilities. | 38. is mature and emotionally secure. |
| 17. is an effective administrator. | 39. has strong commitment and loyalty to the Christian Reformed Church in North America. |
| 18. is effective with committees and officers. | 40. maintains confidentiality. |
| 19. is an effective teacher. | 41. is a compassionate and caring person, sensitive to others' needs. |
| 20. has a strong commitment to the educational ministry of the church. | 42. deals effectively with conflict. |
| 21. is effective in working with adults. | |

1 2 3 10 11 12 15 20 28 31 35 41

Comments:

