

CHURCH PROFILE FORM

Church Information:

Name: Baldwin Christian Reformed Church

Location of church [City, State/Province]: Baldwin, WI 54002

Classical Church Counselor: Pastor Jack Van Marion

Search Committee Contact:

Name: Jerry Van Someren

Address: 1430 Curtis St. Baldwin, WI 54002

Home: (715) 684-2491 Cell: (715) 684-9723 Work: _____

Email address: jerandbon@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: 4000

Church Profile:

We are open to:

- Male and Female pastors Female pastors only Male pastors only

List all staff positions:

Custodian - Part time
Organist/Pianist - Part time
Bulletin Secretary - Part time
Treasurer - Part time



Position Available: **Senior Pastor**

Date of vacancy: 10/01/2018

General position description:

To help set the spiritual tone of the ministry in the church, creating an atmosphere with the congregation which motivates and encourages what God may do in the life of His church; to present the Word of God and to lift Jesus Christ up so that He draws His people to Himself and to each other; to lead worship services (AM Sunday service), perform marriages, baptisms, and funerals upon request and approval by Council; make pastoral calls on members; preside at council and consistory meetings, provide Spiritual counseling. and promote spiritual involvement and growth in the youth of the church.

- Full-time Part-time

Bi-vocational position?

- Yes No

Number of years preferred of ministry experience of potential candidate:

Required languages: English

Church Demographics:

Average Sunday attendance: 90

Active adult professing members: 102

Profile of church members:

Age:

6 % 0-11 10 % 12-18 7 % 19-24 11 % 25-34
12 % 35-49 20 % 50-64 34 % 65+

Occupation:

1 % Business 8 % Professional 25 % Trades 1 % Stay-at-home parent
5 % Agriculture 35 % Retired 20 % Student 5 % Other

Percentage of members belonging to the congregation:

Less than 5 years 15 %
5-10 years 15 %
10 or more years 70 %

Racial/Ethnic composition of congregation and surrounding community:

Congregation - 100% Caucasian

Community - 96% Caucasian; 4% Hispanic, Muslim; African American, other

Composition of congregation:

Mono-Cultural

Multi-Cultural

Specific Ethnicity (specify:

)

List the last three persons in this position:

1. Anson Veenstra 2006 - 2018
2. Bryce Mensink 2000 - 2006
3. Phil Leo 1994-1999

Worship:

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

Praise teams, numbering 3-4 people each week (total of approximately 15 different people rotating), lead praise and worship at the beginning of our services. Occasionally, volunteers lead the children's message and read the scripture passages. The sound technicians take care of the projection of our songs, videos, pastor's outline, readings, etc, as well as recording the service to be televised twice during the coming week.

Describe the worship services in your church:

Our services are typical of the traditional worship service in the CRC. We begin with a Call to Worship, greetings and a time of Praise, a blend of contemporary songs and traditional hymns. We follow with a service of confession and assurance, the congregational prayer and the giving of our tithes and offerings. The scripture is read by the pastor or others, from the NIV Bible, followed by the minister's exhortation on the passage read. We close with a song of praise/application and are sent out with a fitting song or doxology.

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

We have Sunday School for all ages during the school year. Catechism is taught to the High School age group during this time. GEMS and Cadets programs are offered to our students, as well as children from the community. Our Friendship Ministry for the developmentally delayed is now 100% for non CRC "friends", but led and taught by our members. Our Youth Group has expanded to nearly 75 high school students, the majority from outside our church. We have two women's group who meet for Bible Study and service. We have a "Share-A-Meal" ministry for those in need of meals temporarily.

Building/Financial:

Present annual budget: \$160,226

Last year's annual budget: \$143,884

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

Budget 92%

Denominational Ministry Shares 19%

Classical Ministry Shares 100%

Amount contributed above budget and ministry shares: \$11,763

Specify (optional):

Facilities:

Describe facilities: Our sanctuary holds 200 people; fellowship hall; 7 classrooms, library, Council room, Kitchen, Pastor's Study, Nursery - all handicap accessible

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: located in the church

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:

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

\$ _____ or 2% _____ %

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
- Annual vacation (# weeks)
- Other (please specify) Book Allowance

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

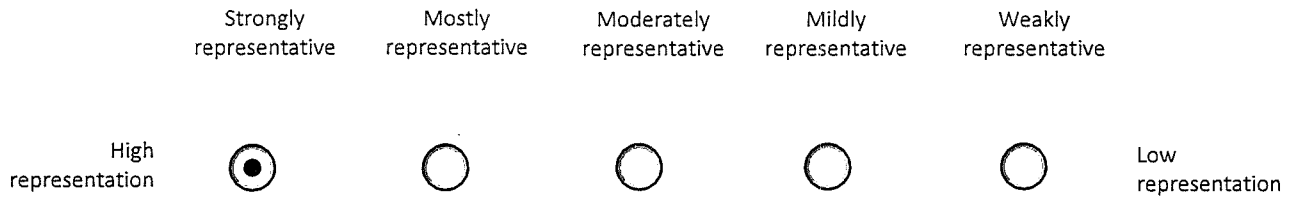
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through

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

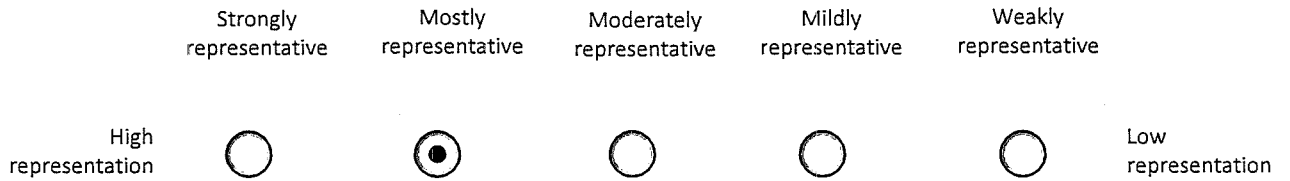
In our church, EVANGELISM STRATEGIES AND METHODS are

	Predominantly unplanned	Generally unplanned	Equal emphasis	Generally planned	Predominantly planned	
Unplanned	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Planned

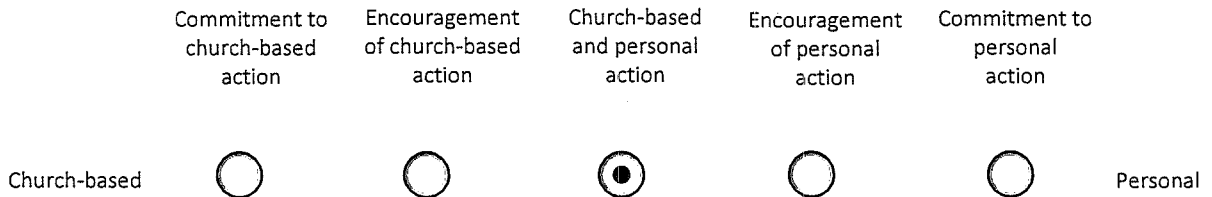
Our church is representative of the ECONOMIC DIVERSITY of our community



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:

In what ways does your church participate in ecumenical activities?

Crop Walk

Ecumenical Services - Good Friday and occasionally additional services throughout the year
Food Pantry; Summer Food & Fun (backpack ministry for children during the summer months)

Nursing Home Ministries; Operation Christmas Child; Feed My Starving Children

GEMS, Cadets and Youth Group all are highly attended by children from other churches

We are a strong supporter of Baldwin Christian School; in fact, the BCS High School meets in our church's classrooms during the school year.

Faith Works is a new program in which we join with a Community/Baptist Church and assist people in our community (widows, elderly, single moms) with projects they are unable to do by themselves.

Local Clergy Association that meets together regularly for encouragement and fellowship.

Reflect on your strengths/gifts as a church:

Our church is firmly rooted in God's Word, and recognizes God's sovereignty in all areas of life.

We are a warm and welcoming congregation.

We lift up our congregation and community in prayer.

Our members are blessed with diverse gifts and talents, which are used willingly.

Our congregation has a concern for and supports the community Youth Group program.

Reflect on your passions as a church:

Our passion is for true preaching of the Word to prevail in order to promote growth in each person's life. Our desire is that all members be used by God for the furtherance of His Kingdom, in our congregation, our community, our nation, and the world.

List specific problems with which your congregation struggles:

An aging congregation with few children

Limited growth

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?

The Baldwin CRC Youth Group has spawned the Community Youth Group, which grew rapidly from a dozen members to 75 plus, which was a joy, but also a challenge.

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

To remain rooted in the truth of the Gospel in a world that seems to be abandoning the true church.

To reach those who have wandered away from the Gospel, along with those who have never experienced the love of Christ.

Describe what being Christians of Reformed accent means to you:

That God is sovereign in every facet of life. He has chosen us before the foundations of the world to be His children and nothing can "snatch us out of His hand".

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

The Christian Reformed denomination is the litmus test for the local church. The local church makes its decisions based on guidelines set by the denomination. This does not mean that if the denomination wanders away, or waters down the teaching of God's Word, that we, the local church, will follow.

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

As our community becomes more inter-racial, we need to know how to reach them with the Gospel, without lowering the bar on the preaching of the Word.

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

1. Switching from Dutch services to all English (now the rest of the community [non-Dutch] can feel comfortable in our church). 1942
2. The construction of the fellowship area/classrooms (enhanced the fellowship of believers and the education of the youth). 1988
3. Celebrating 125 years of God's faithfulness in 2013 (we remain a foundation of the community).

Leadership:

How many council members does your church have? six

What is the length of term for council members? three years

How often does the full council meet? monthly

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

Worship Committee - aids in planning worship services, meets monthly

Building and Grounds - Care of the church building and grounds - meets as needed

Evangelism/Fellowship - Plans activities in the church promoting missions and fellowship - meets monthly

Education and Youth - (Includes Child Protection Policy) Selects materials and plans the scheduled meetings for the youth of our church. Meets when needed.