

CHURCH PROFILE FORM

Church Information:

Name: Westend Christian Reformed Church

Location of church [City, State/Province]: Grand Rapids, MI 49504

Classical Church Counselor: _____

Search Committee Contact:

Name: June Atsma

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Community Setting:

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

Approximate population of community: 195,097 (2015 US Census - Grand Rapids City Limits)

Church Profile:

We are open to:

Male and Female pastors

Female pastors only

Male pastors only

List all staff positions:

1. Youth Director
2. Church Administrator
3. Office Secretary
4. Kid's Hope USA Director
5. Worship Coordinator
6. Children's Ministry Director
7. Custodian

Position Available: Pastor Date of vacancy: September 2016

General position description: *The Pastor provides spiritual, pastoral and visionary leadership for the congregation in coordination with the council and administrative board*

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: _____

Worship:

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

- *The co-worship directors and the pastor plan the worship services.*
- *Congregation members lead worship, read scripture, and give announcements and mission updates.*

Describe the worship services in your church:

- *Morning Worship Service includes:*
 - *Scripture reading, songs (which are generally contemporary in style and music), offering, sermon and blessing;*
 - *Sunday school for preschool-aged students offered during the service; and*
 - *Scheduled times for the Lord's Supper.*

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

- *Discipleship, both formal and informal practices, includes:*
 - *Sunday School after church for grades K-12;*
 - *Children's worship offered for children 3-4 years old during morning service;*
 - *Youth group student ministries offered for Middle School & High School students 3-4 times a month;*
 - *9 different adult Bible studies that meet throughout the week;*
 - *Westend Wednesdays 2x a month for fellowship and community ministries*
 - *Includes a community dinner,*
 - *Includes GEMS and Cadets for girls and boys (1st – 8th grade),*
 - *Includes adult Bible study;*
 - *Kid's Hope mentoring ministry at Shawmut Hills Elementary School; and*
 - *Kid's Life Bible Club at Shawmut Hills Elementary School.*

Building/Financial:

Present annual budget: \$610,228.28

Last year's annual budget: \$612,344.00

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

Budget	<u>100%</u>
Denominational Ministry Shares	<u>83% Paid \$120,000</u>
Classical Ministry Shares	<u>100% Paid \$16,500</u>

Amount contributed above budget and ministry shares

- Christian Education –\$70,000+*
- Faith Promise – \$60,000+*
- Food Pantry – \$3,000+*
- Special Offerings \$19,000+*
- Benevolence - \$9,000+*

Facilities:

Describe facilities:

- *Main Level*
 - *Traditional Sanctuary (seating capacity for 385 people)*
 - *Large fellowship area off the sanctuary*
 - *Kitchen*
 - *Library*
 - *Nursery*
 - *Café*
 - *Elevator*
 - *Bathroom (Handicap accessible)*
- *Lower level*
 - *15 classrooms*
 - *Fellowship space*
 - *Youth Room*
 - *Cadet Room*
 - *GEMS supply room*
 - *Bathroom*

Are your buildings adequate for your ministries?

Yes No

Is a building program projected?

Yes No

If yes, describe what and when: Office Remodel (Winter 2016/17)

Does the church own a parsonage?

Yes _____ No x

Location of office or study: Next to 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:

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

\$ _____ or 3 %

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

2 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

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

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

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

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

In our church, EVANGELISM STRATEGIES AND METHODS are

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

Our church is representative of the ECONOMIC DIVERSITY of our community

	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	
High representation	_____	_____	<u> X </u>	_____	_____	Low representation

Our church is representative of the ETHNIC DIVERSITY of our community

	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	
High representation	_____	_____	_____	_____	<u> X </u>	Low representation

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	_____	_____	<u> X </u>	_____	_____
					Personal

Our church's MISSIONAL FOCUS is

	All local	Mostly local	Equally local and global	Mostly global	All global	
Local	_____	_____	<u> X </u>	_____	_____	Global

Narrative:

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

In what ways does your church participate in ecumenical activities?

We support interdenominational ministries and missionaries.

Reflect on your strengths/gifts as a church:

- *Demonstrates compassion*
- *Reaches out & welcomes visitors*
- *Values service*
- *Engages in meaningful praise & worship*
- *Values a loving and strong community*
- *Understands the need for change and is open to change when the reasons are explained and understood.*

Reflect on your passions as a church:

We are passionate about

- *Families, children, and youth;*
- *Christian Education;*
- *Worship;*
- *Global Outreach & Missions;*
- *Service; and*
- *Compassion and care for those in need.*

List specific problems with which your congregation struggles:

- *Tough to move out of our comfort zones;*
- *Deeply enfolding new members;*
- *Managing needs of different ages of congregation;*
- *Discipleship of whole congregation; and*
- *Lack of diversity within our congregation.*

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

We transitioned from a pastor we had for over 20 years to a pastor just out of seminary. At the same time, we implemented Healthy Church initiatives to move the vision of the church forward. It was remarkable to see how the church responded to these and to see the growth of young families as a result. We now face the challenge once again of seeking a new Pastor.

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

1. *Be a growing and vibrant fellowship, pleasing to God, and respected by our community.*
2. *Equip and disciple followers who give expression to their faith in word and action.*
3. *Continue to develop a small group ministry culture.*

Describe what being Christians of Reformed accent means to you:

Steeped in theology and the understanding of our faith and denominational roots

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

The denomination guides and provides theological oversight of the local church. The local church directs its path to its community locally adhering to classis and synod guidance.

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

- *There is a need for strength, discernment, and wisdom to determine how to change, when to change, and when to stay the same.*
- *There are more believers who choose to be Christians without going to church.*
- *There is an overall distrust of Church/religion and an overall perception that the church is judgmental.*
- *There is a stronger pull toward acceptance and tolerance.*
- *There is an overall lack of diversity within the church.*

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

- *Merging the congregations of Alpine & Highland Hills churches in 1991 and determining the structure we operate under today;*
- *Hiring Rev. Henry Admiraal who was called in 1992 and who stayed until his retirement in 2012; and*
- *Embarking on a Healthy Church initiative & embracing a fresh vision in 2011 coinciding with the decision to call Rev. Jeremy Kreuze in 2012.*

Leadership:

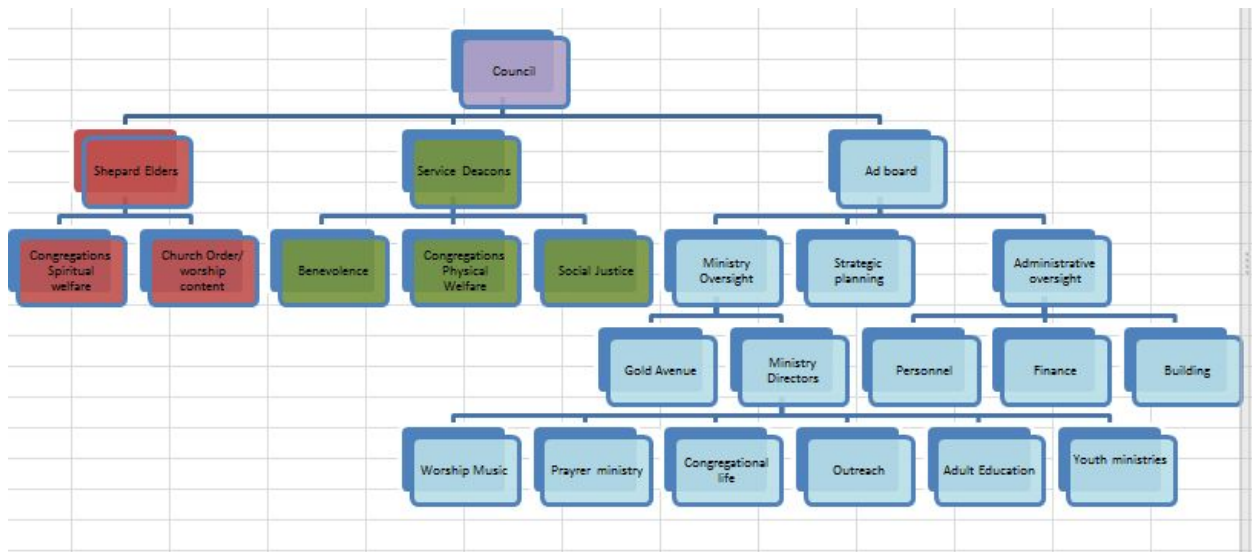
How many council members does your church have? There are 28 men and women who serve as Elders and Deacons on our Council.

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

How often does the full council meet? Once a Month

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

<u>Name:</u>	<u>Purpose of Group:</u>	<u># of ppl</u>	<u>Frequency of meetings:</u>
Administration Board	Administrative & vision leadership	10	Monthly
Council	Church Leadership	28	Monthly
Shepherd Elders	Spiritual Welfare & Worship	10	Monthly
Service Deacons	Physical Well-being & Financial	10	Monthly
Ministry Coordination Committee	Implementation of strategic plan	9	Monthly



There are six Ministry Director positions. The Worship and Music Ministry Director is a paid position. The Ministry Directors for Adult Education, Congregational Life, Outreach, Prayer, and Youth are members of the congregation who volunteer to serve in these areas.