

# Church Profile Form

## Church Information:

*Name:* Maranatha Christian Reformed Church

*Location:* Edmonton, Alberta, Canada

*Classical Church Counselor:* Pastor Martin Mobach

## Pastor Search Team Contact:

*Name:* Fred Woudstra

*Address:* 3843 109 Ave, Edmonton, Alberta

*Phone:* 780-474-2304

*Email:* fcwoudstra@shaw.ca

## Community Setting:

*Location:* Metropolitan

*Growth:* Static

*Approximate population of community:* 1,000,000 in greater Edmonton

## Church Profile:

*List all staff positions:*

- Pastor
- Administrative Director
- Custodian
- Bulletin Editor
- Worship Ministry Leader

*Position available:* Pastor

*Date of vacancy:* August 5, 2018

*We are open to:* male and female pastors

*Bi-vocational position:* No

*Number of years preferred of ministry experience of potential candidate:* no preference

*Required languages:* English

**General position description:** Full-time pastor for generally traditional congregation that has become a multicultural church with a mix of Karen (Myanmar), African, and Asian members.

The following items/traits are important to Maranatha in its search for a new pastor, and are generally listed in order of priority:

- Sound, Biblically based preaching relevant to today's world, delivered with intention to reach the variety of levels of understanding, ethnic cultures and backgrounds at Maranatha. This will require flexibility from the Pastor in order to accommodate different ages, cultures, traditions and worship styles, yet remaining within the parameters of reformed worship.
  - As Maranatha currently enjoys several different ethnic backgrounds, and is intentional on reaching and ministering to refugees in the future, it will be imperative that a Pastor have a heart and desire to serve a diverse ethnic congregation.

- Music is a vital aspect of Maranatha worship and its Pastor will need to recognize the importance of music (and its variety) within the church service. As such, the pastor will be expected to work closely with the Worship Ministry Leader in an effort to continue to foster and grow a very strong musical component to worship.
- Personable, involved in various ministries, available/visible to church members. This will include conducting regular Pastoral visits to the Maranatha community where needed. (It is noted that at Maranatha, the elders also share in this responsibility).
- In conjunction with the teaching/preaching, the pastor should have a heart for encouraging members to put the teachings into daily practice and to live out our faith wherever we are.
  - This includes being intentional to encourage members to share their faith by both word and deed. To this end, the Pastor should be able to motivate enthusiasm for voluntary involvement such as Bible studies and service in Maranatha and beyond.
- A person that is prayerful, modeling and teaching that with empathy and spontaneity
- The Pastor should have a willingness to work with other church leaders in the Beverly community in an effort to promote unity within the Body of Christ and to reach out to the local residents where possible.
  - It is noted that while Maranatha currently has very limited involvement with other church leaders or the community in general, council would like to see the church move towards this type of cooperative community ministry with more intention going forward. We will need help in this regard.

It is recognized that a potential candidate will likely not have strengths in every aspect above, nor is that a requirement, however these are the traits that Maranatha considers important when searching for a Pastor. Additionally, it is recognized that while searching for the above traits, others strengths not listed above may become evident. Council will be pleased to consider these as well.

### **Church Demographics:**

*Average Sunday attendance: 250*

*Active adult professing members: 239*

*Profile of church members:*

Age:

- 0-11: 13%
- 12-18: 11%
- 19-24: 12%
- 25-34: 14%
- 35-49: 16%
- 50-64: 14%
- 65+: 19%

Occupation:

- Business: 10%
- Agriculture: 5%
- Professional: 20%
- Retired: 20%
- Trades: 10%
- Students: 10%
- Stay-at-home parent: 10%
- Other: 15%

Percentage of members belonging to the congregation:

- Less than 5 years: 5%
- 5-10 years: 12%
- 10 or more years: 83%

Racial/Ethnic:

- Caucasian (mainly Dutch heritage): 64.3%
- Karen (Myanmar): 24.5%
- African: 9.6%
- Asian: 1.3%
- First Nations: 0.3%

Composition of congregation: multicultural

The last three persons in this position:

1. Art Verboon
2. Nicolaas Cornelisse
3. Arie Vandenberg

## **Worship**

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

- A Worship Committee is involved in planning special services (Lent, Advent, etc.)
- The Pastor and Worship Ministry Leader plan regular services
- Praise team participants involved in leading services
- Occasional readers and prayer leaders
- Council members share leading the congregational prayer

*Describe the worship services in your church:*

- We have one worship service every Sunday morning, about an hour in length.
- Traditional order of worship
- Several songs and special music in a blended music style. We love singing!

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

- Due to the recent influx of refugees, much of our discipleship is geared to them. We offer many faith formational activities such as GEMS, Cadets, Coffee Break, Catechism, Sunday School, Homework Club and Food Bank.

## **Financial**

*Present annual budget:* \$295, 153

*Last year's annual budget:* \$298,276

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

- Budget: 77%
- Denomination Ministry Shares: 59%
- Classical Ministry Shares: 59%

*Amount contributed above budget and ministry shares:* \$46, 960 to various causes

## **Facilities:**

*Describe facilities:* Built in 1953, with extensive renovations in 1987 and 2000, Maranatha is a cross-shaped sanctuary for 300 people with classrooms, meeting rooms and offices downstairs. Limited fellowship and ministry space.

*Are your buildings adequate for your ministries?* Yes.

*Is a building program projected?* No.

*Does the church own a parsonage?* No.

*Location of office or study:* 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. It is also to be negotiated with council.

The average annual increase for this position over the past three years is 2%.

*Housing:* housing allowance.

*Benefits and expenses:*

- Pension
- Medical insurance
- Canada Pension
- Travel/mileage
- Continuing Education funds and book fund
- Continuing Education time allotted
- Life Insurance
- 4 weeks annual vacation

### Church Characteristics

Presently, the FOCUS OF OUR CHURCH'S MINISTRY is:

	Community exclusively	Community primarily	Community and current members/ participants equally	Current members/ participants primarily	Current members/ Participants exclusively	
External				<b>X</b>		Internal

In our church, the WORSHIP SERVICE IS DESIGNED FOR:

	Designed for the unchurched	Emphasis on unchurched	Unchurched and believers	Emphasis on believers	Designed for believers	
Unchurched				<b>X</b>		Churched

In our church, the STYLE OF MUSIC used in the worship service is:

	Contemporary	Mostly contemporary	Blended	Mostly tradition	Traditional	
Contemporary			<b>X</b>			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 pastoral staff	Predominantly pastoral staff	
Congregational members			<b>X</b>			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				X		Formal

In our church, EVANGELISM STRATEGIES AND METHODS are:

	Predominantly unplanned	Generally unplanned	Equal emphasis	Generally planned	Predominantly planned	
Unplanned		X				Planned

Our church is representative of the ECONOMIC DIVERSITY of our community:

	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	
High representation			X			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			X			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			X			Personal

Our church's MISSIONAL FOCUS is:

	All local	Mostly local	Equally local and global	Mostly global	All global	
Local			X			Global

## Narrative

*Do you have a recently articulated mission/vision for ministry? Yes:*

Our church participates in God's great mission in the world - the redemption of His whole creation:

- Our worship services enable people of all ages, backgrounds and abilities to glorify God while being motivated and equipped for His service;
- We intentionally reach out to our immediate community with a special emphasis on refugees and immigrants;
- Our ministries foster fellowship and discipleship; encourage growth and accountability; and help members discover and use the fruits and gifts the Holy Spirit has entrusted to them.

*In what ways does your church participate in ecumenical activities?*

- We share our building with a Baptist congregation
- We offer use of our building for Remembrance Day
- We are involved in the Annual Day of Prayer

*Reflect on your strengths/gifts as a church:*

- We are a welcoming, multicultural congregation and open to new ideas. We have a faithful and large group of regular attendees.

*Reflect on your passions as a church:*

- We are passionate about helping refugees and immigrants
- We love music and singing

*List specific problems with which your congregation struggles:*

- We struggle to meet our budget, to retain our youth, and with how to integrate newcomers.

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

- The continuing arrival of new refugee and immigrant members (54 in the past three years) is a wonderful challenge.
- Our Pastor of 19 years moved on two years ago. An STM (Specialized Transition Minister) served our congregation until August of 2018.
- We recently baptized a family by full immersion baptism for the first time.

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

- That Maranatha is called to be intentionally multicultural and integrative in its worship and that it meets its budget obligations.
- That we find effective ways of visiting and encouraging our members.

*Describe what being Christians of Reformed accent means to you:*

- It means liturgical worship while being open to new ideas.
- A focus on worship and the preaching of the gospel; God is sovereign and receives the glory in all aspects of our lives.
- Our foundational beliefs are based on the Bible and the confessions of the Church.

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

- That we are members of a larger body that forms the CRC denomination and that we participate in denominational programs.

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

- Differing interpretations of biblical doctrines and worship styles
- Raising children in the Lord, technology, social media, individualism, and materialism
- The culture seems to be increasingly anti-Christian

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

- Dutch immigrants built and started Maranatha in 1953
- Bethel CRC was daughtered in 1978, which caused a big decline in membership
- We sponsored our first Karen refugee family in 2007, which led to 70 new baptized members since 2007.

## **Leadership**

*How many council members does your church have?* 12-15

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

*How often does the full council meet?* Monthly

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

- Executive: meets monthly, includes Pastor
- Elders: meet monthly, includes Pastor
- Deacons: meet monthly.
- Other committees include:
  - Worship Committee (includes Pastor)
  - Mission Committee
  - Finance and Administrative Committee
  - Refugee Committee
  - Integration Committee