

CHURCH PROFILE FORM

Church Information:

Name: _____

Location of church [City, State/Province]: _____

Classical Church Counselor: _____

Search Committee Contact:

Name: _____

Address: _____

Home: _____ Cell: _____ Work: _____

Email address: _____

Community Setting:

<u>Location</u>	<u>Function</u>	<u>Growth</u>
Rural	Industrial	Growing
Small Town	College/University	Static
Metropolitan	Agricultural	Declining
Suburban	Recreational	
Inner City	Military	
Small City	Bedroom Community	

Approximate population of community: _____

Projected 2023 population: 162,698 (Source: <http://www.abbotsfordsitefinder.ca/demographics.html>)

Church Profile:

We are open to:

Male and Female pastors

Female pastors only

Male pastors only

List all staff positions:

Position Available:

Date of vacancy:

General position description:

Full-time

Part-time

Bi-vocational position?

Yes

No

Number of years preferred of ministry experience of potential candidate:

Required languages:

Church Demographics:

Average Sunday attendance:

YouTube Streaming: 60 - 80 hits per worship service

Active adult professing members:

Budget Contributing Active Professing Members: 144

Profile of church members:

Age:	0-9	10-19	20-24	
	% 0-11	% 12-18	% 19-24	% 25-34
	% 35-49	% 50-64	%65+	

Occupation:

% Business	% Professional	% Trades	% Stay-at-home parent
% Agriculture	% Retired	% Student	% Other

Percentage of members belonging to the congregation:

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

Racial/Ethnic composition of congregation and surrounding community:

Composition of congregation:

Mono-Cultural

Multi-Cultural

Specific Ethnicity (specify:)

Members predominately born in Canada

List the last three persons in this position:

- 1.
- 2.
- 3.

Worship:

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

Describe the worship services in your church:

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

Building/Financial:

Present annual budget:

Last year's annual budget:

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

Budget

Denominational Ministry Shares

Classical Ministry Shares

Amount contributed above budget and ministry shares:

Specify (optional):

Benevolence: \$13,418

Facilities:

Describe facilities:

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:

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:

2021: 0.5%; 2022: 2.75%; 2023: 4.0%

\$ or %

Range 2023: Step 1: \$86,830 to Step 12: \$99,482

Housing:

Residential Average Price January 2023 in Fraser Valley: \$891,468

Residential Average Price January 2023 in Abbotsford: \$736,800

Housing:

Average Rent per unfurnished 3 bedroom unit February 2023 in Langley: \$3,077 per month

Housing allowance Not managed by church. Pastor applies for Housing Allowance by submitting
Parsonage only Form T1223, Clergy Residence Deduction when filing their T1 Income Tax
Either of the above and Benefit Return.

Benefits and expenses: Former parsonage is rented out to Bethesda a residential care home for individuals
with diverse abilities.

Pension (Ministers' Pension Plan MPP)

Medical insurance (Consolidated Group Insurance or CGI) Costed: employer 70% employee 30%
Life insurance

Social Security or Canada Pension (Canada Pension Plan)

Travel/mileage receipts to be submitted as per CRA.

Continuing Education funds \$2,000 per annum

Continuing Education time allotted as per HR Policy

Sabbatical policy in place Yes

Annual vacation (# weeks) See below

Other (please specify)

TCRC Policy & Procedure Manual: Vacations (see full vacation policy for further details)

302 Vacation. Vacations will be allocated on the basis of the calendar year (January 1 through December 31).

Vacations may be taken at any time during this year, provided that eligibility has been established and approval has been obtained....

A. Salaried Employees:

Vacation pay for salaried employees will be based on the employee's letter of appointment respecting the status of the appointment, i.e. full-time or part-time. Vacation time and pay will be prorated for part-time salaried employees (for example, an employee on an half-time [50%] letter of appointment can receive no more than 50% vacation pay for any one week of vacation).

A. Years of Service – Salaried Employees [FT]

First year of service: 2 weeks

2nd up to and including 8th year of service: 3 weeks

9th up to and including 25th year of service: 4 weeks

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						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						Churched

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

	Contemporary	Mostly contemporary	Blended	Mostly traditional	Traditional	
Contemporary						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						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						Formal

In our church, EVANGELISM STRATEGIES AND METHODS are

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

Our church is representative of the ECONOMIC DIVERSITY of our community

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

Our church's MISSIONAL FOCUS is

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

Narrative:

In what ways does your church participate in ecumenical activities?

Reflect on your strengths/gifts as a church:

Reflect on your passions as a church:

List specific problems with which your congregation struggles:

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?

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

Describe what being Christians of Reformed accent means to you:

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

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

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

Leadership:

How many council members does your church have?

What is the length of term for council members?

How often does the full council meet?

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

