

CHURCH PROFILE FORM

Church Information:

Name: Hillcrest Christian Reformed Church

Location of church [City, State/Province]: Hudsonville, MI

Classical Church Counselor: Rev. Marc Neleson (Georgetown CRC)

Search Committee Contact:

Name: Chad Schreur

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Community Setting:

<u>Location</u>	<u>Function</u>	<u>Growth</u>
<input type="checkbox"/> Rural	<input 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 checked="" type="checkbox"/> Small City	<input checked="" type="checkbox"/> Bedroom community	

Approximate population of community: 7,100

Church Profile:

We are open to: Male Pastors only

List all staff positions: **Full-time** / *part-time*

Pastor

Director of Youth Ministries

Staff Administrator/Director of Outreach

Pastor of Visitation (15hr/wk.)

Director of Worship and Music (25hr/wk.)

Director of Children's Ministries (30hr/wk.)

Community Life Coordinator (10hr/wk.)

Office Manager (25hr/wk.)

Office Assistant (15hr/wk.)

2 Custodians

Administrative Treasurer

Position Available: Pastor Date of vacancy: 2/1/2019

General position description: Leads effectively in a ministry of worship, pastoral care, and education that equips the congregation to be lifelong disciples of the Kingdom of God.

Full-time

Bi-vocational position? No

Number of years preferred of ministry experience of potential candidate: Open

Required languages: English

Church Demographics:

Average Sunday Attendance:

Morning 350 (One service, two gatherings – one in the sanctuary and a simulcast in the Hill)

Evening 100

Active adult professing members: 476

Profile of church members:

Age:

12% 0-11	8% 12-18	12% 19-24	8% 25-34
11% 35-49	23% 50-64	25% 65+	

Occupation:

6% Business	26% Professional	3% Trades	5% Stay-at-home parent
0% Agriculture	25% Retired	29% Student	6% Other

Percentage of members belonging to the congregation:

Less than 5 years	13%
5-10 years	9%
10 or more years	78%

Racial/Ethnic composition of congregation and surrounding community:

Hudsonville:	89% White	4.7% Asian	1.5% Hispanic
	1.2% Black	3% Two or more races	

Composition of congregation:

Mono-Cultural X

List the last three persons in this position:

1. Menno Jorritsma (1973-1977)
2. Howard Vanderwell (1978 – 2002)
3. Brian Bosscher (2007 – 2019)

Worship:

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

Worship Planning is done by a worship committee: Pastor, Worship Director, and 3 lay members.

The Worship Director and Pastor intentionally get members involved in nearly every worship service, and they serve in the following roles:

- 1. Drama participants (approximately one drama every six weeks, on average)*
- 2. Leading of various liturgical elements (Call to Worship, Confession sections, Scripture reading, etc.), once every two to three weeks*
- 3. Sharing of Faith Stories (testimonies), once every two months on average*
- 4. Participation in the Worship Teams (Praise Teams) as vocalists, guitarists, drummers, etc.– usually numbering a four to six musicians most every Sunday morning*
- 5. Sharing of gifts as a vocal soloist or instrumentalists, approximately twice per month*
- 6. Offering of the offering prayer (by a deacon, once per month)*
- 7. Offering of the congregational prayer (usually four to six times per year by an Elder, mostly when guest pastors are present)*
- 8. Running of sound in both the Hill and the sanctuary, screens, camera*
- 9. Decoration of the sanctuary by liturgical season by two talented members*
- 10. Accompaniment of congregational singing on organ or piano (lay leaders lead approximately 40% of services each year, Worship Director does rest)*
- 11. Participation in the Hillcrest choir, an SATB ensemble that participates in worship 3 to 5 times per year*
- 12. Leadership of children's sermons during the summer season*

Describe the worship services in your church:

Worship services at Hillcrest are distinctly Reformed in that they hold the Word of God as the principal focal point, focus on the unconditional, unearnable Grace of God through Jesus Christ, and generally follow a traditional Reformed format. Within that context, each worship service is intentionally convergent, including both new and old forms of liturgy and music in a thoughtful and cohesive manner, and in a way that seeks to break down the barriers between 'traditional' and 'contemporary.' Hillcrest boldly embraces both new contemporary songs led by drums, guitar, worship singers, and piano, and also embraces the organ and choir as wonderful and still-relevant vessel of praise. The congregation particularly enjoys the participation of children in worship, robust congregational singing, and Biblical, content-rich preaching.

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

His Kids Ministry: His Kids Nursery, His Kids Worship (3 year old – third grade) Contemplative-reflection model of church education. Worship time with all children followed by age level instruction. His Kids 45ers (fourth and fifth grade) meet after service for 45 minutes

UPGRADE: Church education 6th through 12th grade, after service for 45 minutes. Content is Heidelberg Catechism; Christian faith vs. world religions and cults; strengthening faith and mentoring.

YOUTH PROGRAMS:

Mid-week (Wed evening) learning and mentoring

Girls program utilizes GEMS ministry from the CRCNA

Boys program utilizes Boys 4 God

Youth Groups—follow model of Connect, Grow, Serve where they connect with peers/mentors, they grow in their faith, and they serve the world around them. Both meet every other Sunday. Youth group time includes: games/activities or a time of fellowship, worship, a message, small group time led by adults (volunteers), and service opportunities. Each group also has monthly meetings that include fun fellowship activities and/or service projects. Both groups attend spiritual retreats in the winter. Additionally, the high school goes on a summer trip that is focused on either: connection, growth, or service.

Middle School – 4:30 PM every other Sunday

High School – 6:30 PM every other Sunday

ADULT MINISTRIES:

Men’s ministry (**Deeper Journey**) and women’s ministry (**G.I.R.L.s: Growing in Real Love**) provide spiritual growth and community building opportunities for our adult members and attenders, using small groups and occasional large group events. **Life-on-Life Disciples** is an emerging ministry that is one-on-one faith mentoring and disciple training.

PRAYER FORCE MINISTRY:

Email prayer line, Moms in Prayer group prays for post-high young adults, HOPE prayer group prays for congregation and community, National Day of Prayer service and other congregation wide prayer initiatives

Building/Financial:

Present annual budget: \$965,000

Last year's annual budget: same

Budget	\$705,000
Denominational Ministry Shares	\$147,250
Classical Ministry Shares	\$ 12,750
Christian Education	\$100,000 (tuition assistance)

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

We met 75% of our Ministry and Classical Shares, which were budgeted at 80%, however the 80% is based on 540 members which has since been scaled back by elders as “active” “inactive” “lapsed”

Amount contributed above budget and ministry shares:

Specify (optional): Faith Promise \$94,700 (65% dedicated to Missionaries 35%-Discretionary Mission Opportunities)

Facilities:

Describe facilities: *One facility on campus*

Main level: *Worship Area, Offices, Narthex, Fellowship room with Kitchen, Multi-purpose room (The Hill) with adjacent classrooms and a kitchen.*

Loft: *2nd level in the Hill – Youth Group Area – small kitchen, tables/chairs, couches, games.*

Lower Level: *Classrooms, worship area for His Kids Worship children, nursery, “Shop” Room (Boys 4 God).*

Outdoor area: *Small Storage building, sand volleyball court, fire pit, horseshoes and gaga ball court.*

Are your buildings adequate for your ministries? Yes

Is a building program projected? No Building Mortgage (The Hill/Education wing) paid off Sept. '18

Does the church own a parsonage? No

Location of office or study: Onsite

Compensation: Based on experience

The salary range we are prepared to offer our new pastor is based on the CRC Minister Compensation Survey for our area: *Yes, plus accounting for experience*

If other, please specify:

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

- X Continuing Education funds
- X Continuing Education time allotted
- X Sabbatical policy in place
- X Annual vacation
- 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

	Community exclusively	Community primarily	Community & current members/ participants equally	Current members/ participants primarily	Current members/ participants exclusively	
External				X		Internal

In our church, the WORSHIP SERVICE IS DESIGNED FOR Designed for

	Designed for unchurched	Emphasis on unchurched	Unchurched and believers	Emphasis on believers	Designed for believers	
Unchurched				X		Churched

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

	Contemporary	Mostly contemporary	Blended	Mostly traditional	Traditional	
Contemporary			X			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				X		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:

In what ways does your church participate in ecumenical activities?

Hillcrest hosts Love, INC Thursday night Life Skills Program; multiple denominations participate in Love, INC.

Reflect on your strengths/gifts as a church:

- *Music*
- *Strong staff*
- *Member involvement*
- *Youth and children ministries*
- *Multi-generational, structure that ministers to elderly, sick and shut-ins*
- *Sunday evening service*
- *Rallying to meet need,*
- *Commitment to Christian education*
- *Commitment to the denomination*
- *Commitment to Faith Promise*
- *Youth involved in missions and several have continued missions as a vocation.*

Reflect on your passions as a church:

- *Missions*
- *Strong Biblical Preaching*
- *Christian Education*
- *Children's ministry*
- *Worship that is integrated-intentional-authentic*

List specific areas with which your congregation struggles:

- *Adequate number of volunteers versus opportunities available*
- *Building community*
- *Effective communication of the activities-programs*
- *Understanding and connection to the mission and vision*
- *Involvement of young adults (post-high +)*

Do you have a recently articulated mission/vision for ministry? *Developed in 2008*

Mission: Making lifelong disciples of Jesus Christ

Vision: Worshiping God, equipping believers and touching more lives with the love of Christ

Values: Word Directed, Spirit Led, Transforming, Love, Family

What have been the most impactful events in the life of your church in the last 3-5 years?

- *Changing from 2 morning service times to a simulcast service in the Hill and sanctuary at the same time.*
- *Fundraiser for family with a young child with significant medical needs*
- *A Hillcrest family's journey to create and maintain Bless a Child Ministry (in Uganda)*
- *Disciples (lay members) making disciples – multiple generations (Every Man a Warrior, Life on Life discipleship)*
- *Renewal on community involvement: Easter Egg Hunt, Live Nativity, Mom's Time Out*
- *Reading through the Bible continuously*
- *Retiring building debt – 2018*

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

We adhere to the doctrine of the CRC and support Ministry Shares and missions they support. We are involved in Classical activity.

List major goals that this congregation has set for itself or opportunities the congregation anticipates: *Nothing specifically identified at this time. This time of transition due to the retirement of our pastor is being used as an opportunity to identify what our future goals could and should be, and we expect this process to continue in partnership with our new pastor.*

Hopes and Dreams:

- *Strong biblical and content rich preaching*
- *Renewal of our vision*
- *Experience personal growth in our faith*
- *A stronger feeling of community (growing our community corporately)*
- *More open and welcoming, unity of the congregation)*
- *Be a vibrant influence in our community,*
- *Well-defined and cohesive administration*

Describe what being Christians of Reformed accent means to you:

We are a fallen humanity though created in the image of God. We have been adopted by God. Jesus intentionally died for our sins. We have been transformed (changed) by the Holy Spirit. We are “held by God” for all eternity. With thanksgiving and gratitude, we reflect the love of Christ in our daily living.

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

See above for most recent impactful events.

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

Maintaining and proclaiming the historic truths of the Reformed faith while remaining relevant in an ever-changing world, as well as bridging the perceived gap between Biblical values and moving social norms.

Leadership:

How many council members does your church have?

12 Elders, 12 Deacons; 10 Ministry Council members (4 Elders, 4 Deacons, Elder Chair & Deacon Chair, Pastor ex-officio)

What is the length of term for council members?

Elders/Deacons – 3 years, Ministry Council – 4 years

How often does the full council meet?

Each group meets individually monthly. All three groups meet together at least twice a year.

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

Communion, MC HR Committee, Buildings and Grounds Committee, Nominations Committee

Fold Elder/Deacon partner for each of the 11 FOLDS in the church (FOLD: Fellowship of Local Disciples)