

# CHURCH PROFILE FORM

## Church Information:

Name: Wolf Creek Community Church

Location of church [City, State/Province]: Lacombe, Alberta, Canada

Classical Church Counselor: Pastor Neil DeKoning

## Search Committee Contact:

Name: Peter Dewit

Address: \_\_\_\_\_

Home: \_\_\_\_\_ Cell: (403) 318-6271 Work: \_\_\_\_\_

Email address: searchteamwccc@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: 14,000

Church Profile:

We are open to:

- Male and Female pastors       Female pastors only       Male pastors only

List all staff positions: Administrative Assistant  
Janitor  
Neighborhood Life Missionary  
Pastor

Position Available: **Pastor**

Date of vacancy: 07/01/2019

General position description:

A pastor who provides leadership in teaching, worship, community outreach, and pastoral care.

Our church is open to applicants considering part-time or full-time employment.

- Full-time       Part-time      (we are open to both options)

Bi-vocational position?

- Yes       No      (We are open to a Bi-vocational position but prefer a full time pastor)

Number of years preferred of ministry experience of potential candidate: 0+

Required languages: English

Church Demographics:

Average Sunday attendance: 125

Active adult professing members: 96

Profile of church members:

Age:

26 % 0-11	8.4 % 12-18	13 % 19-24	18 % 25-34
12 % 35-49	18 % 50-64	3.3 % 65+	

Occupation:

16 % Business	25 % Professional	16 % Trades	10 % Stay-at-home parent
10 % Agriculture	8 % Retired	5 % Student	9 % Other

Percentage of members belonging to the congregation:

Less than 5 years	33 %
5-10 years	33 %
10 or more years	33 %

Racial/Ethnic composition of congregation and surrounding community:

Congregation is 95% caucasian and 5% other

Surrounding community is 80% caucasian and 20% other (Philipino and other Asian descent, African-Canadian)

Composition of congregation:

Mono-Cultural	<input type="checkbox"/>
Multi-Cultural	<input checked="" type="checkbox"/>
Specific Ethnicity (specify: African, Philipin )	<input type="checkbox"/>

List the last three persons in this position:

1. Leon Johnston
2. Andy Geleynse
- 3.

Worship:

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

In partnership with the pastor, individual worship teams choose songs and other elements of the worship service. During the service, worship leaders read the Call to Worship, lead singing, and participate in responsive readings. Trained members perform audio-visual duties during the service. All ages are encouraged to participate during the worship service.

Describe the worship services in your church:

Blending contemporary and traditional elements, our services are consistently well-planned, inspiring, motivating, uplifting, energizing, gospel-based, and Spirit-led. The flow of the service is liturgically-structured with a laid-back atmosphere.

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

Children's ministry - Sunday school for children in preschool, Grades 1-3, Grades 4-6 as well as a youth program.

Women's ministry - Mom Time, a weekly program where women gather together for fun, fellowship and food. (Childcare is available.)

Men's ministry - BOB (Band of Brothers) meets on Monday evenings to unite men in bible study, group discussions, prayer and accountability. Men's Breakfast meets regularly to provides food, fellowship and friendship to men of various ages.

Family Ministry-a vibrant Small Group ministry is offered to individuals and families of all ages and stages

Building/Financial:

Present annual budget: \$235,000

Last year's annual budget: \$231,000

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

Budget	100%
Denominational Ministry Shares	0%
Classical Ministry Shares	100%

Amount contributed above budget and ministry shares: \$36,000

Specify (optional):

Facilities:

Describe facilities: 10,000 sq ft building on 3 acres (portion of the building is rented)

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: In Wolf Creek Community 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

%

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)

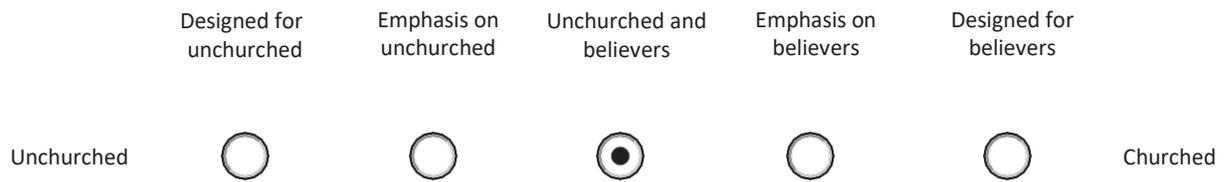
# Church Characteristics:

{Check which one(s) are closest to your church's characteristics}

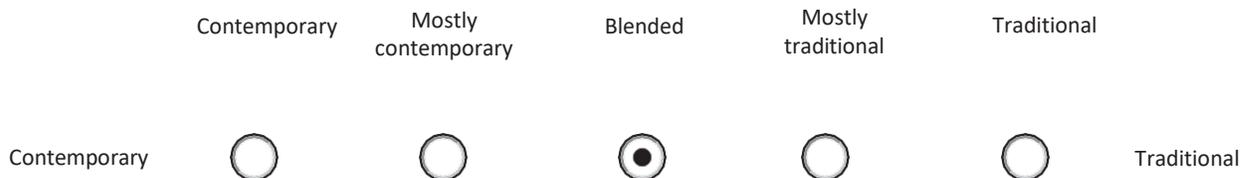
Presently, the FOCUS OF OUR CHURCH'S MINISTRY is



In our church, the WORSHIP SERVICE IS DESIGNED FOR



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



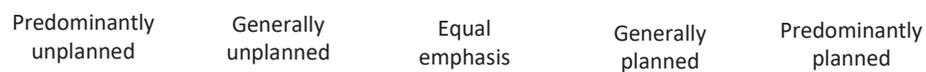
In our church, LEADERSHIP is generally provided by the



Our church seeks to ENCOURAGE SPIRITUAL GROWTH through



In our church, EVANGELISM STRATEGIES AND METHODS are

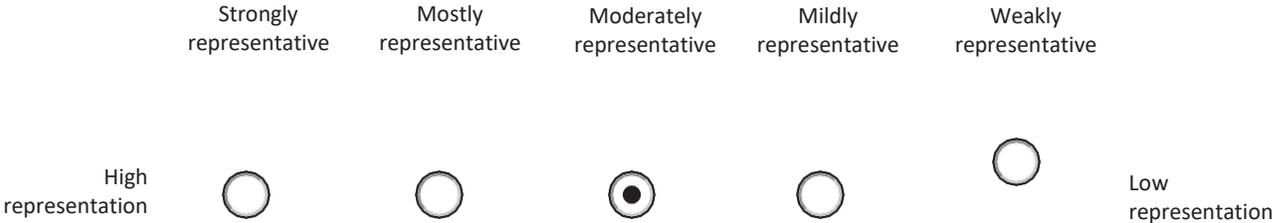


Unplanned

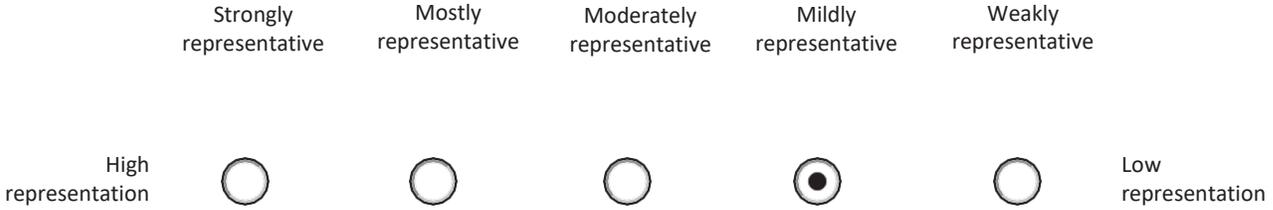


Planned

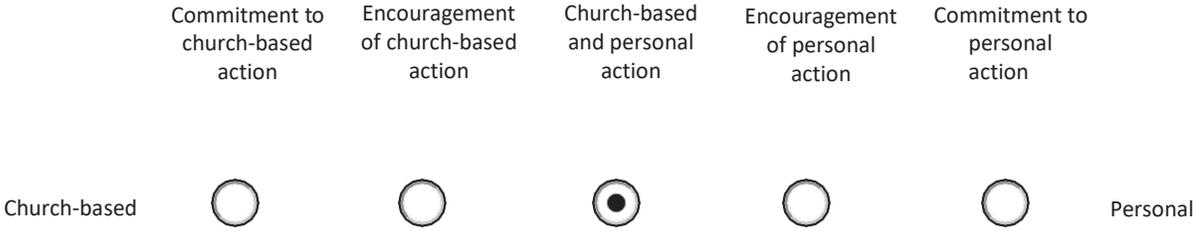
Our church is representative of the ECONOMIC DIVERSITY of our community



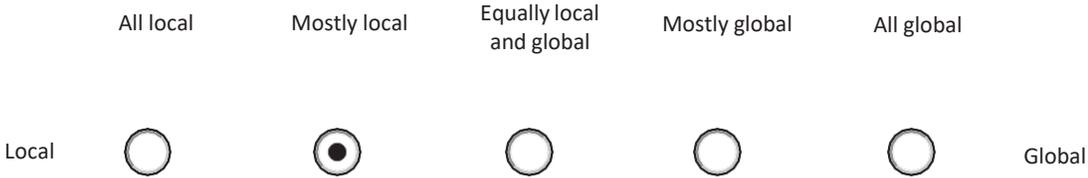
Our church is representative of the ETHNIC DIVERSITY of our community



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?

1. Lacombe Days service
2. Volunteer Link
3. Christmas Eve "Event"
4. Youth for Christ
5. Lacombe Refugee Effort
6. Neighborhood Link
7. FCSS

Reflect on your strengths/gifts as a church:

1. Mom Time Program - This program is based on creating and maintaining relationships for women throughout all stages of life. It provides consistent, weekly connections that are meaningful and Christ-centered.
2. Hands & Feet Sunday - This event occurs twice a year and brings the congregation together to perform acts of service for community members in need.
3. Welcoming atmosphere
4. Fellowship
5. Biblical preaching
6. Members actively engaged in church ministry

Reflect on your passions as a church:

1. Mentoring youth and educating our children - passion for the next generation
2. Feasting & fellowship
3. Community Outreach - being active in the community, whether that be helping those in need, planning a community event or being involved with other churches
4. Glorifying God through worship
5. Knowing Jesus and making Him known
6. The desire to seek relationships over rituals

List specific problems with which your congregation struggles:

1. Attendance of youth program
2. Volunteer burnout
3. Membership retention

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?

Our church recently completed a "Re-visioning Process" to re-discover the direction of God's will for our church.

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

Out of our Re-visioning Process, three goals became apparent:

1. Growth in Small Group ministry
2. Prayer ministry
3. Development of spiritual gifts

Describe what being Christians of Reformed accent means to you:

We hold strongly to God's sovereignty and His nature as a covenant God. We believe God is calling us to build His kingdom here on Earth.

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

As a local church, we want to reach out to both the community and church family, loving them in Jesus' name. The CRC denomination provides the structure to accomplish that goal. We are connected to the denomination through our shared vision and common goals.

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

We live in an autonomous culture where everyone is tempted to decide what is right for him/herself.

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

1. The inception of WCCC
2. The formation of the Mom Time program
3. The move to our current building

## Leadership:

How many council members does your church have? 6

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?

Stewardship, Administration, Education, Mission, Worship, and Leadership Teams

Ministry teams meet on a monthly basis and are responsible for developing their own ministry plan; recruiting volunteers to help with their ministry; submitting a budget; developing training opportunities; finding candidates to join their team for succession; and carrying out the roles and responsibilities of the specific team. Each team has an elder appointed from the Leadership Team.

## Leadership Expectations

Below are listed 42 items which represent a range of qualities in the ministry of the church. **Choose the 12 items which your church feels are the most important aspects of ministry for your church at this time and place the numbers in the blanks following the list.**

**Write no more than 12 numbers in the blanks at the end of this list**

Our church needs a person who...

1. is an effective preacher/speaker.
2. continues to develop my theological and biblical skills.
3. helps people develop their spiritual life.
4. helps people work together in solving problems.
5. is effective in planning and leading worship.
6. has a sense of the direction of her/his ministry.
7. regularly encourages people to participate in denominational activities and programs.
8. helps people understand and act upon issues of social justice.
9. is a helpful counselor.
10. ministers effectively to people in crisis situations.
11. makes pastoral calls on people in hospitals and nursing homes and those confined to their homes.
12. makes pastoral calls on members not confined at home or in hospitals.
13. is a good leader.
14. is effective in working with children.
15. builds a sense of fellowship among the people with whom he/she works.
16. helps people develop their leadership abilities.
17. is an effective administrator.
18. is effective with committees and officers.
19. is an effective teacher.
20. has a strong commitment to the educational ministry of the church.
21. is effective in working with adults.
22. inspires a sense of confidence.
23. works regularly at bringing new members into the church.
24. regularly encourages support of the CRC's missions and outreach.
25. reaches out to inactive members.
26. works regularly in the development of stewardship growth.
27. is active in ecumenical relationships and encourages the church to participate.
28. is a person who cultivates a close, devotional relationship with God.
29. writes clearly and well.
30. works well on a team.
31. is effective in working with youth.
32. organizes people for community action.
33. is skilled in planning and leading programs.
34. plans and leads well-organized meetings.
35. encourages people to relate their faith to their daily lives.
36. is accepting of people with divergent backgrounds and traditions.
37. encourages others to assume and carry out leadership.
38. is mature and emotionally secure.
39. has strong commitment and loyalty to the Christian Reformed Church in North America.
40. maintains confidentiality.
41. is a compassionate and caring person, sensitive to others' needs.
42. deals effectively with conflict.

We felt it was beneficial to prioritize the qualities of our potential pastor. The 12 qualities, listed in order of importance, are: 35, 1, 3, 28, 13, 42, 30, 23, 11, 9, 41, 6