



FIRST CHRISTIAN REFORMED CHURCH CROWN POINT, IN



CHURCH PROFILE FORM

Church Information:

Name: First Christian Reformed Church of Crown Point

Location of church [City, State/Province]: 909 E. Greenwood Ave., Crown Point, IN 46307

Classical Church Counselor: Classis Illiana

Search Committee Contact:

Name: Terry Top

Email address: searchteam@cpcrc.org

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: 29,625

Church Profile:

We are open to:

- Male and female pastors
- Female pastors only
- Male pastors only

List all staff positions:

Lead Pastor, Associate Pastor, Worship & Arts Director, Youth Director, Children's Ministry Director, (3) Administrative Assistants, Bookkeeper, Custodian, Maintenance Person

Position available: Lead Pastor

Date of vacancy: June 2019

General position description:

First CRC of Crown Point is seeking a Lead Pastor whose role is to be the primary preacher and teacher. He will provide leadership, vision, and general oversight of the ministries of the church as well as pastoral care alongside the Associate Pastor.

The successful candidate will have gifts in preaching and visionary leadership, possess extensive knowledge of the Scriptures, and be a strong and experienced communicator in applying the Word to everyday life.

Full-time Part-time

Bi-vocational position?

Yes No

Number of years preferred of ministry experience of potential candidate: 5 years minimum

Required languages: English

Church Demographics:

Average Sunday attendance: 400

Active adult professing members: 490

Profile of church members:

Age:

0-11: 18%	12-18: 12%	19-24: 5%	25-34: 15%
35-49: 27%	50-64: 10%	65+: 13%	

Racial/Ethnic composition of congregation and surrounding community:

Community:

White/Caucasian: 86.79%, African American: 5.7%, Other race: 2.66%, Asian: 2.43%,
Two or more races: 2.37%

Congregation:

White/Caucasian: 96%, African American: 2%, Asian/Pacific Islander: 1%,
Hispanic/Latino: 1%

Composition of congregation:

Mono-cultural

- Multi-cultural
- Specific ethnicity

List the last three persons in this position:

1. Pastor Joel Sheeres
2. Pastor Greg Janke
3. Pastor Bill Kooienga

Worship:

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

Presently, our Worship Leader plans our weekly worship services with input from the Associate Pastor and guest preachers based on their sermon text and topic as well as some broad worship themes (e.g. incommunicable attributes of God).

Describe the worship services in your church:

We have two Sunday morning services: 9:00 a.m. and 10:30 a.m. We also have a Sunday evening service once a month. We have a blend of contemporary and traditional music led by our Praise Team. The liturgy on most Sundays includes an opening praise set, an offering, a prayer, a message, and a final song. Special events like baptisms and professions of faith are usually added prior to the prayer.

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

Crown Town is our Sunday morning children's ministry. It uses material from The Gospel Project for their curriculum. Attention is given to different spiritual milestones at each grade level (e.g. intentional conversation about profession of faith @ 5th grade). We also offer GEMS for the girls and Cadets for the boys on alternating Wednesday evenings. Junior and Senior High ministry is building upon the foundations of children's ministry. Both meet on Sunday evenings and the heart of the evening is spent in gender-based small discipleship groups. There are also two catechism classes offered to Junior and Senior high students during our second morning worship service. We have two women's Bible studies, one every other Wednesday morning, and the other on Wednesday evenings for various blocks of time. We have two men's Bible studies, one on Thursday evenings, and the other on Friday mornings. We recognize the need to develop a more intentional and comprehensive discipleship program for adults, especially men.

Building/Financial:

Present annual budget:	\$886,547.18
Last year's annual budget:	\$854,408.88

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

Budget	\$787,749.86 (92%)
Denominational Ministry Shares	\$65,000 +/-
Classical Ministry Shares	\$11,800 +/-

Amount contributed above budget and ministry shares: \$0

Facilities:

Describe facilities: The church has a traditional sanctuary that seats 320, a large foyer space, offices, classrooms, fellowship hall, and kitchen. The property also includes a Cadet garage and a parsonage that has been converted to a youth house and a six-acre lot of grass.

Are your buildings adequate for your ministries?

- Yes
- No

If no, please explain: We are close to the point of reaching capacity.

Is a building program projected?

- Yes
- No

Describe what and when: Not at this point, however extensive research has been done on how to best fulfill the projected needs of the growing congregation.

Does the church own a parsonage?

- Yes
- No

Location of office or study: In 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: 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 (negotiable)
- Annual vacation (# weeks) (negotiable)
- 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 and current members/ participants equally
- ✓ Current members/ participants primarily
- Current members/ participants exclusively

In our church, the WORSHIP SERVICE IS DESIGNED FOR

- Designed for unchurched
- Emphasis on unchurched
- Unchurched and believers
- ✓ Emphasis on believers
- Designed for believers

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

- Contemporary
- Mostly contemporary
- ✓ Blended
- Mostly traditional
- 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

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

In our church, EVANGELISM STRATEGIES AND METHODS are

- Predominantly unplanned
- Generally unplanned
- Equal emphasis
- Generally planned
- ✓ Predominantly planned

Our church is representative of the ECONOMIC DIVERSITY of our community

- Strongly representative
- ✓ Mostly representative
- Moderately representative
- Mildly representative
- Weakly representative

Our church is representative of the ETHNIC DIVERSITY of our community

- Strongly representative
- ✓ Mostly representative
- Moderately representative
- Mildly representative
- Weakly representative

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

Our church's MISSIONAL FOCUS is

- All local
- Mostly local
- Equally local and global
- Mostly global
- All global

Narrative:

In what ways does your church participate in ecumenical activities?

Our church participates in ecumenical activities through the Pastor's involvement in the Crown Point Ministerial Association and through diaconal partnership in the "Rebuilding Together of South Lake County" program as well as the Northwest Indiana Food Bank. Our church also supports the Teen Mother Choices program for local teen moms.

Reflect on your strengths/gifts as a church:

Our church has a very unified vision and mission agenda. From the Sunday services to the weekly ministries our vision of "Begin, Belong, Become" is brought to life through careful planning and goal setting.

We are also committed to the children and youth ministry programs. Our Crown Town (Sunday School) program meets weekly during the 10:30 a.m. service with large group and small group classroom activities. This has proven to be a great source for involvement with the community and is a strong portion of our ministries. Besides Crown Town, we have Junior High and Senior High youth groups, and Cadets and GEMS ministries.

Most visitors have commented very positively on our welcoming congregation and atmosphere. We have a strong fellowship team that makes a point to welcome everyone coming through our doors, and our congregation has encompassed newcomers well.

Reflect on your passions as a church:

We are passionate about biblical teaching and preaching, our children's ministries, along with benevolence for those in need inside and outside of our congregation. We are passionate about worship and fellowship that appeals to multiple generations.

List specific problems with which your congregation struggles:

This church currently struggles with continuing education and discipleship for post-high school young adults and adults. This is an area we are looking for the Lead Pastor along with the Associate Pastor to help grow.

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?

The loss of our pastoral leadership (both Senior and Associate pastors) within a few short months has resulted in a loss of momentum for our congregation. We greatly appreciated our long-term Senior Pastor for his steady biblical preaching and administrative gifts. Our Associate pastor moved to a Senior Pastor calling and his energy and excitement for the Gospel has been missed. However, our leadership team along with our new Associate Pastor are maintaining our congregation well. We are looking forward to what God has planned for our congregation with a new Lead Pastor.

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

Please see the attached ministry and vision statements.

Describe what being Christians of Reformed accent means to you:

Being a Christian of reformed accent means that being a Christian is more basic to our identity than being reformed is. To describe the reformed accent, we would highlight two things: kingdom and covenant. (1) Reformed Christians have a kingdom perspective which sees that, "There is not a square inch in the whole domain of our human existence over which Christ, who is Sovereign over all, does not cry, 'Mine!'" (Abraham Kuyper). (2) Reformed Christians emphasize God's gracious covenant relationship with His people which secures us in the grip of His steadfast love.

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

Every local church is a full-fledged church. Our membership is in the local church body. But the local church's membership in the Christian Reformed denomination also expresses the reality that we have brothers and sisters in Christ both nearby and far away. Participation in the denomination is one way for local churches to be partners in the Gospel, working together to full Christ's great commission to be His witnesses to the ends of the earth.

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

In North America, it is easy for Christians and the church to be unconsciously influenced by individualism, consumerism, unconditional tolerance, and the reactionary posture of tribalism. So when the culture is preaching self-expression and self-fulfillment, our

challenge is to faithfully call people to the better way of following Christ by dying to ourselves and serving one another in love. When the culture is urging us to coexist in the name of tolerance, our challenge is to faithfully call people to the better way of true community in the name of Christ. When the media is fostering fear so that various “tribes” circle the wagon to protect their own, our challenge is to faithfully call people to the better way of offering hospitality to the stranger and blessing our enemies. The culture needs to know we are Christians by our grace-rooted love.

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

The church organized into a formal congregation in 1962. Throughout the years there have been multiple additions, most recently the much needed addition of the foyer. This addition has allowed for better fellowship opportunities including care district lunches, ministry use, and gathering space between the morning services.

Secondly, the growth of the church within the past 20 years has been significant. This is due in part from regional growth, along with the calling of Pastor Joel Sheeres. He brought much needed organization and structure to the church as well as grounded, biblical preaching that drew in many new families.

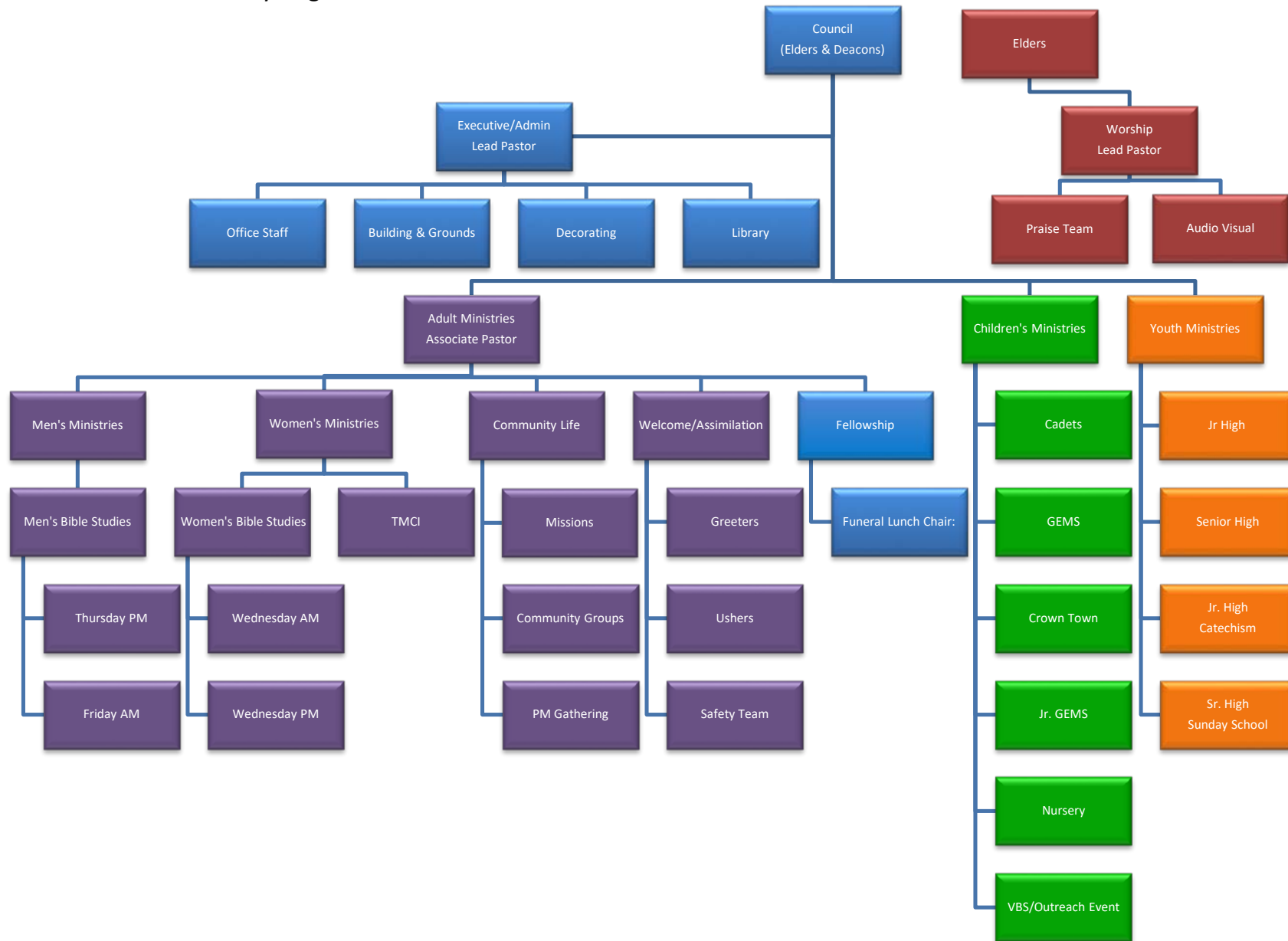
Lastly, 15 years ago our style of worship changed to a blended worship which appealed to multiple generations. This new direction of worship also contributed to the ongoing growth of the congregation.

Leadership:

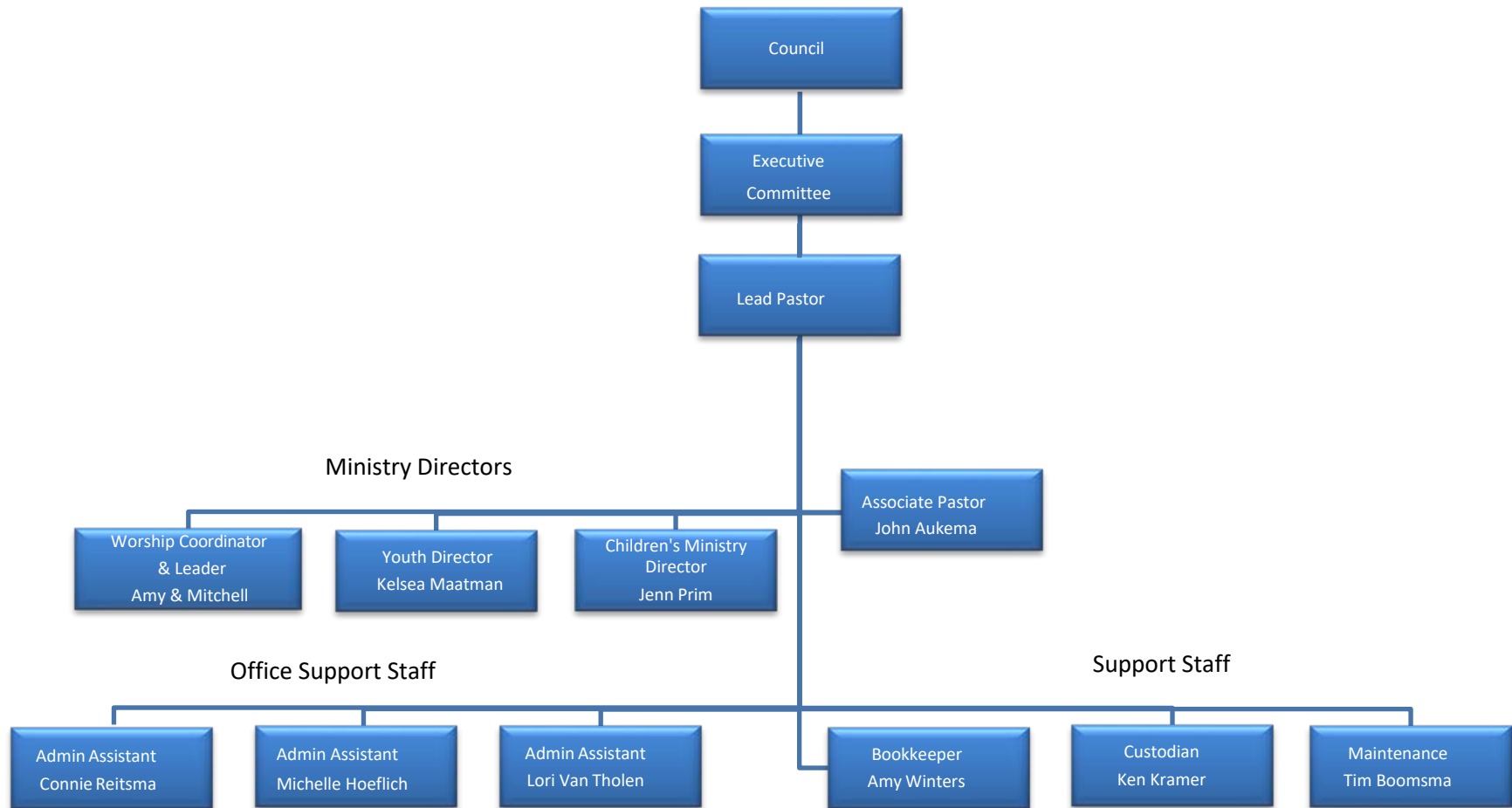
How many council members does your church have?	20
What is the length of term for council members?	3 years
How often does the full council meet?	Once per month

For further information, please see the Governance Structure.

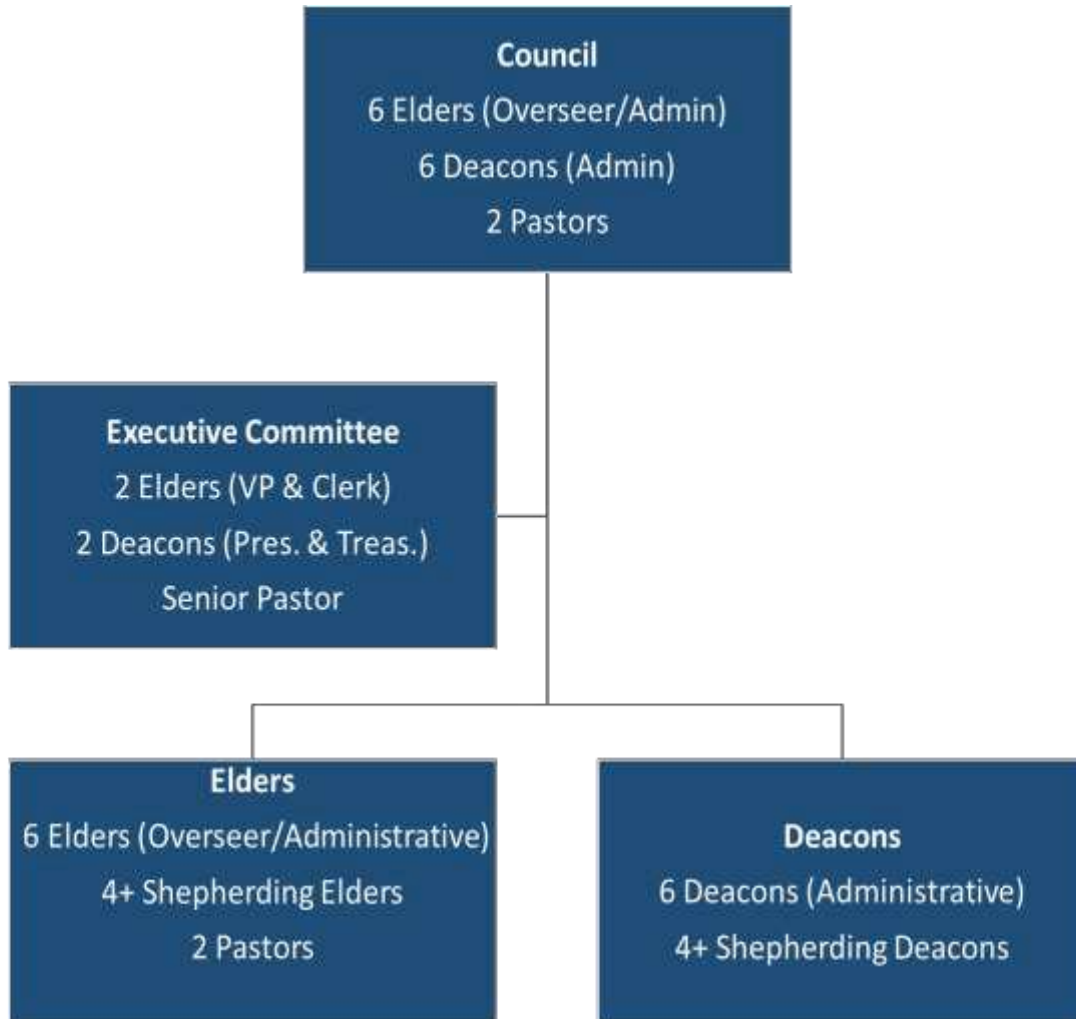
First CRC Crown Point: Ministry Organizational Structure - 2019-2020



First CRC Crown Point: Staff Supervisory Structure 2019-20



2019-20 Governance Structure



The Council functions as the board, overseeing all church vision, administration, and staffing issued. The Elders oversee the “doctrine and life” of the congregation and the pastors. The Deacons provide for the benevolence and mercy ministries of the church.

First Christian Reformed Church Crown Point, IN
Vision and Ministry Focus

Our vision is to be a Reformed church that consistently invites and encourages people to *begin* a relationship with God and experience his love through Jesus Christ, a church that includes a place for everyone to *belong*, and a church that equips everyone to *become* mature followers of Christ (*spiritual growth*) who are able to lead others to Christ (*service*).

We seek to be a church where we invite and encourage people to ***begin*** a relationship with God through Jesus Christ and to know his love. Our vision is to be a church that actively invites and encourages those who don't know God to begin a relationship with him through Jesus Christ so that they can know the love, grace, healing, wholeness, and life that He wants for them, and so that together we can love him back. Additionally, for those who were once walking with God, but are now disconnected from God, our vision is to be a church that believes in second chances and beginning again.

To fulfill this part of our vision, we will primarily and intentionally focus on bringing people from our broader Crown Point community into a relationship with God through Christ.

We seek to be a church which includes a place for everyone to ***belong***. When we put our faith in Christ, we belong to Him. We belong in life and in death. But when we belong to Christ, we also belong to His body, the church. Our vision is to make sure that everyone finds a place to belong and a sense of belonging in our church family. This means that our fellowship, our community, and sense of belonging, does not primarily come from a shared ethnic heritage but from sharing a common commitment to Christ and belonging to Him!

To fulfill this part of our vision, we will work to make sure no one is left out or left lonely, but that everyone is brought into community, fellowship, and friendship.

We seek to be a church that challenges and equips all those who belong to ***become*** who God intended them to be in Christ. Becoming includes two parts: spiritual growth and service. As we grow spiritually, we become more willing and able to serve God and others. As a result, our vision includes being a church that challenges and equips everyone to *grow spiritually*, and that challenges and equips everyone to then *serve* others out of a Christ-like love.

To fulfill this part of our vision, we will build a strong educational ministry for children, youth, and adults so that they both grow and are equipped and encouraged to serve.

To summarize the vision: we are a church that desires to consistently and effectively invite and encourage people from our community to:

- *Begin* a relationship with God through Jesus Christ
- *Belong* to Christ and His body, the church
- *Become* mature followers of Christ who bring others to Christ
 - through *spiritual growth*
 - expressed in *service*

First Christian Reformed Church Crown Point, IN

Ministry Philosophy

1. We are committed to glorifying God and to loving and following Christ.
2. We are committed to our vision.
 - Our vision is to be a church which invites people to begin a relationship with Jesus Christ, belong to the body of Christ and become who God calls them to be in Christ.
3. We are committed to a Scripture and a theology that is rooted in the Reformed creeds and confessions.
4. We are committed to Sunday morning worship as the focal point of the week and our resources.
5. We are committed to incorporating evangelism and missions into every ministry.
6. We are committed to actively bringing others into fellowship and a sense of belonging.
 - Grace-based acceptance of others instead of law-based behavioral acceptance of others.
7. We are committed to nurturing our children and youth into mature followers of Christ.
 - We want our children to grow into young people who bring others to Christ.
8. We are committed to moving from having an ethnic heritage and tradition in common to having Christ in common.
9. Our staff is committed to serving and empowering all those who volunteer.
10. We are committed to ministry synthesis and cooperation – having different ministries and teams working together for common purposes.
11. We are committed to appropriately using the gifts of the Spirit to help build the body of Christ.
12. We are committed to a high biblical standard and respect for our governance (Elders and Deacons).
13. We are committed to excellence because what we do and how we do it reflects our commitment to Christ to others.
14. We are committed to spiritually healthy grace filled relationships between all members, staff and volunteers, and within and between all ministries.
15. We are committed to healthy conflict resolution.

Crown Point Community Information

City website:

www.crownpoint.in.gov

Region website:

www.nwi.com

Local Schools:

www.crownpiontchristian.org

www.illianachristian.org

www.demottechristianschools.org

www.cps.k12.in.us

Points of Interest/Things to do:

www.crymca.org/southlake

www.crownpoint.in.gov

We are within a one-hour drive to the city of Chicago, within on hour to many beaches along the Lake Michigan shore; including the Indiana Dunes National Lakeshore.

www.chicago.gov

www.indianadunes.com