

CHURCH PROFILE FORM

Church Information:

Name: Faith Christian Reformed Church
Location of Church: Tinley Park, Illinois 60477
Classical Church Counselor: Roger Visker

Search Team Contact:

Name: Doug Terpstra
Address: 8433 Cedar Street, Orland Park, IL 60462
Home: (708) 460-7276 Cell: (630) 514-0993 Work: (630) 739-0205
Email: doug@alanhorticultural.com

Community Setting:

Tinley Park is a southwest suburb of Chicago and is primarily a bedroom community with approximately 58,000 residents.

Church Profile:

Position Available: Full Time Senior Pastor Date of Vacancy: 03/16/2016

We are open to male pastors only.

Our current staff consists of a secretary and a choir director along with custodial and maintenance crews.

General position description: The Senior Pastor is the chief under-shepherd, preacher, and leader of Faith Christian Reformed Church. The pastor is to serve God and the church by providing spiritual leadership and vision to the congregation, promoting the health and growth of the congregation through preaching, prayer, pastoral care, teaching, organizational direction and seeing that the needs of the congregation are met through the various ministries of the church. The pastor is expected to contribute to the team spirit of the congregation and its leadership. This ministry shall be carried out in an atmosphere of love, cooperation, and mutual accountability. All this can be done only through the power and indwelling of the Holy Spirit.

Bi-vocational position: No

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

Required languages: English

Church Demographics:

Profile of church members:

Age:

7% 0-11	4% 12-18	6% 19-24	11% 25-34
9% 35-49	33% 50-64	30% 65+	

Occupation:

18% Business	24% Professional	15% Trades	4% Stay-at-Home Parent
0% Agriculture	25% Retired	7% Student	7% Other

Percentage of members belong to the congregation:

Less than 5 years	8.5%
5-10 years	25.4%
10 or more years	66.1%

Racial/Ethnic composition of congregation and surrounding community:

Congregation: 95% white, 0% Hispanic, 1% African American, 4% Asian, 0% other
Tinley Park: 80% white, 7% Hispanic, 5% African American, 4% Asian, 4% other

Composition of congregation: Mono-Cultural

List the last three persons in this position:

Tymen Hofman
John Ouwinga
Mark Timmer

Worship:

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

Volunteer worship planners coordinate with volunteers, pianist (musicians) and pastor. We have active member participation including volunteers who read, pray, or give updates about certain events within the church.

Describe the worship services in your church:

Faith CRC has a traditional style of worship. At times we use PowerPoint presentations and videos to actively engage the congregation. Our choir and praise teams help us lead worship on various Sundays. We have a children's message each week given by the pastor or a volunteer.

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

Adult Bible Study - Members of the congregation are invited to join this small group that meets on Thursday evenings for a topical book discussion. Participants select a new book every 13 weeks and prepare answers in advance of the discussion. Visitors are always welcome.

Walk-Out-Worship – Children ages 3 through kindergarten sit with their parents during the beginning of our worship service. After a children’s message, they are dismissed to worship separately with a teacher and a helper through music, a Bible story, crafts, and hands-on activities appropriate for their age. The Walk-Out-Worship children participate periodically in the full congregational worship service by singing and playing hand bells. The children meet eleven months out of the year. Visitors are always welcome.

Church School – Children ages 1st grade through 12th grade meet after the worship service every Sunday during the school year for a Sunday School or Catechism lesson. Adults are invited to participate in various studies which usually include a short video series and discussion. Visitors are always welcome.

Bible Study Fellowship (BSF) – BSF is an in-depth, interdenominational Bible study that helps people know God and equips them to effectively serve the church throughout the world. On Monday evenings, women (including many from our congregation) meet in our church facility while men (including many from our congregation) meet at Orland Park CRC. Children ages kindergarten through high school are welcome to attend as well. BSF meets during the school year and all are welcome to attend. An additional women’s BSF group meets on Thursday mornings at Orland Park CRC along with their infants through 5-year olds.

Building and Financial:

Present annual budget: \$354,576

Last year’s annual budget: \$381,652

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

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

Amount contributed above budget and ministry shares: \$154,262

Specify: Offerings for specific beneficiaries/organizations, Building Fund, Benevolent Fund

Facilities:

Faith has a four-section sanctuary that seats approximately 285 people plus two overflow seating areas to the West and East to accommodate an additional 132 people for an estimated total of just over 400 people. We have seven classrooms upstairs and three classrooms in the basement. Our basement also features a large area for group activities and a large room

formerly used as the youth group meeting area. We have two sets of men's and women's bathrooms along with a single unisex bathroom in the basement. The office area includes a pastor's study, secretarial office, outer office area, and a small meeting room. We have a full kitchen and a spacious fellowship hall adjacent to a choir room and library. An additional smaller kitchen is in the basement. Our nursery has recently been renovated for the littlest members. One classroom has been converted for the exclusive use of Self Help Jobs Program, an agency available to Faith members and to the community. Another office is currently hosting The Church @ Southland, a congregation that meets in our facility on Saturday evenings. We share a parking lot with Southwest Chicago Christian School. The school regularly uses our facility for special events such as concerts and grandparents day. We use the school facilities occasionally when their facility is more appropriate for our event.

Are your buildings adequate for your ministries? Yes

Is a building program projected? No

Does the church own a parsonage? No

Location of the office or study: The pastor's office is part of a four-room area within the church facility.

Compensation:

The salary 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 the cost of living.

We offer a housing allowance.

Other 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 (based on years of experience)

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 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	
Congregation Staff		X				Pastoral

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 X	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 X	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 X	Mostly global	All global	
Local						Global

Narrative:

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

Faith Church is a family of servants who belong to Jesus Christ.

- Our identity comes in what Jesus has done for us.
- Our relationship must reflect Jesus.
- We serve selflessly, just as Jesus has served us.

In what ways does your church participate in ecumenical activities?

We support classis and the denomination financially and through prayer.

We are actively involved with Love In the Name of Christ (Love, INC), a multi-church, multi-denomination clearing house based in Tinley Park which receives requests for help, screens requests for the extent of need and legitimacy, and refers people to a local church ministry, church volunteer, or community agency. Love INC also empowers, equips, and trains partner churches to have their own services to the community called "gap ministries." Faith offers the "gap ministry" of "Beds & Blessings" which provides linens and bunk beds to families that have been displaced by disaster or crisis. Members of Faith also contribute items to our partner churches, like household items, winter coats and toiletry items. Our physical facility has been used for training and fundraising events for Love INC.

Our most recent pastor was the president of the Tinley Park Ministerial Association.

Reflect on your strengths/gifts as a church:

We have a great location on the corner of a fairly busy intersection. We are just a thirty minute drive from the center of the downtown area of Chicago offering us the best of both suburban and city atmospheres.

We are committed to each other and are responsive to congregation needs (see passions of our church in the next section).

We are financially responsible in meeting our ministry shares and operating within our budget. On occasion we have a special offering for a specific need.

Our lay participation is strong. Several volunteers participate in the service through readings, offering prayers, and contributing musically.

We give financial support to seven missionaries who serve within the United States and outside of our borders.

A small group takes an annual short term mission trip to Honduras to provide physical labor and love and attention to children in an orphanage financially and prayerfully supported by Faith.

For the past 14 years we have transformed our church into an Israel setting in order to tell the story of Jesus' birth using 9 interactive scenes (Journey of Joy). This year we followed up by presenting Journey of Joy Fulfilled during the Lenten season.

We cheerfully offer use of our facility. We strongly support Self-Help Jobs Program both financially and physically as its office is located in our facility. We have consistently opened our facility to other churches of various denominations over the past years. The Church @ Southland currently meets in our building on Saturday evenings. We also open our facility as a political polling place.

Reflect on your passions as a church:

Faith has a small group of prayer warriors who commit to gathering every Monday night to pray for needs as requested by the congregation.

Journey of Joy (see comments on JOJ below as the most interesting and challenging event in the life of the church).

We step up, offering support to members of our church community. This can be seen as a financial need for someone who has recently lost a job, or it can be seen as a ride for a senior who no longer drives. Each of our six districts has a Hands of Faith representative to coordinate needs within the district. The most common support given is through meals to new parents, to those suffering a recent death within the extended family, or to a family after a recent hospitalization. If there is a need, and the need is made known, there are always people who step up to the challenge and assist cheerfully.

We have a passion to gather in support of new moms by throwing baby showers.

We have a desire to engage with our community as we have through our Journey of Joy. We just started a new community garden ministry in 2017 and are enjoying our first bountiful harvest of over 400 pounds as of this writing. We hosted our first ever Trunk or Treat in 2016 with an overwhelmingly positive response from the community and plan to host an even bigger and better Trunk or Treat in 2017. STIR, a newly formed group for post-college through 30-somethings, began summer 2017. We are actively seeking new ideas to engage with our community and desire to have a pastor with a passion for these types of ministries.

As part of our passion to reach our community, we are currently carrying on a discourse with the Church @ Southland, which meets in our building Saturday evening, to determine how we can work together to promote Jesus in our community as well as to better minister to our own church families. We are excited about the possibilities.

Our GEMS Girls Club currently consists of 2nd-8th grade girls mostly from our community.

Our church family has a passion for being together. This is demonstrated through small groups like Card Ministry, a group that gathers to make cards which are then made available to members of Faith at no charge. Another such group meets monthly for breakfast to enjoy each other in a time of fellowship.

Faith has strong, Biblical worship that is formative and encourages all to be disciples of Jesus Christ.

We have a strong passion for the needy which is evident in our physical and financial support of Roseland Christian Ministries, an inner-city organization which utilizes a food pantry and thrift store, among other things, to better the lives of residents. This passion is also demonstrated locally through our work with Love INC.

List specific problems with which your congregation struggles:

We are making a conscious effort into looking into ways to address the needs of individuals in their 20s and 30s. We have difficulty attracting and keeping youth as members of our congregation.

Our current church governance system is in need of revamping, and our council and transition team are working to restore and/or update a system that works for Faith.

We have difficulty reaching the unchurched population physically near us. While we have had many community events, we could do more to reach the unchurched in our community.

Like most churches in North America, our membership is not growing. While we have excitedly birthed two churches and recently updated our church registers to show true, active membership, we would love to see a growth in our membership numbers.

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

Journey of Joy, our live nativity story, continues to be the most interesting and the most challenging event in the life of Faith. It's always a challenge getting all of the visitors through the scenes in our six hours of touring for two consecutive days. Accommodating 1000-1500 "tourists"

each day with sometimes over an hour wait time is quite the challenge. Nearly every member of Faith participates in this annual event in one way or another. Participation could be as an actor seen by visitors going on the tours. However, the majority of people involved are the persons who distribute the scripts, bake and/or serve the cookies to our visitors, prepare and feed meals to the volunteers, build a set, make costumes, apply makeup and fake beards, register guests, read to the waiting children, organize rehearsals, recruit volunteers, entertain the restless angels, glue ornaments together, hang fliers, feed the live animals – oh the list goes on and on. It is incredibly interesting to see all the behind the scenes work that goes into this community friendly event. Many former members continue to participate in this important ministry, taking time from their personal lives in what is always a busy season for everyone.

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

- More community outreach
- Attracting younger families while continuing to minister to our current members
- Increasing lay leadership by improving our church governance

Describe what being Christians of Reformed accent means to you:

First, it means that God is sovereign over everything. There is no one above him. He created everything and continues to uphold and control this world. This includes his provision for our salvation through the death & resurrection of Jesus. It is all his work. Second, we recognize and talk about the kingdom of God. God's reign should be evident in all areas of life and Christians should work hard to extend his influence. Therefore, we work for the betterment of society and no area should be exempt. We support Christian schools to help us see every aspect of culture from the perspective of God's kingdom, and to give us tools to extend his influence. Third, God is a covenantal God. He has made promises to his children and he keeps them. Therefore, we not only baptize adults, but also children of believing parents because he has promised to be a God to us and to our children after us. Fourth, the Bible is the only authority for life. It is God's word on how we are to live, obeying and serving him in all we do.

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

The local church operates as a part of a much larger group of churches. The denomination helps us understand what we believe, how we should be structured, how we should operate, and how we should be mutually accountable. Many useful tools are available from the denomination. In addition, as a denomination we are able to provide services in the name of Christ throughout the world which would not be feasible for the local church. Therefore, we pay our ministry shares to support these efforts and work through mission and benevolent organizations to help spread the gospel and God's mercy throughout the world.

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

- Loss of membership
- Loss of perceived need for God
- Relativism in a modern cosmopolitan city
- Materialism
- Anti-Christian culture

- Post-Christian society
- Lack of commitment

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

- Journey of Joy
- Birthing two new churches in the further south and west suburbs of Chicago as well as strong financial and prayer support for an additional new CRC in the area
- Opening up the offices of deacon and elder to women

How many council members does your church have?

We have 18 council members consisting of 9 elders and 9 deacons. These numbers include 3 administrative elders and 3 administrative deacons. Also included are 6 caring elders and 6 caring deacons. Members of Faith are divided into 6 districts, with one elder and one deacon available in each district for member contact as needs arise.

What is the length of term for council members?

Each council member serves a three-year term followed by at least a three-year respite.

How often does the full council meet?

Full council meets every month.

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

The elders and deacons meet separately monthly.

The Search Team meets twice a month.

The Transition Team meets as needed.

The Ministry Board meets every other month. Ministry Teams under the Ministry Board meet on their own periodically. Examples of such teams are Care Team, Worship Team, Outreach Team, Property Team, and Discipleship Team.