

CHURCH PROFILE FORM

Church Information:

Name: Community Christian Reformed Church of Meadowvale

Location of Church: 2630 Inlake Court, Mississauga, Ontario

Classical Church Counselor:

Search Committee Contact:

Name: David R

Address:

Cell:

Email Address: applications@meadcrc.com

Community Settings:

Location:	Function:	Growth:
<input type="checkbox"/> Suburban/ Metropolitan	<input type="checkbox"/> Industrial/Business	<input type="checkbox"/> Slowing growing

Approximate population of community:

Mississauga - 760,000

Meadowvale - 115,000

Greater Toronto Area (GTA) - 6.25 million

Church Profile

We are open to:

- Male or Female Pastors

List all staff positions:

- Pastor
- Administrator
- Custodian

Position Available: Sole Pastor

Date of Availability: Now

Date of Vacancy: October 2022

General Position Description:

After a period of overlap with the current pastor (who will transition out of the role in Fall 2022), you will lead and guide Meadowvale CRC through effective preaching and teaching of the Gospel, purposeful and relationship-based pastoral care, and facilitate a shared model of leadership with members of the congregation. All activities will be primarily focused on reflecting our vision to advance God's kingdom in our hearts, neighborhood and in the next generation.

A. Preaching & Teaching

- Prepares and delivers biblically based, Christ-centered preaching for Sunday and special worship services.
- Provides consistent teaching and encouragement in support of seeking and growing disciples.

B. Pastoral Care

- Supports pastoral care needs of the church as appropriate, through development of personal relationships, and in partnership with Council.
- Officiates at marriages, funerals and other special functions as needed.

C. Leadership and Administration

- Facilitates a model of collaborative, non-hierarchical, shared leadership at all levels of service, so that in the end wisdom and love have the final

say.

- Works with the Council and other church staff to formulate and communicate the overall vision and goals of the church.
- Supervises, equips, mentors, encourages, and supports church staff as they seek to advance the vision and goals of the church.
- Maintains current knowledge of ministry plans and activities; provides pertinent communication regarding ministry events/activities to appropriate persons/groups.

D. Care for the Community and City

- Participates in service to the community and the city with the understanding that the Church exists for the city and not just itself.
- Takes spiritual responsibility for the neighbourhood and the city with others as part of the work of the Kingdom of God in Mississauga

Full-time

Bi-vocational position?

No

Number of years preferred of ministry experience of potential candidate:

No preference

Required languages:

- English

Church Demographics:

Average Sunday Attendance: 100

Active adult professing members: 93

Profile of church members:

Age:

- 5% 0-11
- 5% 12-18
- 5% 19-24
- 5% 25-34
- 20% 35-49
- 50% 50-64
- 10% 65+

Occupation:

- 10% Business
- 40% Professional
- 10% Trades
- 5% Stay-at-home parent
- 15% Student
- 0% Agriculture
- 10% Retired
- 10% Other

Percentage of members belonging to the congregation:

- Less than 5 years 10%
- 5-10 years 40%
- 10 or more years 50%

Racial/Ethnic composition of congregation and surrounding community:

Multi-racial. Many ethnicities.

Composition of congregation:

- Multicultural

List the last three persons in this position:

1. Sam Cooper (current pastor)
2. Ronald Fisher (interim pastor)
3. Henry Lunshof (founding pastor)

Worship:

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

Our worship services are planned by the pastor (theme, message, sacraments and prayer ministry) and the designated worship leader (songs and some other liturgical elements) who are in contact during the week as the direction for the upcoming Sunday becomes clear. We typically have four worship leaders and teams who take turns on a weekly basis (they are volunteers along with those managing the sound and projection systems). An elder (call to worship) and a deacon (offering) often give leadership as well. Since we offer child care within the worship space, the person coordinating that ministry may also be consulted in planning the service. Our multi-purpose main room can be easily rearranged and is creatively reflective of the current liturgical season or theme - it is home to a variety of inspiring pieces created by several gifted artists among us.

Describe the worship services in your church:

It is our desire that worship at Meadowvale is a Spirit-led, Christ-centered experience leading us to the Father-heart of God and His loving direction for our lives. Our services (Sunday mornings only) are usually 1.5 hours long and include lots of singing (mostly newer songs), a message (avg 30 minutes), sometimes a response or sharing by those in attendance, and prayer. Children and youth are a valued part of our time together -we look for ways to include their voices and leadership! And finally, we love to gather after the service for coffee and fellowship - many of us staying for another hour.

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

Discipleship (faith formation) for adults happens mainly at the Sunday morning service where we can always count on instruction and encouragement from God's word for our daily lives. Very young children are cared for within the main room where they can play in a supervised area near their parents. Kids age 5 to grade 5 stay for part of the service and then go to Sunday School in the basement.

Mid-week, we host GEMS and Cadets for grades 1-8 and offer a Youth Group on Friday evenings. Coffee Break is available to women on Wednesday mornings and there is one adult small group currently meeting bi-weekly.

A group of women ("from the Hearth") meets every three weeks for reflection.

Building/Financial:

Present annual budget: \$420,000

Last year's annual budget: \$400,000

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

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

Amount contributed above budget and ministry shares:

- Small financial contributions to various CRC agencies as part of second offerings.

Facilities:

- Describe facilities: Small church building with sanctuary, fellowship hall, kitchen and administrator's office on main level. Meeting spaces and Pastor's study in the basement. Property is in a residential area, abutting a school, greenspace and picturesque lake. Building is more than 40 years old.

Are your buildings adequate for your ministries? Yes

If no, please explain:

Is a building program projected?

Still in discussion

If yes, describe what and when:

Possible renovations/expansion

Does the church own a parsonage?

No

Location of office or study: Basement of church building, 2630 Inlake Court

Compensation:

The salary range we are prepared to offer our new pastor is based on the CRC Minister

Compensation Survey for our area: as per CRC guidelines

The average annual increase for this position over the past three years is: 2 %

Housing:

- Housing allowance

Benefits and expenses:

- Pension
- Medical insurance
- Canada Pension
- Annual vacation (# weeks commensurate with years of service)

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	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Churched

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

	Contemporary	Mostly contemporary	Blended	Mostly Traditional	Traditional	
Contemporary	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	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	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	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	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Formal

In our church, EVANGELISM STRATEGIES AND METHODS are

	Predominantly unplanned	Generally unplanned	Equal emphasis	Generally planned	Predominantly planned	
Unplanned	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Planned

Our church is representative of the ECONOMIC DIVERSITY of our community

	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	
High representation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	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	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Personal

Our church's MISSIONAL FOCUS is

	All Local	Mostly Local	Equally local and global	Mostly global	All global	
Local	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Global

Narrative:

In what ways does your church participate in ecumenical/interfaith activities?

- Hosting Christian conferences
- Some participation in Interfaith events (Jewish and Muslim)
- Support community faith-based groups (Indwell, Open Door, The Dam, Eden Food for Change, etc)

Ways that our church participates in the community

- Partnering with community groups to host events and participating in justice activities
- Supporting community groups financially
- Sponsoring a refugee

Reflect on your strengths/gifts as a church:

- worship, intercession and prophetic gifts
- artistic gifts and expressions
- openness to new and different ways of doing church and understanding the Gospel
- relationships with the City and many other organizations - a strong sense that we are part of something larger than ourselves
- financial stability due to investments and an endowment

Reflect on your passions as a church:

- Inclusivity and affirmation of all people
- Prophetic and Spirit-led ministry and worship
- Justice for all people and for the environment
- Rediscovering all of Scripture and theology through the lens of Jesus
- Creativity and visual arts

List specific problems with which your congregation struggles:

- aging congregation
- finding people willing to serve
- lack of clarity and agreement around goals
- implementation of decisions takes too long and often doesn't happen

Do you have an articulated mission/vision for ministry?

Yes (although it is at least 10 years old)

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

Other than the global pandemic, our most interesting and challenging development was discovering effective and meaningful ways for our local congregation to join the larger Church and world in expressing the need for change around matters of racial injustice, including the Black Lives Matter protests and the discovery of hundreds of unmarked graves at residential school sites in Canada.

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

- We believe that God is calling us to the intentional pursuit of his heart and revelation through seeking out creative ways to offer him strategic worship and prayer.
- We believe that God is calling us to enfold people through fellowship, friendship and fun.
- We believe that God is calling us to intentionally interact with people within our sphere of influence.
- We believe that God is calling us to mature and grow through the Word, the Spirit, spiritual discipline and the sacraments.
- We believe that God is calling us to equip, support and empower all those who desire to serve.

Describe what being Christians of Reformed accent means to you:

We prefer to consider ourselves Christians of Reforming accent, in a continual process of growth as God progressively reveals Himself through His unchanging Word, creation and our cultural context. We believe that Father, Son and Spirit live in perfect communion, preferring the other with self-emptying love and that we are invited into this Trinitarian relationship forever. We value love over judgment, grace over law and understand that all of humanity is made in the image of God. There is nothing that separates us from Him. He has never turned His face from us and pursues us unrelentingly. God is love. The Gospel is God's love story for us and for this world.

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

The Christian Reformed denomination's framework is something that local churches work within through groups of regional congregations (classes). We believe that the denomination's relationship with the church is one of supporting and encouraging local ministry to members and communities. The local church in turn has the opportunity to support the global work being done by the denomination. As individual congregations within one denomination, we are aligned theologically on matters to do with salvation, and have the freedom to express our worship to God and love for others in unique ways according to our local context and calling.

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

Church leaders, more than ever, have to reconsider and reimagine the mission and faith practices of the church body in a changing world.

- The "traditional" worship service may no longer be the only way to gather around the Word and worship.
- People no longer feel they need to visit a church in order to find out who you are and what you believe.
- The need for dialogue. People want interaction and not just to sit and listen.
- Today's church includes people who are transient by nature or necessity.

- People today feel less inclined to need God or a relationship with Him or fellow believers.
- Trust in faith institutions has been seriously compromised, as past atrocities committed under their watch comes to light.
- Personalized spirituality that avoids group involvement or accountability.
- Today we see more and more youth that are very much social justice driven but they don't see the need to do that through church involvement.

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

1. Meadowvale has always been a "charismatic" CRC congregation where Spirit-led worship and ministry are the norm, but the Toronto Blessing (beginning in 1994 and happening almost in our backyard here in Mississauga) was especially important. Even as our church elders were careful to discern what seemed to be happening as people from around the world started visiting Toronto and experiencing the Holy Spirit in ways not seen before, we sensed that the Wind of God was blowing and we set our sails accordingly. That experience has been formative in shaping us as a church, open to listening and obeying God's voice, seeking to follow Him in life-laid-down love for one another, the city and the world.

2. Over the past several years we've come to embrace a renewed understanding of the Blessed Trinity and the Beautiful Gospel - both concepts emphasizing that God's very essence is relational and restorative. Welcoming theologians and authors like Baxter Kruger, Brad Jersak, Paul Young and Roger and Sue Mitchell (among others) to come help us grow in these truths has been significant in helping us re-imagine a mission that is both inclusive and redemptive.

3. In 1990 we purchased a seven acre parcel of land intending to build a larger worship center there for our growing congregation. As the years passed we found we were unable to secure a building permit, but continued waiting on the Lord for next steps. Finally in 2015 we felt God releasing us to sell the land at a considerable profit which has provided miraculously for our small congregation and is allowing us to bless other ministries and dream about our future in the Meadowvale community.

Leadership:

How many council members does your church have? Nine

What is the length of term for council members? Three years

How often does the full council meet? Between four and six times per year

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

Consistory of Elders - monthly; Diaconate of Deacons - monthly; Ministry Support Team - monthly.