

Dear Brother in Christ:

Greetings to you from Ebenezer Reformed Church located in beautiful downtown Leighton, Iowa!

We are a smaller, conservative Reformed Church in a rural area that is searching for a new full-time Pastor after having just said goodbye to our Pastor as he answered God's call to serve as pastor in a new location.

Our congregation is a Bible based/believing church with very friendly, loving members. We believe God has gifted us as a congregation that is very nurturing and encouraging to our pastor. Our last several pastors have been directly out of seminary and we ministered together to become more Christ-like in our learning from his Biblical preaching and serving Him as we reached out into our community.

The attached church profile tells you about us. If God is possibly calling you to minister with us, we'd really enjoy hearing from you. Please complete the attached pastor profile and email it back to us so we can learn more about you. While this form is put out by the RCA, it will only be used by us at Ebenezer and not sent to the RCA office.

Blessings,

Doug Veldhuizen
Ebenezer Reformed Church search committee
djveld@hotmail.com or 641-295-6674

CHURCH PROFILE FORM
Reformed Church in America

Position: Pastor/Minister

March 2017

CHURCH INFORMATION

1. **Name of church:** Ebenezer Reformed Church

Mailing address: 411 Otley Street/ Box 127

Leighton, IA 50143

Telephone: 641-626-3043

2. **Classis:** Central Iowa Classis

3. **Classis supervisor:** Rev. Robert Johnson

Address: 605 Broadway St.

Pella, IA 50219

Telephone: 562-682-1415

E-Mail address: bjcubs@gmail.com

Chair of search committee: Doug Veldhuizen

Address: 1296 235th Street

Leighton, IA 50143

Telephone: 641-295-6674

E-Mail address: djveld@hotmail.com

4. Membership	Five years ago	Today
Active Confessing Members	133	119
Inactive Confessing Members	25	17

Explain significant changes:

We have seen some decrease in our membership in the past. Some of the younger members of the congregation have remained in the church and we have a larger group of younger members with children than we've had for quite some time.

Age of all active members (baptized and confessing)	20% 0-20	22% 50-64
	10% 20-34	38% 65+
	10% 35-49	

Racial/Ethnic composition of congregation:

100 % Caucasian

WORSHIP/EDUCATION INFORMATION

5. Worship schedule

Time	Average Attendance (Includes adults & children) Five Years Ago	Average Attendance (Includes adults & children) Today
9:30 a.m.	102	105
6 p.m.	43	36

Comment on significant changes:

6. Please indicate the title and publisher of the hymnal(s) used in worship:

The Celebration Hymnal – Word Music/Integrity Music

7. Describe a typical worship service (order of worship, music, etc.) What is your congregation’s preferred style or styles of worship?

Our Approach to God usually contains praise songs, Ministry of music, use of creeds or confessions, prayer requests and congregational prayer. The Word of God element is Scripture and a message. Our Response to God is an offertory and hymn. The evening Service is usually more casual. Our type of worship would be considered a blended service.

FINANCIAL INFORMATION

11. Financial Information	FIVE YEARS AGO	TODAY
Total spent for congregational purposes	\$ 200,839	\$ 192,737
Total contributed to benevolences	\$ 99,929	\$ 129,707
Percentage of total budget contributed by living donors: 100%		

12. Congregational Giving

Number of those whose annual contribution is:					
\$100 or less	8	\$1,001 - \$1,500	14	\$2,501 - \$3,000	3
\$101 - \$500	21	\$1,501 - \$2,000	3	\$3,001 and Over	7
\$501 - \$1,000	19	\$2,001 - \$2,500	3		

13. Financial assistance— Do you receive financial assistance beyond the congregation? (rents, etc.) No

MINISTRY INFORMATION

14. What is the stated mission, vision or purpose of your congregation?

Know Christ and to make Christ known.

15. What specific ministry goals have been developed from your mission and vision statement for the next five years?

We've been directed to be more outward focused in our activities. Some examples are Celebrate Friendship, motorcycle Sunday, Financial Peace University, community fun nights, membership class as a means to reach out to our community.

16. What leadership roles do women currently fill in your church?

Sunday School teachers, choir/bell choir directors, Youth leaders, Secretary, Worship committee, RCWM

17. What new program or outreach ministry expansion do you hope to provide in the next five years? Include long range or strategic plan.

We need to continue to work at becoming more comfortable at bringing the Gospel to people in our community. We have done some work in this area and the plan is to continue to emphasize the importance of this as well as providing more training to do this effectively.

18. Sunday School

FIVE YEARS AGO TODAY

Average Attendance

65

50 (est)

Explain significant changes:

We've seen a gradual decline in our attendance.

19. Children's program/organizations (Describe briefly educational curricula being used, including ages)

There is Sunday School for pre-Kindergarten through high school, Answers in Genesis curriculum is used through high school.

20. Young people's program/organizations (Describe briefly, including ages)

We have 3 high school students who attend youth groups in neighboring towns. A number of our younger people attend GEMS and Cadets at the CRC in town.

21. Adult education program (Describe briefly):

Adult Sunday School – There are classes for couples, men and women. Some classes use the Sunday School Guide and others use alternative books.

22. Adult groups/organizations: Briefly describe ministry purpose of each group.

<u>Name</u>	<u>Frequency of Meeting</u>	<u>Attendance</u>
Lydia/Dorcas – Bible Study	Monthly	16
Men's prayer group	Weekly	8
Celebrate Friendship	Monthly	12

23. Comment on one event or experience over the last year that has significantly contributed to the spiritual life of the congregation.

We celebrated our 125th anniversary. This allowed a time of remembering how God has immensely blessed us as a congratation. It was a time of celebration and encouragement to us as we saw a number of previous members and all living pastors coming back to celebrate.

BUILDING INFORMATION

24. Buildings – Please describe church-owned or rented buildings and purpose.

Church building, parsonage, lighted ball diamond/playground, shelter house and a concession building.

25. Are your buildings adequate for your present program? Yes

26. Do you plan any capital expenditure during the next five years? None at this time but we would be willing to build necessary program facilities.

27. Is there mortgage indebtedness? No

28. Pastor's study - In Parsonage

STAFF INFORMATION

29. List all paid staff in addition to the pastor:

Secretary – part-time
2 Choir directors (vocal and bell) – part-time
3 organists – part-time
3 Custodial – part-time

CONSISTORY INFORMATION

30. Membership – What method is used in selecting members? (List ages, gender, and occupations of present Consistory members.)

The members of the congregation submit an informal ballot to the elders. From this ballot a slate of 2 elders and 2 deacons is submitted to a congregational vote. They are voted on an up/down vote.

All present consistory members are male.

Occupation

Farmers
Water Treatment operator
Factory
Computer admin.
Training Coordinator
Power lineman
County worker
Truck driver
Carpenter
School employee

CONGREGATION INFORMATION

31. In our congregation...

Few	Many	Most	
___	___	X	have had up to twelve years of formal education
___	X	___	have had some education beyond high school.
X	___	___	have a college degree.
X	___	___	have a graduate degree.

32. In our congregation... (Number in order all which apply)

Few	Many	Most	
<u>6</u>	___	___	are scientists and engineers.
___	___	<u>1</u>	are farmers.
<u>5</u>	___	___	are business people.
___	<u>3</u>	___	are students and teachers.
___	___	<u>2</u>	are industrial workers.
___	<u>4</u>	___	are office workers.
___	___	___	other

EXPECTATIONS AND REQUIREMENTS OF MINISTER

33. Choose up to six of the following activities of the Christian ministry that you consider to be most important as you look to the immediate future of your congregation. (Number them in order of preference.)

1. Biblical preaching
2. Enthusiastic Spiritual Leadership
3. Congregational Care
4. Community Outreach
5. Counselor
6. Youth Ministry

34. What are the specific ministry gifts that you need in your next pastor in relating to these activities?

One who has the ability to continually communicate the truth of God's Word to us. We are a gifted group of people who need continued spiritual training for our daily lives. Leadership and Evangelism as we continue to learn to go out into our community and show His love to them.
Strong relationship skills for use with our church members and those in our community.

35. Special training/experience desired (Describe briefly)

One who has a heart for lost people and experience in effectively sharing Christ with others.

36. Languages – Should your pastor be fluent in any language other than English? No

COMPENSATION, BENEFITS, AND MINISTRY EXPENSES

37. The salary we are prepared to offer our new pastor is: at least the Classis minimum of \$42,400.

The average annual increase to our pastor over the past three years was: \$ 1500

38. Is a parsonage provided? Yes

If so, is it on site with the church? Yes

39. Parsonage – Describe Style: Two-story, 4 bedroom, 2 bath

40. What plans, if any, are in place for the renovation and/or redecorating of the parsonage?

No plans as there have been significant renovations recently made.

41. The benefits/business expenses we will provide our pastor are: (Please check those provided or give amount as requested.)

50 % Social Security
1/52 of salary Continuing Education Allowance
Pension
Major Medical Insurance
Health/Hospital Insurance
Life Insurance
Dental Insurance
Unemployment Insurance
Disability Insurance
4 weeks Annual Vacation

****Is a Minister's Housing Allowance in lieu of a parsonage a negotiable option? No**

COMMUNITY INFORMATION

42. Community served: Rural – under 2500

43. Cooperative ministry – In what ways have you cooperated with other churches in your community during the past year?

Bible School with Leighton Christian Reformed Church
Cadet and Gems program with Leighton CRC
Bethel Mission – lead worship service bi-monthly
Ascension Day services with 4 other churches

44. Identify what makes your church uniquely attractive to people in your community.

We are a congregation of friendly, caring, praying, loving, generous people. A very supportive congregation that works hard at making visitors feel welcome.

45. Community involvement – In what community programs or projects have you participated during the past year? (As an organization, not as individuals)

Leighton Fourth of July parade/fireworks
Ball Park and shelter house available for the community to use.
Many Little League games for teams in Leighton, Pella and Oskaloosa are played at church-owned ball park.
Habitat for Humanity and similar programs
Food pantry
Meals from the Heartland

46. Describe changes currently occurring in the community in which your congregation ministers and identify ways God is acting among you to meet these new challenges.

We have had a number of new people moving into the community to whom we need to reach out as well as more unchurched people.

47. What denominations or religions are present within three miles (in rural areas, consider the county) where your church is located?

Most Protestant denominations are represented in Oskaloosa and Pella. Both towns also have Catholic churches. The other church in Leighton is a Christian Reformed Church.

48. Outreach – What percentage of the persons who live within a mile of your church are unchurched, and what is your strategy to reach unchurched people in your community?

Thirty to 35% are unchurched. We use the community activities (Bible School, Fun Night) to expose them to our church as well as members calling on them to invite them to church.

49. The income level of the people in our congregation tends to be: About average for our community.

50. Describe the community and school system:

Our church is rural and members are mostly in the Oskaloosa and Pella School systems. Both have new grade schools, newer Jr. High schools and modern high schools. There are Christian Schools for pre-school through high school ages and 3 colleges: Central College in Pella, William Penn University.

OTHER INFORMATION

51. Record of last three pastors:

Name	Dates of service
Rev. Mark Jicinsky	2006 - 2016
Rev. Dean Ulmer	1997 - 2004
Rev. Herman Van Galen	1987 – 1996

52. Please indicate if there are any special preferences based on gender, age, race, or national origin in consideration of persons' profiles that may be sent:

We believe our congregation would best be served by a male minister.