

CHURCH PROFILE FORM

Reformed Church in America



Section A. Background Information

Today's Date: Feb 6, 2019

Position to be filled: Associate Pastor

1. Name of church: **Christ Community Reformed Church**
2. Web address: www.ccrcc-cpny.org
3. Mailing address:
 1010 Route 146
 Clifton Park, NY 12065
 Telephone: (518) 371-7654 E-Mail address: office@ccrc-cpny.org
4. Classis: Schenectady, New York
5. Classis Supervisor: N/A
6. Chair of search committee: **Rev. Jacob Marvel**
 Telephone: (518) 729-0279 E-Mail address: searchcommittee@ccrc-cpny.org
7. Membership

Time of worship	Three years ago	Today
Active Confessing Members	206	193
Inactive Confessing Members	44	29

Comment on significant changes: A few key members passed away. Others have moved out of the area. In the past three years, however, we have accepted 23 new members and in the past five years 47 new members.

Age of all active members (baptized and confessing):

21%	0-20 years old
8%	20-34 years old
12%	35-49 years old
14%	50-64 years old
44%	65 years and older

8. Racial/Ethnic composition of congregation

1%	African American
1%	Asian
97%	Caucasian
1%	Hispanic
	Other: (please specify) N/A

9. Worship schedule & Average Attendance (includes adults and children)

Time of worship	Average attendance	
	Three years ago	Today
Sunday 10 AM	145	145

Comment: A significant portion of the congregation is spending more time away from the area especially during the winter months.

10. Describe a typical worship service (order of worship, music, etc.)

See attached copy of a weekly bulletin

What is your congregation’s preferred style or styles of worship?

Worship services are traditional with inspirational music, enhanced by wind and string instruments. There is a youth singing group, a hand bell choir and an adult choir. Youth members participate in Psalter readings and adult members participate in Scripture readings.

11. Financial Information

See attached copy of most recent Consistorial Report and Annual Budget

	Five Years Ago	Today
Total RCA related contributions	\$23,249	\$24,043
Total other contributions	\$N/A	\$N/A

Percentage of total budget contributed by living donors:

100-90 %	<input checked="" type="checkbox"/>
75-89 %	<input type="checkbox"/>
60-74 %	<input type="checkbox"/>
45-59 %	<input type="checkbox"/>
44 % or less	<input type="checkbox"/>

12. Congregational Giving

Number of those whose annual contribution is:

Less than \$500	12
\$501- \$1,500	42
\$1,501- \$2,500	28
\$2,501-\$3,500	14
Greater than \$3,500	34

13. Financial assistance

Do you receive financial assistance beyond the congregation? (rents, etc.)
 Yes No If yes, amount received last year: \$ N/A

List other fundraising programs that support the church:

- A designated trust fund for Camp Fowler (a youth summer camp)
- An annual Mission Dinner to support mission work of our youth
- The Barbara DeBevoise Mission Fund to support youth mission trip costs

It has been the philosophy of this congregation to support causes outside the church and spend less time looking inward. Other than camp scholarships and mission funds, the majority of funds raised from activities such as those listed below goes to those outside the congregation:

- Annual CCRC 5k race
- Annual yard sale proceeds
- Annual appeal to sponsor-a-student in Orange Farm, South Africa
- Christmas giving tree for gift certificates for food
- Christmas gift boxes for children in need in other parts of the world

14. Church/Sunday School/Youth Activities

See attached Education Brochure

	Average attendance	
	Three years ago	Today
All Youth Activities	38	42

Comment: CCRC has 15 High School, 18 Middle School, 16 Elementary School students, and 5 who are in Pre-K & younger.

15. Describe briefly all educational programs (including children, youth, adult)

Sunday school, Salt Shakers youth group for Elementary school age, Compass Group for Middle and High school age, Confirmation class, summer Vacation Bible School, Women's Bible Study group, Men's Group, and Kerygma Bible Study for adults.

16. Church groups/Organizations

Name of group	Frequency of Meeting	Attendance
Education (Adult and Children)	Monthly	9-11
Congregational Care: Samaritan Care, Hospitality, Prayer Shawl Ministry, Stephen Ministry	Monthly	varies by group
Worship, Flower Committee	Monthly	10-12
Outreach	Monthly	5-6
Mission	Monthly	10-12
Stewardship	Monthly	6-7
Finance	Monthly	8
Buildings & Grounds	Monthly	7
Personnel	As needed	5
Memorial	As needed	3
Men's Group	Quarterly	10-15
Table for Eight	Four times / year	70

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

Our youth and adults created the Little Free Pantry as a contribution to our community. The Youth conceived of the plan, designed it, and then sought out assistance from the other committees to see it through. In addition to the support from the congregation, the youth assisted an adult in the church to apply for a mini-grant from the RCA, which they received and that has helped maintain the needed food. Many members contribute food and beverages to the pantry and it is often refilled. The premise of the pantry is "leave what you can and take what you need" and we have seen our community do both.

18. Buildings: Describe church-owned or rented buildings and purpose

The two-story church building houses the sanctuary, choir loft, hearth room and kitchen, church offices, additional meeting rooms, fellowship hall, and education wing. In addition to Sunday worship, the building is used for committee meetings, youth activities, confirmation classes and special activities throughout the year. The church building is sometimes used by outside non-profit groups for meetings or presentations that are community sponsored.

19. Do you plan any capital expenditure during the next five years? Yes No

The only large project planned is repairing the west wall of our sanctuary and fellowship hall. The project is in the initial planning phase; costs are to be finalized. Financing will be possible with either a small mortgage or a capital campaign.

20. Is there a mortgage indebtedness? Yes No

21. Pastor's study

In church In parsonage Other Not Provided

22. List all paid staff in addition to the pastor

Position	
Christian Education Director	Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/>
Organist/Choir Director	Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/>
Bell Choir Director	Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/>
Church Administrator	Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/>
Sexton	Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/>
Financial Secretary	Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/>

23. Consistory Membership: What method is used in selecting members?

Nomination by Congregation, Nominating Committee recommendation to Consistory, Consistory Presents to Congregation for Vote (per CCRC bylaws).

Please list present Consistory members:

Female	Deacon	Retired, HR
Female	Deacon	Front Desk Associate
Female	Deacon	Retired, Facilities Management
Female	Deacon	Retired, Educator
Male	Deacon	Computer Programmer
Male	Deacon	Deli Supervisor
Male	Deacon	Retired, NY State Trooper
Female	Elder	Registered Nurse
Female	Elder	Executive Director
Male	Elder	Semi-Retired Automotive Sales
Male	Elder	Software Product Manager
Male	Elder	Retired, Engineer
Male	Elder	Retired, Reverend
Male	Elder	COO, Oral Surgery

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

Women have held formal leadership roles in all levels of our congregation, including Elders, Deacons, and Minister of Word and Sacrament.

25. In our congregation...(please check appropriate box)

	Few have...	Many have...	Most have...
Had up to twelve years of formal education	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Had some education beyond high school	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
A college degree	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
A graduate degree	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

26. In our congregation...(please check a box)

	Few are...	Many are...	Most are...
Scientists & Engineers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Farmers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business People	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Students & Teachers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Industrial Workers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Office Workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other: Retired	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

27. Special training/experience desired (describe briefly)

We seek an individual with the ability to nurture relationships across generational lines; and to recruit, train, equip and support strong lay leadership for ministry. The candidate will be involved in all aspects of ministry with a particular focus on providing theological guidance and pastoral care to families and youth. We seek a person who will bring vigor, excitement, and expertise to a ministry for intergenerational programs.

28. Languages

Should your pastor be fluent in any language other than English?

Yes No **If yes, please explain.**

We are open to a pastor from another culture but do not require any additional languages spoken.

29. The salary we are prepared to offer our new pastor is ... see Question 32

The average annual increase to our pastor over the past three years was ...

In line with Classis recommendation of 2%

30. Is a parsonage provided? Yes No

31. Is a Minister's housing allowance in lieu of a parsonage a negotiable option?
 Yes No

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

Base Salary	\$30,332.77
Housing Allowance	\$20,000.00
Parsonage provided? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Travel Reimbursement	\$ variable
Social Security (Amount)	\$ 6,752.00
Book Allowance (Amount)	\$
Continuing Education Allowance (Amount)	\$ 961.00
Provision for Sabbatical	\$
Other: Medical	\$28,206.20
TOTAL	\$85,919.00

- Yes No Retirement
- Yes No Major Medical Insurance
- Yes No Health/Hospital Insurance
- Yes No Life Insurance
- Yes No Dental Insurance
- Yes No Unemployment Insurance
- Yes No Disability Insurance

Annual Vacation (number of weeks):

Follow Classis guidelines of five (5) weeks plus one (1) reading week.

Necessary Comments regarding above: N/A

33. Community served

Rural: Under 2,500	<input type="checkbox"/>
Town: 2,500-9,999	<input type="checkbox"/>
Small City: 10,000-49,000*	<input checked="" type="checkbox"/>
Metropolitan-Suburban: 50,000+	<input type="checkbox"/>
Metropolitan-Urban: 50,000+	<input type="checkbox"/>
Metropolitan-Inner City: 50,000+	<input type="checkbox"/>
Other: Saratoga County 230,000+**	<input checked="" type="checkbox"/>

*CCRC is located in the Town of Clifton Park, a small city

**CCRC members extend across all of Saratoga County, which contains Clifton Park

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

CCRC youth have visited many different houses of worship in the past year including other Christian denominations, a synagogue and a Buddhist shrine.

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

- The Church has hosted a USATF sanctioned 5K run/walk to raise funds for different non-profits across the area for over 10 years
- Members provide food and volunteers for building at local Habitat for Humanity projects
- Members regularly serve meals at the Schenectady City Mission
- We have a monthly collection for special food/toiletries/paper products to be donated to local Food Pantries and other groups
- Members participate in Christmas and Thanksgiving gift projects
- We provide lemonade to the community members watching the local 4th of July parade
- We share funds and volunteer with animal organizations
- We partner with a local farm share – members of the community purchase shares in a community garden then collect their share at our church
- Our youth groups conduct projects such as Get the Lead out, which provides School Supplies throughout the year, volunteering at a horse farm, and doing work for members and communities in difficulty.

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

Baptist, Lutheran, Methodist, Catholic, Episcopal, Jewish, Seventh Day Adventist and several non-denominational community churches.

37. Outreach: What is your strategy to reach un-churched people in your community?

We utilize electronic media such as Facebook and our Website to share our activities with the community at large and to invite the community to all we do; for example, announcing that we share lemonade on our church lawn at the 4th of July parade or that we will be attending church coordinated functions such as minor league baseball games or bowling events. We encourage all members to bring a friend to Church and provide gift bags with information about the church whenever a new person arrives. We use print media to announce our activities, such as our live Nativity or 5K race. We post information on our electronic lawn sign.

38. The income level of the people in our congregation tends to be (please check one)

<input checked="" type="checkbox"/>	About average for our community
<input type="checkbox"/>	Somewhat below the rest of the community
<input type="checkbox"/>	Somewhat higher than the rest of the community

39. Describe the community and school system (provide web links where appropriate)

Saratoga County is a growing suburban community of about 230,000 residents. The local school district of Clifton Park (www.shenet.org) serves about 9,500 students. All commercial services are readily available in Clifton Park with easy access to Albany, Troy, Schenectady and Saratoga Springs. The area contains 22 colleges and universities.

40. Record of last three pastors

Name	Dates
Rev. Dr. Johan G Bosman	3/2004 to present
Rev. Lindsey DeKruif	3/2014 to 10/2016
Rev. James A. Neevel	11/2005 to 10/2011

41. Please complete your profile with the following contacts

Name	
Vice President, Consistory	Sarah Rudgers Tysz
Classis Supervisor	N/A

Section B. Reflections

Please answer the following questions, adding your own experiences where appropriate.

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

Vision

To follow Christ in new life and in the company of believers
(Mark 1: 17-18, 2 Cor. 5:17)

Mission

To grow and nurture the body of Christ ...within and beyond our Congregation
(Eph. 4: 11-16)

Goals

1. To communicate the faith in love and power within the congregation (1 Thes. 5:16-22)
2. To be guided by the Holy Spirit as we embrace growth, diversity, and renewed vitality in our congregation (Acts 2:37-39, 41)
3. To undertake missions to others as acts of faith (Luke 10:1-3)
4. To provide for the spiritual and physical needs of the congregation (Phil. 4:15-19)
5. To provide for the financial and structural needs of CCRC (2 Cor. 9:7-12)

2. What goals have been developed from your mission and vision over the next five years? (Example: new programs or outreach ministries) Include long range or strategic plan

Associate Minister, West Wall maintenance project

3. Describe the strengths of your church, the best of what you are as a community, and what you can offer a new pastor

Variety of programming and ministries; friendly and welcoming progressive community; stability in finances and leadership; and personal and professional growth opportunity in a collegial environment.

4. Explain the strategies or ideas that most excite your church in becoming or remaining missional

We are involved in intergenerational local, national and international service projects and opportunities to learn; we support this from the church budget and through effective and popular church-wide fundraising/social events.

5. Name three of your church's most passionate hopes and why they are significant

We hope that we are an example of how to follow God in our world; we hope that all will find a place here and that we remain open and welcoming; we hope to remain financially stable into the future; we hope to offer a community for youth and adults; we hope our outreach to the community and world is an act of our faith.

6. How do you hope someone who visits your church would describe what s/he considers to be most important?

A community in which God is present; a congregation that receives newcomers in a friendly and inviting way; a service that includes excellent music, good sermons and warm fellowship.

7. Name at least one challenge facing your new pastor

In addition to the regular challenges of ministering a church, the successful candidate will be working in a team to balance the differentiating needs of multiple generations.

8. Describe your vision and hopes for your church and your pastor over the next five years

Effective programming to all age groups in which all age groups feel supported and that in five years our current youth are more engaged in all areas of the life of the church; partnership among pastors, to help us grow.

9. Explain whatever else you would like your potential pastor to know about your church

Our history is still very much a part of our ethos; we deeply care for each other and include each other in all elements of our life, from worship to fellowship.

**Reformed Church in America
Office of Ministry Services**

Release Statement

(Full Church Name)

We, Christ Community Reformed Church, acknowledge that the information in this Church Profile is accurate and complete. We authorize the Office of Ministry Services (OMS) to release this profile to designated recipient(s) seeking positions as ordained Ministers of Word and Sacrament, including posting of this profile on the RCA website.

Jacob G. Marvel, Chair

6 Feb 2019

Signature of Search Team Chairperson or Designated

Date