

CHURCH PROFILE FORM

Reformed Church in America



Introduction

The Reformed Church in America's Office of Ministry Services provides information and services to ordained ministers who are seeking a call and churches who are seeking ordained ministers. It does not recommend any particular candidate or church but instead serves as a resource to both.

For further information, or if you have questions or problems while completing this form, please contact Ministry Services at ministryservices@rca.org or 212-870-3252.

Helpful Hints for this form...

- ❖ To move to the next field, hit TAB.
- ❖ To move the cursor to a desired field, left click on it with the mouse.
- ❖ To mark (x) in a box, left click with mouse.
- ❖ Hitting ENTER will move the cursor to the next line but keep you in the same field (essay questions)
- ❖ Spell check is not available in this format.
- ❖ Bold, italics and underline are not available in this format--use quotation marks instead for emphasis.
- ❖ The form will "paginate" itself as you complete it.
- ❖ If at any time you cannot include information important to you because of the "form field", please continue to complete the question on a separate page. Make sure to reference the question number!
- ❖ Please sign and return the **Release Statement** at the end of this form. You may scan it and email it as an attachment to ministryservices@rca.org.

CHURCH PROFILE FORM

Reformed Church in America



Section A. Background Information

Today's Date: 4/11/2018

Position to be filled: Senior Pastor

1. **Name of church:** Christ's Church

2. **Web address:** www.celebrating.org

3. **Mailing address:**

6930 Mexico Road

Street

St. Peters, MO 63376

City / State / Zip Code

Telephone: (636) 397-6303

E-Mail address: christchurchstp@gmail.com

4. **Classis:** Illinois

5. **Classis Supervisor:** Not yet assigned

Address:

Street

City / State / Zip Code

Telephone: () -

E-Mail address:

6. **Chair of search committee:** Keith Ackerman

Address:

444 Stablestone Drive

Street

Chesterfield, MO 63017

City / State / Zip Code

Telephone: (314) 435-5122

E-Mail address: ka_acker@prodigy.net

7. **Membership:**

| Time of worship | Five years ago | Today |
|-----------------------------|----------------|-------|
| Active Confessing Members | 140 | 84 |
| Inactive Confessing Members | 67 | 115 |

Comment on significant changes:

We have experienced several different times when we lost some membership. The last significant decline happened 7 years ago when we transitioned to a new Worship Arts director. We did not plan well for the change in style of leadership which resulted in many members of the worship team and some of their friends to leave the church.

Age of all active members (baptized and confessing)

| | |
|---------------|---------------------------|
| 19.3 % | 0-20 years old |
| 19.3 % | 20-34 years old |
| 11.0 % | 35-49 years old |
| 30.3 % | 50-64 years old |
| 20.1 % | 65 years and older |

8. Racial/Ethnic composition of congregation:

| | |
|---------------|--------------------------------|
| 7.5 % | African American |
| 1.9 % | Asian |
| 89.3 % | Caucasian |
| 1.3 % | Hispanic |
| % | Other: (please specify) |

9. Worship schedule:

Average Attendance (includes adults and children)

| Time of worship | Average attendance Five years ago | Average attendance Today |
|--|--|-------------------------------------|
| 9:00 am <input checked="" type="checkbox"/> pm <input type="checkbox"/> | 53 | N/A |
| 10:30 am <input checked="" type="checkbox"/> pm <input type="checkbox"/> | 98 | 81 (10 AM) |

Comment on significant changes: We moved from two worship services to one worship service at 10:00 a.m. due to declining attendance at the early service.

10. Describe a typical worship service (order of worship, music, etc.) What is your congregation's preferred style or styles of worship? Attach a bulletin, if available.

We have a casual/non-traditional worship style with a leaning towards contemporary/modern music. We use lay participation during the service and currently celebrate communion twice a month.

Call To Worship
 Music
 Prayer of Confession
 Words of Assurance
 Prayers of the People
 Children's time
 Message
 Offering
 Music
 Benediction

11. **Financial Information: Attach a copy most recent Consistorial Report and Annual Budget if available.**

| | Five Years Ago | Today |
|---------------------------------|----------------|------------|
| Total RCA related contributions | \$6,100.00 | \$8,993.00 |
| Total other contributions | \$11,140.00 | \$7,262.00 |

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"/> |

(Please include a copy of your annual budget)

12. **Congregational Giving:**
Number of those whose annual contribution is:

| | |
|----------------------|----|
| | |
| Less than \$500 | 47 |
| \$501- \$1,500 | 11 |
| \$1,501- \$2,500 | 8 |
| \$2,501-\$3,500 | 3 |
| Greater than \$3,500 | 13 |

13. **Financial assistance: Do you receive financial assistance beyond the congregation? (rents, etc.)** Yes ☐ No ☒

If yes, amount received last year: \$

List other fundraising programs that support the church:

**14. Church/Sunday School:
Average Attendance**

| Average attendance Five years ago | Average attendance Today |
|--------------------------------------|-----------------------------|
| See comments below. | |
| | |
| | |
| | |
| | |

Comment on significant changes:

We do not have a traditional Sunday School for children on Sunday. There have been several changes over the last 29 years, but we now have an adult Sunday school class before church, averaging 20 members each Sunday. For children, we provide time within the body of the church worship service (called "God Loves Our Worship" or GLOW), which provides children their own worship and learning time.

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

Sunday Morning Adult Sunday School
Friday Adult Bible Study
Revolution Youth Group
Family Ministry Group
Book Study Small Group
Adult Small Group
Life Transformation Groups
God Loves Our Worship

**16. Church groups/organizations: Briefly describe ministry purpose of each group.
(use separate sheet if necessary)**

| Name of group | Frequency of Meeting (i.e. weekly, bi-monthly, etc) | Attendance |
|------------------------------------|--|------------|
| Reconciliation Missional Community | Once a month | 10 |
| Elementary Missional Community | Once a month | 6 |
| Bridge Missional Community | As needed | |
| Senior Small Group | Once a week | 4 |
| Restore St. Charles | Once a month | 4-6 |

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

Our relationship with Renewing Life, a diverse congregation in Ferguson, MO, has continued to strengthen over the past year through events, conversation on racial reconciliation, and worshipping together. The unique elements of life that we both bring to the table has deepened our understanding of the work of Christ in our communities, city, and nation.

18. **Buildings: Please describe church-owned or rented buildings and purpose.**
We own the church building that is used for worship and educational purposes.

19. **Do you plan any capital expenditure during the next five years? Yes ☐ No ☒**
If yes, please explain briefly:

20. **Is there a mortgage indebtedness? Yes ☒ No ☐**

Amount: \$ \$41,788.12

Of how long standing? Since April 2002

Annual rate of repayment Monthly payment of \$953. Will be retired in March of 2022.

21. **Pastor's study:**
In church ☒ in parsonage ☐ Other ☐ Not Provided ☐

22. **List all paid staff in addition to the pastor:**

| Position | |
|--------------------------|--|
| Administrative Assistant | Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/> |
| Director of Worship Arts | Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/> |
| Building Custodian | Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/> |
| Nursery Coordinator | Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/> |
| | Full time <input type="checkbox"/> Part time <input type="checkbox"/> |
| | Full time <input type="checkbox"/> Part time <input type="checkbox"/> |
| | Full time <input type="checkbox"/> Part time <input type="checkbox"/> |
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| | Full time <input type="checkbox"/> Part time <input type="checkbox"/> |
| | Full time <input type="checkbox"/> Part time <input type="checkbox"/> |

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

The congregation casts nominations for people they think are qualified. A nomination committee uses this information along with their own best judgement and prayer (it is not a popularity contest) to develop a slate of candidates for the office of elder and deacon. The nomination committee contacts potential candidates to ensure their willingness to serve. This slate is brought to the Consistory for confirmation. Following this, the names are published. Using the method from Acts 1 to replace Judas as a disciple, we cast lots to select a person from the slate of nominees for each office.

Please list present Consistory members (Put a check in the box where appropriate:

| Elder | Deacon | Male | Female | Occupation |
|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|---------------|
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | Office Worker |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | Painter |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Office Worker |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Homemaker |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | Office Worker |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | Office Worker |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | Engineer |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | Office Worker |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

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

Men and women share equally in the leadership roles at Christ's Church

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 checked="" type="checkbox"/> | <input type="checkbox"/> |
| A graduate degree | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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

| | Few are... | Many are... | Most are... |
|------------------------|-------------------------------------|-------------------------------------|--------------------------|
| Scientists & Engineers | <input checked="" type="checkbox"/> | <input 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: | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

27. Special training/experience desired: (Describe briefly)

While experience in pastoral leadership and ministry are not a requirement, we would be interested in hearing about any experience from candidates.

28. Languages:

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

Yes ☐ No ☒ **If yes, please explain.** While this is not a requirement, we would be interested in hearing about any languages in which a candidate is fluent.

29. The salary we are prepared to offer our new pastor is \$ Salary and benefits will be determined according to Illinois Classis and Synod of Mid America requirements. For more information, go to <http://www.rsmam.org/wp-content/uploads/2017/08/RSMA-Compensation-Guidelines-2018.pdf>

The average annual increase to our pastor over the past three years was \$Our staff

Salaries have increased by an average 3% over the last three years.

30. Is a parsonage provided? Yes ☐ No ☒

If so, is it on site with the church? Yes ☐ No ☐

If the parsonage is not on site with the church, how far from the church is it located?

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 | \$0.00 |
| Housing Allowance | \$0.00 |
| Parsonage provided? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | |
| Travel Reimbursement | \$0.00 |
| Social Security (Amount) | \$0.00 |
| Book Allowance (Amount) | \$0.00 |
| Continuing Education Allowance (Amount) | \$0.00 |
| Provision for Sabbatical | \$0.00 |
| Other (Specify Below) See comment Below | \$0.00 |
| TOTAL | \$Yes |

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) See comment below.

Necessary Comments regarding above: Salary and benefits will be determined according to Illinois Classis and Synod of Mid America requirements. For more information, go to <http://www.rsmam.org/wp-content/uploads/2017/08/RSMA-Compensation-Guidelines-2018.pdf>

33. Community served: (please check one)

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

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

In addition to worshipping with Renewing Life, we are working with them on the process of moving into a building in Ferguson and joining the RCA.

We also partner with over 12 churches in support of The Bridge, a church congregation/fair trade coffee shop in New Town, St. Charles, MO. We regularly attend their Trivia Night, provide assistance with off-site/on-site sales, and have a member on their board of directors.

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

Our church is involved in many community programs:

- Restoring Hope, Repairing Homes St. Charles - Meets third Saturday of each month - Repair projects on houses in the St. Charles area.
- Metropolitan Congregations United - Group that looks at racial reconciliation and social justice issues in the community
- Lewis & Clark Elementary and St. Peters Elementary - Supplemental food program for students who have need over the weekend, give aid to teachers where needed during the day, pray for schools/students, and giving help/items in other ways as funds/time allow
- St. Joachim & Anne Care Services - Adopt families over the Christmas season every year and provide gifts and food.
- OASIS Food Pantry - Provide food for the pantry during Lent
- La Jornada - Provide labor and financial support for ministry in New York City
- Camp Penuel - Send a work crew every year to get this Christian camp for inner city youth ready for the summer.

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

- Roman Catholic

- LCMS
- Non-denominational
- SBC
- Evangelical Free
- Assemblies of God
- EPC
- PCUSA
- Wesleyan
- Church of the Nazarene
- Seventh Day Adventist
- Mormon
- ELCA
- Jehovah's Witness

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

- **Christ's Church has engaged extensively in increasing our own spiritual and emotional health as a congregation. This has been deepening our ability to help people from all walks of life to feel welcomed and loved in our church. Through our involvement in ministries in the community, we form relationships that allow us to not only invite people to church but also bring them into the congregation.**
- **We recognize we have work yet to do to develop a strategy for increasing our community's awareness of Christ's Church.**

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 website links were appropriate.)

Christ's Church is located in the city of St. Peters, MO, in St. Charles County. St. Charles county is adjacent west of St. Louis county across the Missouri River. Throughout most of the twentieth century, St. Peters was a small farming town. As recently as 1970, St. Peters had a population of only 486. The population rapidly increased to 15,700 by 1980 and within the span of a decade the community changed from a small rural town to a more suburban community. The city continued its rapid growth through the 1980s and by 1990 had a population of

40,660. St. Peters population increased to an estimated 52,575 as of 2010.

The racial makeup of St. Peters is 92% White, 4% African American and 2% Asian. St. Peters' median income is \$74,000, and the median home price is \$168,100, according to the U.S. Census Bureau. About 1.5% of families and 2.7% of the population were below the poverty line, including 2.6% of those under age 18 and 5.1% of those age 65 or over.

Interstate 70 passes through the city, providing a major transportation link.

There are three public high schools within the city limits; Fort Zumwalt South (1,700 students), Francis Howell North (2,100 students) and Fort Zumwalt East (1,300 students.) Some high school students in St. Peters attend schools outside the city limits. Other public schools include Fairmount, Hawthorn, Lewis & Clark, Mid Rivers, Progress South, St. Peters, and Warren Elementary schools; plus DuBray and Fort Zumwalt South Middle Schools. The private high school Lutheran High School of St. Charles County is also in the city limits.

40. Record of last three pastors:

| Name | Dates |
|-----------------|--------------|
| Philip Doeschot | 1989 to 2018 |
| | to |
| | to |

41. Please complete your profile with the following contacts:

| Name | |
|---------------|----------------------------|
| Dennis DuVall | Vice President, Consistory |
| TBD | Classis Supervisor |

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?

- Mission: Christ's Church is called by God, and empowered by the Holy Spirit, to be the very presence of Christ to our lost and broken world, so loved by God.
- Vision: Our vision is to be recognized as a leader in making a difference in the lives of people. This comes from our passion to be the lens through which others can see Christ.

2) What goals have been developed from your mission and vision over the next 5 years? (Example new programs or outreach ministries.) Include long range or strategic plan.

5 Year Vision

- We cannot do anything without first being a healthy, obedient congregation who worships God regularly and with passion.
- As a healthy congregation, we can then attract others to Christ by entering into relationships with those outside our church walls.

- Finally, we serve Christ both locally and globally as an expression of the sacrifice he made for us on the cross.

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

- Christ's Church has a diverse, yet complementary, array of strengths. The congregation is anchored by a rich prayer life and missional attitude, which translates into a welcoming community where people quickly become part of the family. Members take heartfelt initiative in caring for the sick, elderly, and disabled within their midst. A dedicated, inter-generational core membership with an outward focus is evident by significant community involvement and strong, long-standing missionary relationships. Our congregation's diverse set of backgrounds is accentuated by a strong relationship with Renewing Life church, which is a primarily African-American congregation that is dedicated to its partnership with Christ's Church and diversity in their own congregation.
- Christ's Church's logistics are in good-order. The building and facilities are in good-shape and the church is financially secure with well-managed debt. We have several staff members who employ their skills in leading worship, administration, facility supervision, and childcare.
- In addition, several members have theological training which they willingly give in the service of ministries, teaching, and preaching. With the coming pastoral transition, our leadership is ready to sincerely embrace innovation and change.
- The congregation and its leaders are enthusiastic about opportunities for continued training and learning as we seek to enhance our faith and ministries.

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

We are excited to continue embodying our mission by showing the love of Christ through the way we live and engage in the community, both believers and non-believers. Some examples within the church include:

- Supporting and serving our children more effectively while sustaining a strong community of parents who support each other
- Our relationship with Renewing Life has been a significant source of blessing, and we desire to continue and strengthen that relationship
- We are excited about the ways we can learn to grow and embrace vision and opportunity for Christ's Church

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

We hope to grow:

- Wider through creating more opportunities for ministry, building up our youth ministry, and encouraging continued diversity
- Deeper through

- o ministries of racial reconciliation and
- o increased discipleship
- Stronger by increasing our community's awareness of Christ Church's identity and mission.

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

We hope that a visitor to Christ Church would clearly see a representation of Christ through the way we live and love: caring for each other and the community.

7) Name at least one challenge facing your new pastor.

The main challenge facing our new pastor will be in replacing the founding pastors who have been here for 29 years. While we are excited to embrace change that a new pastor will bring, we recognize that we are not free from baggage that may hinder our enthusiasm, e.g. past endeavors that did not work out. We are also a smaller congregation with wide generational demographics, yet limited resources in comparison to larger, nearby churches.

8) Describe your vision and hopes for your church and your pastor over the next 5 years.

- We hope to foster our heart for outreach through intentionally developing the spiritual growth of the staff, consistory and the congregation.
- We also hope to grow in discipleship in conjunction with support for children, youth and young adult ministries.
- We envision a pastor with passion and enthusiasm who is willing to share leadership in pastoral care, preaching, and teaching while leading us in strengthening our relationship with Renewing Life Church.

9) Explain what ever else you would like your potential pastor to know about your church.

We know that change and different approaches to ministry will come with a new pastor, and we hope we are ready to embrace it.:-) We are a family oriented church who enjoy fellowship with each other outside of worship services (especially when there's food!). Although there is only one worship service now, we are interested to add additional services whether that be on Sunday or a different day of the week. We also have a pastor, Stephen Schwander, who led a church for 13 years in New York and has transitioned into full-time employment in business. He blesses our church by supporting the pastor and engaging in the ministry of the church. Finally, we are open to having a diverse candidate as the pastor and currently have women in leadership positions.

Reformed Church in America
Office of Ministry Services

Release Statement

(Full Church Name)

We, _____, 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.

Signature of Search Team Chairperson or Designated

Date