

CHURCH PROFILE FORM

Church Information:

Name: Tacoma Christian Reformed Community Church _____

Location of church [City, State/Province]: 2419 E 72nd St, Tacoma WA 98404 _____

Classical Church Counselor: Rev Mark Haitzma (Olympia CRC) _____

Search Committee Contact:

Name: Kevin Mensonides _____

Address: 12218 141st St E, Puyallup WA 98374 _____

Home: (253) 881-1955 Cell: (253) 906-9927 Work: _____

Email address: kmensonides@gmail.com _____

Community Setting:

Location

Rural

Small Town

Metropolitan

Suburban

Inner City

Small City

Function

Industrial

College/University

Agricultural

Recreational

Military

Bedroom Community

Growth

Growing

Static

Declining

Approximate population of community: Tacoma - 220,000, County - 921,000,
98404 Zip Code - 36,750

Church Profile:

We are open to:

- Male and Female pastors Female pastors only Male pastors only

List all staff positions: Senior Pastor
Worship/Youth Director
Administrator
Office Manager

Position Available: Senior Pastor

Date of vacancy: 06/01/2023

General position description:

(See attached job description)

The primary duties of the Senior Pastor will be:

- Preaching of the Word
- Administration of the Sacraments
- Support of the spiritual needs and pastoral care of the congregation
- Attending to catechetical instruction of the youth and congregation
- Training members for service
- Engaging in and promoting evangelism and missions
- leading associate pastor(s)

- Full-time Part-time

Bi-vocational position?

- Yes No

Number of years preferred of ministry experience of potential candidate: TBD ?

Required languages: English

Church Demographics:

Average Sunday attendance: 140

Active adult professing members: 173

Profile of church members:

Age:

11 % 0-11 9 % 12-18 15 % 19-24 6 % 25-34
13 % 35-49 19 % 50-64 27 % 65+

Occupation:

17 % Business 17 % Professional 15 % Trades 5 % Stay-at-home parent
1 % Agriculture 27 % Retired 15 % Student 3 % Other

Percentage of members belonging to the congregation:

Less than 5 years 23 %
5-10 years 19 %
10 or more years 58 %

Racial/Ethnic composition of congregation and surrounding community:

Congregation: Cauc 90%, Pacific Island/Asian 5%, Hisp/Latino 3%, Afr Ame 2%
Community: Cauc 40%, Hisp/Latino 19%, Asian 16%, Afr Amer 11%, Other 14%

Composition of congregation:

Mono-Cultural

Multi-Cultural

Specific Ethnicity (specify:

)

List the last three persons in this position:

1. Clay Warren
2. Neil Culbertson
3. Rod VanderLey

Worship:

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

Plan music, lead music, offer congregational prayer, make announcements, communion preparatory thoughts, children's message (occasionally), Ministry moments (1X per month), Journey of Faith/Personal Testimony (1X per month)

Describe the worship services in your church:

A regular service includes three songs before prayer & announcements and the sermon and a song of response after the sermon. Occasionally, the church will sing the Doxology as the song of response after the benediction. TCRC features a blended service of contemporary songs and hymns (traditional), though they stay away from the repeating chorus and would not be considered contemporary by most definitions. The style of worship aims to meet the needs of different generations within the church. Emphasis is put on participatory/congregational worship. Instruments utilized include acoustic guitars, organ, drums, piano, bass guitar, and electric guitar. Around 3-5 singers lead the congregation, with one singer functioning as the worship leader

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

Sunday School - ages 3-18, Adult Sunday School
Children's Church - ages 3 through 2nd grade
Small Groups
Mens and Womens Bible Studies

New Member Class
Youth Group (Forged), Gems, Cadets
VBS (Summer)
Alpha

Building/Financial:

Present annual budget: \$456,673

Last year's annual budget: \$451,289

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

Budget	92.5%
Denominational Ministry Shares	100% pledge fulfilled
Classical Ministry Shares	100%

Amount contributed above budget and ministry shares: \$97,159

Specify (optional): Benevolence, Building Fund, Outside Ministries, Misc.

Facilities:

Describe facilities: 14,000 sq foot facility, Sanctuary seating of 271, 2 multi-purpose rooms, 10 classrooms, main level Nursery, Church offices, kitchen, conference room, large entryway (remodeled in 2017), family restroom, soccer field, parsonage

Are your buildings adequate for your ministries? Yes No

If no, please explain:

Is a building program projected? Yes No

If yes, describe what and when:

Does the church own a parsonage? Yes No

Location of office or study: currently at parsonage

Compensation:

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

Compensation Survey for our area:

If other, please specify:

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

\$

or

3

%

Housing:

- Housing allowance
- Parsonage only
- Either of the above

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
- 4 Annual vacation (# weeks)
- Other (please specify) HSA, Long-Term Disability, expense account, cell phone stipend

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

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

	Contemporary	Mostly contemporary	Blended	Mostly traditional	Traditional	
Contemporary	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	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="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Pastoral staff

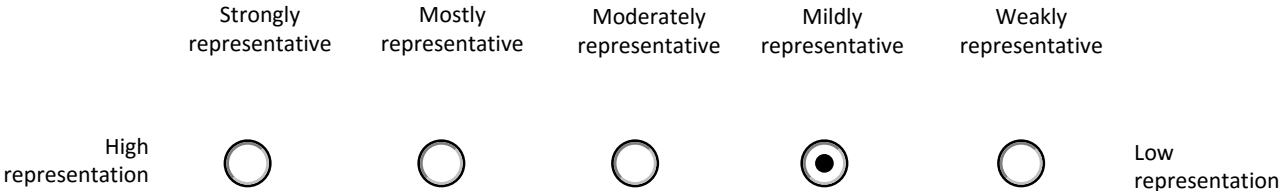
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through

	No specific ministries	Ministries for a few groups	Ministries for selected groups	Ministries for most groups	Ministries for all groups	
Informal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Formal

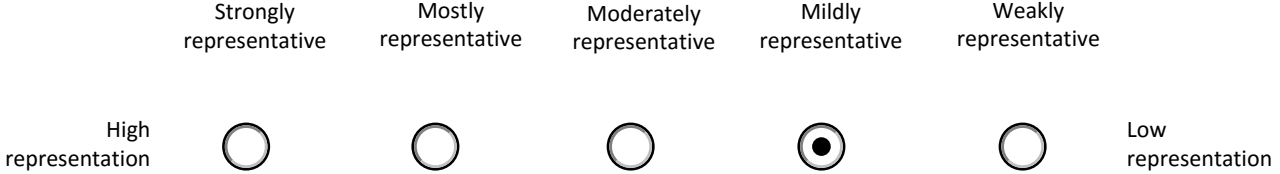
In our church, EVANGELISM STRATEGIES AND METHODS are

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

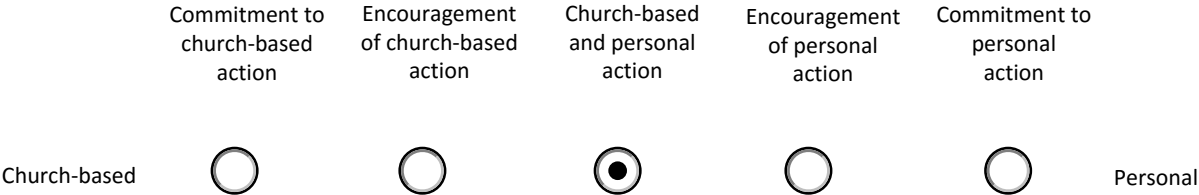
Our church is representative of the ECONOMIC DIVERSITY of our community



Our church is representative of the ETHNIC DIVERSITY of our community



Our church's RESPONSE TO COMPASSION, MERCY, AND JUSTICE NEEDS is



Our church's MISSIONAL FOCUS is



Narrative:

In what ways does your church participate in ecumenical activities?

Share building with Immanuel RCA (Kenyan RCA)
Bridges of Love (formerly Love Inc)

Reflect on your strengths/gifts as a church:

- Wide variety of backgrounds
- Friendly, supportive, caring about one another
- Meeting people where they are
- Multi-generational

Reflect on your passions as a church:

Mission: Glorifying God by introducing people to Jesus Christ and encouraging one another to grow in Christ through love, joy and compassion

Core Values:

- The Bible is the foundation for all we do and teach
- Everything we do is covered by prayer
- We are a strong church community which cares for the community around us
- In response to God's gifts to us, we show our devotion to Him through use of our time, talents and treasures
- We gather young and old to worship God and to celebrate His work in our lives
- All of our Ministries are used to reach people for Jesus Christ

List specific problems with which your congregation struggles:

- Geographically spread out
- Commitment -difficult to find volunteers
- Priorities/Time Management - families are too busy to become involved in activities and/or volunteer

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

Yes

No

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

- Pandemic
- Deaths of key members

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

Key Objectives:

-Embracing all people and affirming their value in Christ

As ambassadors for Christ and His love, we are building a community that is strengthened by genuine and deep relational bonds. This fosters an environment where people experience their value in Christ and are drawn closer to Him. We will reach out and welcome people from our communities to join us as we grow in love for God and one another.

-Together we learn to lead people toward continual spiritual growth in Christ and to a lifestyle of discipleship which includes investing in one another's spiritual development

Our desired result is that people will grow in our personal relationship with Jesus Christ. Together we will continue to move forward from our current point to a deeper relationship with Jesus Christ by greater spiritual disciplines.

Describe what being Christians of Reformed accent means to you:

Through the calling illustrated in the cultural mandate, we enter into the world, transform culture, and steward creation, progressing the Kingdom of God. We are the salt and light of the earth. Everything we do--work, play, creation--is impacted by our relationship with the Lord."

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

Governance

Ministry Share Pledge

Resource for curriculum and all things church

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

- shift of priorities (kids sports, etc.)
- gender identity, same sex marriage, etc
- political diversity

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

- Organized in 1968 with 55 families and 14 single adults
- Building expansion including classrooms and auditorium expansion in 1979
- Pastor Rod retires after 36 years

(see attached pamphlet - "TCRCC History - Celebrating our 60th Anniversary 1958-2018" for full list of important events)

Leadership:

How many council members does your church have? 12 + 2 women advisors

What is the length of term for council members? 3 years

How often does the full council meet? monthly

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

Elders (6) - spiritual care, discipline

Deacons (6) - benevolence/finance