

# CHURCH PROFILE



211 Stonehenge Drive  
Ancaster, Ontario  
L9K 1R4  
CANADA

## Contents

**Welcome**

**Overview**

Part I - Church Information

Part II - Building/Financial Information

Part III - Church Characteristics

Part IV - Leadership Expectations

Part V - Church History

Part VI - Other Information

- Appendices:
- A. Congregational Questionnaire
  - B. Church Budget - 2011
  - C. Congregational Master Plan (2000)
  - D. Mission Statement - Core Values
  - E. 5-Year Goals for Meadowlands Fellowship CRC (June 2011)

## Welcome

At Meadowlands Fellowship (MFC) we believe Jesus himself comes as an *invitation* from God... to experience His world changing love... and to follow him is to reflect that same *inviting*, rich and *welcoming* love. Our vision is that every person, “*Come and See*” a Christ-inspired community that is open and safe, warm and authentic, and full of opportunities to make a world-changing difference in our neighbourhoods, our city and the world.

Our logo symbolizes the source of this vision and how we attempt to give shape to it as a community. The cross stands at the dynamic center of three stretching circles. This represents how Christ’s death and then resurrection life opens the way for us to **meet God**, how he gathers us into one body to **minister to one another**, and then how he sends us to do **His mission** from the Meadowlands to the world.

## Overview

The Meadowlands Fellowship CRC of Ancaster is a young congregation on a Spirit-led journey. This journey began in 1989 with a core of families from other Hamilton area churches, mainly Immanuel and Ancaster. For 16 years it met in the cafeteria of the Hamilton District Christian High School. In 2005 the church moved into its own facility on the southern edge of the Meadowlands neighbourhood of Ancaster. The church has experienced slow, but steady, growth over the years.

Meadowlands Fellowship is perceived to be a caring and welcoming congregation with programs and staff intentional in keeping its members connected. It places high priority on sound biblical preaching and teaching, and meaningful worship and music. Its worship style is contemporary/liturgical. The singing is accompanied by piano and/or music team consisting of lead singers, guitars, drums, harmonica, flute, etc. Recently the evening services have been partially replaced by small group education or praise activities (OASIS).

Meadowlands Fellowship has a vigorous children and youth program, consisting of Sunday school, GEMS, Cadets, Youth Group, and Young Adult Group. Adult education takes place in the OASIS program, Coffee Break, Bible study groups. The church has regularly held Alpha and Women’s Bible Studies, such as Beth Moore programs. The Coffee Break Program spawned a successful English-as-a-Second-Language component to serve recently-arrived Korean women of the community.

Two pastors have shepherded and served the congregation: Pastor Peter Hoytema from 1990 to 2000 when he accepted a call to New Jersey, and Pastor John Bowers from 2001 to early this year when he was called to initiate a church plant in Milton, Ontario.

Over the years Meadowlands Fellowship moved from a traditional consistory-style governance and spiritual care, to one which included pastoral care workers. This eventually transformed into a reorganized council with administrative and pastoral elders and deacons, both men and women. The administration of the church is the responsibility of the administrative elders. The leadership team is a gathering of representatives from all the committees (administrative elders, pastoral elders, deacons, pastor, staff) for the purpose of discussing the triumphs and challenges of ministry and discerning the Spirit's leading for our church. For spiritual care the congregation is divided into pastorates, rather than the traditional elder districts. These pastorates, each led by

a pastoral elder and a pastoral deacon, meet once a month after the Sunday morning service (as an extension of it) at a member's home for fellowship, food, and discussion.

Although Meadowlands Fellowship subscribes to the importance of local evangelistic ministries, it recognizes that its involvement is less than it could be. The mandate of each pastorate is to include a community service project among its activities. Partly because the pastorates are relatively recent, the outreach projects are still in a stage of development. The congregation runs an annual Vacation Bible School, participates in the Neighbour to Neighbour Food Bank collection, invites the neighbourhood to special services, and takes part in community ecumenical worship services.

Meadowlands Fellowship has an interest in global aid and missionary outreach. It has an active relationship with a sister church in Alikalia, Sierra Leone, where it also supports a poultry development project.

The congregational demographics indicate a high percentage of Meadowlands Fellowship's members are involved in education, at the primary, secondary and post-secondary levels. The members live throughout the greater Hamilton area, including Hamilton, Ancaster, Caledonia, and Brantford. The location of the church is just north of the property of Redeemer University College. Consequently a sizeable group of Redeemer students attend the worship services, some of whom also participate in the regular programs of the church.

The Meadowlands neighbourhood, within which the church is located, is one of the more affluent regions in the area. The average household income is about 50% higher than the average household income in Hamilton. Only a few members of the congregation live in this neighbourhood, which brings unique challenges to the congregation for outreach in the immediate vicinity of the church.

In general there is an atmosphere of unity and tolerance within the congregation. During its existence the congregation has navigated the changes within the denomination with less discord than many congregations, but has not been without serious reflection and discussion of issues, even with some significant differences of opinion.

In its recent long-range plan Meadowlands Fellowship seeks to foster a sense of God's presence and action in all of life. To obey Him includes ministering to one another by means of providing Christ-like support of fellow church members and walking with those of the community who do not know Jesus as their Saviour. For the immediate future the congregation has made a commitment of mentorship, in particular for the youth, but not limited to them. The congregation is blessed with many gifts among its members and with a willingness to use them. These are evident as members volunteer for hospitality, prayer, music, cleaning and maintenance of the building and grounds, teaching and leading children and youth, art, leadership, pastoral care, etc. The challenge of the congregation is to make use of these without becoming overextended.

Meadowlands Fellowship looks to the future with hope that is derived from a knowledge that the Lord watches over all.

**Part I: Church Information**

1. Name: **Meadowlands Fellowship Christian Reformed Church**

Address: **211 Stonehenge Drive, Ancaster, Ontario L9K 1R4 CANADA**

Telephone: **(905) 304-4219**                      Classis **Hamilton**

2. Search Committee Chairperson: **Wytse (Vince) van Dijk**

Address: **1 Daytona Dr., Hamilton, Ontario L9C 3Z9 CANADA**

Telephone: **(905) 387-0250**

3. Classical Church Counselor: **Rev. William Veenstra**

4. List all paid staff positions:

<b>Pastor</b>	<b>Full time</b>	<b>X</b>	<b>Part time</b>	<b>_____</b>
<b>Administrative Assistant</b>	<b>Full time</b>	<b>_____</b>	<b>Part time</b>	<b>X</b>
<b>Connections Coordinator</b>	<b>Full time</b>	<b>_____</b>	<b>Part time</b>	<b>X</b>
<b>Worship Coordinator</b>	<b>Full time</b>	<b>_____</b>	<b>Part time</b>	<b>X</b>
<b>Custodian</b>	<b>Full time</b>	<b>_____</b>	<b>Part time</b>	<b>X</b>
<b>Position Available: Pastor</b>	<b>Date of vacancy: Feb. 2011</b>			

5. Membership

a. Number of church members (families):

	<u>Five years ago</u>	<u>Currently</u>
Professing	<b>212</b>	<b>240</b>
Non-professing	<b>159</b>	<b>171</b>
Total	<b>371</b>	<b>411</b>
<b>Adherents</b>		<b>42</b>
<i>(Regular attenders who are not officially members)</i>		

b. Profile of church members:

**Age:**

0-11 (23 %)    12-18 (15%)    19-24 (9%)    25-34 (10%)

35-49 (25%)    50-64 (10%)    65+ (8%)

**Occupation:**

Business (16%)    Educator/Professional (39%)    Trades (4%)

Stay-at-home parent (5%)    Agriculture (1%)    Retired (13%)

Other (Student, Non-Profit, Part-Time, Unemployed) (22%)

c. Educational level of adults:

some high school or less (4 %)    high school (10%)

college/university (61%)    graduate school (25%)

d. Percentage of members belonging to the congregation:

Less than one year (5 %)    5 years or less (10 %)

6-10 years (20 %)    10 or more years (65 %)

e. Racial/Ethnic composition of congregation:

Asian - 6 %    Caucasian - 94 %

6. Worship

a. Worship Times :

**10:00 a.m.** - Weekly

Pastorate Meetings are held on second Sunday of each month following morning Worship Service.

**6:00 p.m.** - 18 Sunday evening SMALL GROUPS (OASIS)

7 Sunday evening RENEW (Thematic Services)

b. Frequency of Communion celebration: **12 times per year**

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

**The Worship Coordinator schedules various participants in worship services and selects songs/hymns. Congregational Prayer (known as Community Prayer) is led by elders and gifted congregational members. The church seeks to involve children in worship. Scripture Reading and Prayer of Illumination are led by various congregational members. Several members are creatively involved in visual arts and on occasion in the dramatic arts. A committed group of volunteers supports the sound and projection needs.**

d. Style of liturgy used in your worship (e.g. traditional, contemporary, variety):

**Contemporary, yet liturgical.**

e. Type of music used in worship (e.g. traditional, contemporary, variety):

**Blended, led by Praise Team (no organ), assisted with pianist on grand piano, drums, guitars, flute, trumpet, harmonica, etc.  
Occasional evening worship services are led with piano accompaniment.**

## 7. Church/Sunday School

a. Average attendance in Church School:

(under 18 years: **55-60 Church School, 20-25 Youth Group**)

b. Average attendance in Adult Education on Sunday evenings (OASIS): **50**

(OASIS stands for One Another Serving in the Saviour)

## 8. Community Setting

a.	<u>Location</u>	<u>Function</u>	<u>Growth</u>
	<input type="checkbox"/> Rural	<input checked="" type="checkbox"/> Industrial	<input checked="" type="checkbox"/> Growing
	<input type="checkbox"/> Small Town	<input checked="" type="checkbox"/> College/University	<input type="checkbox"/> Static
	<input type="checkbox"/> Metropolitan	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Declining
	<input checked="" type="checkbox"/> Suburban	<input type="checkbox"/> Recreational	
	<input type="checkbox"/> Inner City	<input type="checkbox"/> Military	

b. Approximate population of community: **520,000 in Greater Hamilton area**

c. Racial/Ethnic composition of community (**Ward 12 – Hamilton**)

South Asian (**3.5%**)      Caucasian (**92% %**)      Chinese (**4.6 %**)

## 9. Program Information

\*Indicate leadership role expected by number:

1. Pastor takes primary initiative and responsibility.
2. Pastor and laity share responsibility.
3. Laity takes primary initiative and responsibility
4. Pastor does not serve on this committee

<b>Name</b>	<b>Purpose of group</b>	<b>Number of members</b>	<b>Frequency of meetings</b>	<b>*Leadership role</b>
Full Council	Governance	22	Quarterly	2
<b>Elders:</b> Administrative Pastoral	Spiritual Care	4 9	Monthly Monthly	2 2
<b>Deacons:</b> Administrative Pastoral	Benevolence & Local Missions (All deacons are affiliated with a Pastorate)	2 7	Monthly Monthly	3 3
Leadership Team	Seeks to serve Council as a goal setting gathering of key leaders from all the ministry areas or committees of the church including worship, prayer, youth ministry, adult ministry, pastoral ministry, missions, deacons and the committee of administration.	8	4-6 times per year	2
Committee of Administration	To manage the administrative aspects of MFCRC, to ensure that the resources and facilities with which we have been entrusted are used efficiently and effectively for the furthering of God's Kingdom. To ensure that the facilities are in excellent condition to enable others to carry out their tasks.	4-5	10+ times per year	4
Youth Ministry Encouragement Team	Supports, encourages, and advocates for all youth leaders in the church, starting from infant, right up to completion of youth group.	4	5-6 times per year	4
Koininia Committee	To invite, welcome, and enfold both new members and those who come as seekers from the outside community. Exists to support connections coordinator.	5	Bi-monthly	4
Library Committee	To catalogue, process and make available to the members of MFCRC all material for the activities and programs in which the church is involved. To also provide material on topics of interest to the congregation or to specific groups within the congregation for communal and individual spiritual growth.	8	bi-monthly or as necessary	4
Missions Committee	To encourage and support world missions, our world missionaries, as well as those who travel on short term missions. This includes nurturing our relationship with our sister church in Alikalia, Sierra Leone.	7 members (including two missionary deacons)	Once a month	4

Visual Art Committee	The visual arts committee at Meadowlands Fellowship was established in recognition that worship is multi-sensory, and engages the worshipper in an emotive rather than rational way.	5	Quarterly	4
Prayer Group	Prayer before service	5	Sunday	4
	Prayer Teams after service in Prayer Room	2	Sunday	

**Part II: Building/Financial Information**

1. Present annual budget - 2011:     **\$ 419,000.00**  
Last year's annual budget - 2010: **\$ 401,000.00**

*(Copy of 2011 Church Budget is attached – Appendix B)*

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

Budget:                   **100%**  
Ministry Shares: **100% Classical & 30% Denominational**  
*(To be increased by 10% each year)*

3. Contributions to various Mission organizations include:  
**Mission Fund, Isaiah Fund, Alikalia - Sierra Leone, Home Missions, Olive Branch, Living Rock, Neighbour to Neighbour, CRWRC, EDU Deo, among others.**

4. Property owned by church:

- a. Describe buildings and property (other than parsonage):

**The church building was completed in 2005. All rooms are on one level with the Sanctuary located in the centre of the building. Meeting rooms are located on the periphery.**

- b. Are your buildings adequate for your present program?

Yes **X**                   No \_\_\_\_\_

- c. Is a building program projected?

Yes \_\_\_\_\_                   No **X**

- d. Does the church own a parsonage?

Yes \_\_\_\_\_                   No **X**

5. Office/study:     **X** In Church     \_\_\_\_\_ In Parsonage     \_\_\_\_\_ Other  
                          \_\_\_\_\_ Not Provided

6. Compensation:

- a. The salary range we are prepared to offer our new pastor is:  
**Negotiable.**

The average annual increase for this position over the past three years is:  
**Cost of Living Allowance.**

b. Housing:

Housing allowance (pastor owns house)

Parsonage only

Either of the above

c. Benefits and expenses (\*Please specify denominational or other)

- |                                  |                                     |
|----------------------------------|-------------------------------------|
| 1) <b>\$ 8,100</b>               | Pension*                            |
| 2) <b>\$ 3,700</b>               | Medical insurance*                  |
| 3) <b>included in Health</b>     | Life insurance*                     |
| 4) <b>\$ 3,208</b>               | Social Security (amount)            |
| 5) <b>\$ 2,600</b>               | Travel/mileage (amount)             |
| 6) <b>\$ 1,500</b>               | Continuing Education funds (amount) |
| 7) <b>None</b>                   | Continuing Education annual leave   |
| 8) <b>4 months every 7 years</b> | Sabbatical leave (policy regarding) |
| 9) <b>Included in Cont. Ed.</b>  | Book allowance (amount)             |
| 10) <b>4 weeks</b>               | Annual vacation (# weeks)           |

### Part III: Church Characteristics

Our congregation...	<u>Currently</u>				<u>Need for Growth?</u>			
	Agree		Disagree		Agree	Agree Least		
1. supports the pastor.	<b>1</b>	2	3	4	1	<b>2</b>	3	4
2. readily shares their gifts with the rest of the congregation.	1	<b>2</b>	3	4	1	<b>2</b>	3	4
3. places a high priority on sound biblical preaching.	<b>1</b>	2	3	4	<b>1</b>	2	3	4
4. gladly welcomes visitors and new members.	<b>1</b>	2	3	4	<b>1</b>	2	3	4
5. is involved in local evangelistic ministries.	1	2	<b>3</b>	4	<b>1</b>	2	3	4
6. is often found living their faith in their communities.	1	2	<b>3</b>	4	<b>1</b>	2	3	4
7. has a spirit of unity.	1	<b>2</b>	3	4	1	<b>2</b>	3	4
8. cares about each other.	<b>1</b>	2	3	4	1	2	<b>3</b>	4
9. looks to its council for leadership.	1	2	<b>3</b>	4	1	2	<b>3</b>	4
10. ministers well to members who are hurting.	1	<b>2</b>	3	4	1	2	<b>3</b>	4
11. uses members' gifts in its worship.	1	2	<b>3</b>	4	1	2	<b>3</b>	4
12. contains people willing and able to lead the congregation.	<b>1</b>	2	3	4	1	2	<b>3</b>	4
13. is capable of change when and where appropriate.	1	2	<b>3</b>	4	1	<b>2</b>	3	4
14. is spiritually alive.	1	<b>2</b>	3	4	<b>1</b>	2	3	4

The above information was based on the results of a Survey to the Congregation in July 2011. People tended to be agreeable. **Level 1** indicates those most agreeable. **Level 2** indicates those agreeable. **Level 3** indicates responses that were least agreeable.

15. In what ways does your church participate in ecumenical activities?

**Each year on the first Sunday of May Meadowlands Fellowship CRC participates in a combined Ancaster Ministerial Church service at Redeemer University College together with various denominations. The Ancaster Ministerial Association hosts Lenten Lunches which some members of Meadowlands Fellowship CRC attend.**

**Members of Meadowlands Fellowship CRC support all levels of Christian Education that serve the broader Reformed and Evangelical community:**

**Primary - Calvin Christian School; Secondary - Hamilton District Christian High School; University - Redeemer University College.**

**Among other activities, Meadowlands Fellowship hosts a monthly “Let’s Do Lunch.” This is an outreach for the Ancaster community on the fourth Wednesday of each month from September to November and January to May each year. A low-cost lunch is provided for people of all ages.**

16. Describe the strengths of your congregation:

**1. A spirit of unity, respect and tolerance prevails among members of the congregation as well as an appreciation of diversity.**

**2. Meadowlands Fellowship congregation perceives itself to be a caring and a welcoming congregation.**

**3. Meadowlands Fellowship CRC has a strong Church Education program offering Sunday School, Gems, Cadets, Vacation Bible School, an active Youth Group Program which has supported SERVE Teams for some 15+ years, and Adult Education (OASIS), Coffee Break and other Women’s Bible Study groups.**

**4. Meaningful worship includes sound Biblical preaching, meaningful community prayer, and a vibrant music ministry.**

**5. It is a blessing that the giving by members of Meadowlands Fellowship is such that in the last few years the annual operating budget goals have been met.**

**6. Meadowlands Fellowship CRC has adopted an environmental awareness and strives to have low impact. For example, when our new building was designed a committee was assembled to consider ways in which the building could be designed to reduce environmental impact. Innovations such as geo-thermal heating, waterless urinals, automatic shut-off lighting and faucets were incorporated into the design. We received a grant and award from the government as a result of this effort.**

**7. Meadowlands Fellowship CRC has a commitment to global mission and international development. In particular, a sister church in Alikalia, Sierra Leone is supported through prayer, financial gifts, as well as members who visit this church on an annual basis. The church supports a Poultry Project of the Christian Veterinary Association which is also active in Sierra Leone.**

17. List specific problems with which your congregation struggles:

**1. Volunteers: It is sometimes challenging to find sufficient volunteers to assist with the many programs at Meadowlands Fellowship CRC.**

**2. Ministry to Young Adults: A Young Adult group (20 to 30 year olds) has recently been established in which the group is hosted by various members in the congregation on a bi-monthly basis. This group was organized to respond to a need for more fellowship for this important age group. It is challenging due to the nature of this age group having a transient character.**

**3. Outreach: Further outreach is desired in the immediate vicinity of the church.**

**4. Pastorates: There is a need of greater involvement in each pastorate (currently around 50%) as this has become an important component of the Pastoral Care ministry at Meadowlands Fellowship CRC.**

**5. Accountability and discipleship: The incorporation of accountability and discipleship in the church's programs and participation needs to be encouraged.**

18. List major goals that this congregation has set for itself:

**1. Refer to 5-Year Goals for Meadowlands Fellowship (May 2011) - Appendix E**

**2. Refer to 10-Year Master Plan (2000) – Appendix C**

19. a. Has your congregation ever taken disciplinary action against a pastor?

\_\_\_\_\_ Yes                      **X** No

b. Has there ever been an Article 16 or 17 termination in the history of your church?

\_\_\_\_\_ Yes                      **X** No

c. Has there ever been an official ecclesiastical complaint against an elder or deacon of your congregation?

\_\_\_\_\_ Yes                      **X** No

20. Have you completed a Congregational Master Plan? **Yes** Date **2000**  
Have you completed a Mission Statement? **Yes** Date **2005**

**Our Core Values (Expanded in Appendix D)**

**We are excited about the Bible's picture of church as a community, the body of Christ, alive, connected, and moving with purpose. We give expression to this picture through what we believe are three CORE callings—the three M's:**

- **Meeting God**
- **Ministering to one another**
- **Mission of God from the Meadowlands to the world**

Have you completed a Vision Statement? **Yes** Date **2011**

**(See 5 Year Goals for Meadowlands Fellowship – Appendix E)**

## Part IV: Leadership Expectations

The following information was based on the results of a Survey to the Congregation in July 2011. Members of the congregation were asked to choose which twelve qualities of those listed below were most important to them.

### Our church needs a pastor who...

1. is an effective preacher/speaker.
2. continues to develop my theological and biblical skills.
3. helps people develop their spiritual life.
4. helps people work together in solving problems.
5. is effective in planning and leading worship.
6. has a sense of the direction of her/his ministry.
7. regularly encourages people to participate in denominational activities and programs.
8. helps people understand and act upon issues of social justice.
9. is a helpful counselor.
10. ministers effectively to people in crisis situations.
11. makes pastoral calls on people in hospitals and nursing homes and those confined to their homes.
12. makes pastoral calls on members not confined at home or in hospitals.
13. is a good leader.
14. is effective in working with children.
15. builds a sense of fellowship among the people with whom he/she works.
16. helps people develop their leadership abilities.
17. is an effective administrator.
18. is effective with committees and officers.
19. is an effective teacher.
20. has a strong commitment to the educational ministry of the church
21. is effective in working with adults.
22. inspires a sense of confidence.
23. works regularly at bringing new members into the church.
24. regularly encourages support of the CRC's missions and outreach
25. reaches out to inactive members.
26. works regularly in the development of stewardship growth.
27. is active in ecumenical relationships and encourages the church to participate.
28. is a person who cultivates a close, devotional relationship with God.
29. writes clearly and well.
30. works well on a team.
31. is effective in working with youth.
32. organizes people for community action.
33. is skilled in planning and leading programs.
34. plans and leads well-organized meetings.
35. encourages people to relate their faith to their daily lives.
36. is accepting of people with divergent backgrounds and traditions.
37. encourages others to assume and carry out leadership.
38. is mature and emotionally secure.
39. has strong commitment and loyalty to the Christian Reformed Church in North America.
40. maintains confidentiality.
41. is a compassionate and caring person, sensitive to others' needs.
42. deals effectively with conflict.

The ranking order of the above 12 qualities is:

**1, 3, 35, 13, 6, 10, 28, 31, 2, 5, 9, 42**

where **1** represents the quality most frequently selected.

## **Part V: Church History**

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

- 1. The construction of a church building in the Meadowlands community of Ancaster. This has enhanced our ministry both to our members and to visitors.**
- 2. Implementation of a geographic Pastorate Model which seeks to establish regular support for one another. Pastorates are the primary means through which all members and guests alike are intentionally invited to respond to a deepening and tangible experience of belonging to the Body of Christ. These larger gatherings of households (25-45 people of all ages) from a neighbourhood typically meet once a month on Pastorate Sunday after the morning service for food, fun, mutual support. Pastorates are hoped to be a launching pad for local missional impact in their neighbourhood.**
- 3. Transitions of pastors: Pastors leaving and coming have been perceived to have had significant impact on members of the congregation.**

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

- 1. Adoption of a Pastorate Model. Approximately 50% of members participate in Pastorates. It is a blessing to those who attend.**
- 2. Cultivating a Mentoring model of ministry especially to the youth in our congregation.**
- 3. The departure of our pastor to Milton, Ontario.**

**Part VI: Other Information**

1. List the last three persons in this position of Pastor:

Name	Dates of Service
<b>Rev. Peter Hoytema</b>	<b>1990 – 1998</b>
<b>Rev. Bernard De Jonge (Interim Pastor)</b>	<b>Jan – July 2000</b>
<b>Rev. John Bouwers</b>	<b>Oct. 2000 – Jan 2011</b>

2. Please list names of persons whose profiles you wish us to mail to you:

- |    |    |
|----|----|
| 1) | 4) |
| 2) | 5) |
| 3) | 6) |

3. Do you want the MIS to suggest some names of pastors whom you might consider for call? If so, completed profiles will be sent.

Yes  No

4. 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:

No basis for preference

Please consider the following factors which we believe require consideration:

---

---

---

\_\_\_\_\_  
Vice President, Consistory

\_\_\_\_\_  
Classis Church Counselor

## Appendix A – Congregational Survey

Dear Meadowlands Fellowship Church members: Thank you for taking the time to complete our MFC Profile Survey. The responses from this survey will help us develop our Church Profile- an important document in our search for a new pastor. Before beginning the questionnaire we encourage you to prayerfully consider your response and also pray that through this search process we are led by our Lord to the pastor that He has chosen for us. Your answers will be strictly confidential- your information will be coded to remain anonymous. **IMPORTANT NOTE:** The survey must be completed in one session; once you click done you cannot return to the survey. The survey should take about 20 mins to complete. Please start with the survey now by clicking on the Continue button below. Many of the questions were reprinted from the document Church Profile of the Pastor-Church Relations of the Christian Reformed Church in North America with permission; and from The Pastoral Search Journey: A Guide to Finding Your Next Pastor by John Vonhof, with permission from the Alban Institute; Copyright © 2010 by The Alban Institute, Inc. Herndon, VA. All rights reserved. Find out more here: <http://www.alban.org/bookdetails.aspx?id=85660thers>

Q1. Are you male or female?

1. Male
2. Female

Q2. What is your age range?

1. 14yrs - 18yrs
2. 19yrs - 24yrs
3. 25yrs - 34yrs
4. 35yrs - 49yrs
5. 50yrs - 64yrs
6. 65+

Q3. From the following list, please select the description that most closely describes your occupation?

1. Business
2. Non-Profit
3. Professional
4. Trades
5. Stay-at-home parent
6. Educator
7. Retired
8. Student
9. Other

Q4. What is the highest level of education you have completed?

1. Some high school or less
2. High school
3. College
4. University
5. Post-Graduate

Q5. How long have you been attending Meadowlands Fellowship?

1. Less than 1 year
2. 1-5 years
3. 6-10 years
4. 10+ years

Q6. How frequently do you attend the following Meadowlands Fellowship ministries:

	0%-25%	25%-50%	50%-75%	75%-100%
Sunday morning worship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
OASIS (Sunday p.m.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Renew worship(Sunday p.m.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pastorates	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q7. Other than Sunday worship, OASIS and pastorates do you participate in any Meadowlands Fellowship ministries, programs, activities or committees?

1. Yes (list in space below, up to 5 activities etc.)
2. No
3. Not Regularly

Q8. The following are characteristics that could describe our Congregation. Please consider each characteristic and select how much, in your opinion, you agree with each statement. Our congregation...

	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE
1) supports the pastor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) readily shares their gifts with the rest of the congregation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3) places a high priority on sound biblical preaching.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4) gladly welcomes visitors and new members.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5) is involved in local evangelistic ministries.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6) is often found living their faith in their communities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7) has a spirit of unity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8) cares for each other.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9) looks to its council for leadership.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10) ministers well to members who are hurting.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11) uses members gifts in its worship.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12) contains people willing and able to lead the congregation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13) is capable of change when and where appropriate.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14) is spiritually alive.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q9. From the above list, please consider which characteristics are most important for our church to GROW in the future. Select up to 5 characteristics for growth by listing the corresponding number in the space below (For example: 2, 5, 9, 11, 14). There is no rank order.

Q10. Do you feel our church currently ministers well to:(Select all that apply)?

1. Youth
2. Young adults
3. Singles
4. Families
5. Women
6. Men
7. Seniors
8. Elderly

Q11. On a scale of 1 to 5, please indicate whether you feel the following congregational characteristics are strengths or weaknesses of our church:

	1 (Weakness)	2	3 (Neutral)	4	5 (Strength)	N/A
Encourages discipleship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is involved in community outreach	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Encourages global mission support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Encourages Bible study	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cares for the poor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Has a vibrant music ministry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supports council	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provides generous financial support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Has appropriate liturgy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Conducts meaningful worship services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Holds its members accountable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is faithful and nurturing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is environmentally sensitive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participates in the denomination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Engages in adult education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Has a strong Sunday school program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Has a vibrant Vacation Bible School program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Has a clearly defined mission and vision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows strong administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q12. Now, think about our church and what ministry NEEDS (not wants) we have. From the list below, consider which qualities you think are most important for our next pastor to have. Please select up to 12 qualities by checking the box beside the statement. There is no rank order. Our church needs a pastor who...

1. is an effective preacher/speaker.
2. continues to develop my theological and biblical skills.
3. helps people develop their spiritual life.
4. helps people work together in solving problems.
5. is effective in planning and leading worship.
6. has a sense of the direction of her/his ministry.
7. regularly encourages people to participate in denominational. activities and programs.
8. helps people understand and act upon issues of social justice.
9. is a helpful counselor.
10. ministers effectively to people in crisis situations.
11. makes pastoral calls on people in hospitals.
12. is a good leader.
13. is effective in working with children.
14. builds a sense of fellowship among the people with whom he/she works.
15. helps people develop their leadership abilities.
16. is an effective administrator.
17. is effective with committees and council members.
18. is an effective teacher.
19. has a strong commitment to the educational ministry of the church.
20. is effective in working with adults.
21. inspires a sense of confidence.
22. works regularly at bringing new members into the church.
23. regularly encourages support of the CRCs missions and outreach.
24. reaches out to inactive members.
25. works regularly in the development of stewardship growth.
26. is active in ecumenical relationships and encourages the church to participate.
27. is a person who cultivates a close devotional relationship with God.
28. writes clearly and well.
29. works well on a team.
30. is effective in working with youth.
31. organizes people for community action.
32. is skilled in planning and leading programs.
33. plans and leads well-organized meetings.
34. encourages people to relate their faith to their daily lives.
35. is accepting of people with divergent backgrounds and traditions.
36. encourages others to assume and carry out leadership.
37. is mature and emotionally secure.
38. has strong commitment and loyalty to the CRC North America.
39. is a compassionate and caring person sensitive to others needs.
40. deals effectively with conflict.

Q13. In the space below, please identify what you believe to be the most important events in the history of our church. List up to THREE

Q14. In the space below, please comment on what you consider to be the most interesting and challenging event in the life of our church in the past three years



## Appendix B – Meadowlands Fellowship 2011 Church Budget(Proposed)

05/10/2011

### MEADOWLANDS FELLOWSHIP CHRISTIAN REFORMED CHURCH 2011 Budget (Proposed) For the year 2011

	2010		2011	
	Jan - Sep 10	YTD Budget	Budget	Proposed Budget
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
<b>4010 - Member Contributions (Env)</b>				
Pledges			187,570	171,912
Pledges - estimated			121,605	140,599
Additional Donations			11,015	18,294
Subtotal	215,625	240,141	320,190	330,805
<b>4022 - Rental Income (Church)</b>	35,702	30,717	40,956	38,400
Christmas Ticket sales				3,000
<b>4100 - Second Offering Collection</b>	36,667	14,999	30,000	30,000
<b>Total Income</b>	287,995	285,857	391,146	402,205
<b>Expenses</b>				
<b>5000 - Second Collection Payments</b>	36,667	14,999	30,000	30,000
<b>6000 - Facility Costs</b>				
6015 - Building & Property Maintenance	9,052	7,124	9,500	9,500
6016 - GeoThermal Maintenance	3,419	1,876	2,500	4,000
6040 - Insurance - Liability	7,295	5,999	8,000	7,000
6041 - Insurance - Directors Liability	1,280	976	1,300	1,300
6043 - Interest - Mortgage	40,500	54,000	72,000	59,500
6044 - Interest - Other Debt	8,850	8,851	11,800	11,800
6049 - Principal Payment				3,000
6045 - Snow Removal	3,520	3,001	4,000	4,000
6047 - Supplies - Custodial	1,058	1,049	1,400	1,400
6048 - Security	514	599	800	600
6050 - Telephone	2,260	2,412	3,216	3,216
6060 - Utilities	11,774	14,251	19,000	19,000
<b>Total 6000 - Facility Costs</b>	89,523	100,138	133,516	124,316
<b>6100 - Pastoral &amp; Employee Expenses</b>				
6110 - Pastor's Salary	40,667	40,671	54,222	56,879
6115 - Health Insurance Benefits	2,803	2,799	3,738	3,925
6120 - Pension Fund	6,111	6,111	8,148	8,148
6125 - Housing Allowance	15,944	15,943	21,259	21,450
6130 - Professional Development	1,281	1,125	1,500	1,500
6135 - Travel Allowance	1,950	1,949	2,600	2,600
6140 - CPP/ER	4,848	4,725	6,300	6,800
6150 - Secretary	13,028	13,029	17,370	21,141
6160 - Custodian	8,496	8,496	11,328	11,883
6170 - Treasurer	-	-	2,000	500
6180 - Ministry Coordinator - Small Gr	14,704	14,703	19,605	20,566
6190 - Ministry Coordinator - Worship	4,411	4,411	5,881	6,169
<b>Total 6100 - Pastoral &amp; Employee Expenses</b>	114,242	113,962	153,951	161,561
<b>6400 - Administration</b>				
6405 - Bank Charges Including Interest	373	374	500	500
6420 - Church Director/tee	522	600	600	600
6421 - Computer & Software				800
6430 - Council Expenses	178	751	1,000	750
6440 - Equipment Maintenance	-	374	500	500
6460 - Guest Preachers & travel	897	2,250	3,000	1,500
6461 - Leadership Development	-	751	1,000	1,000
6462 - Long Range Planning				1,000
6463 - Membership fees	466	76	100	466
6465 - Miscellaneous	-	824	1,100	250

Page 1 of 2

**MEADOWLANDS FELLOWSHIP CHRISTIAN REFORMED CHURCH**  
**2011 Budget (Proposed)**  
**For the year 2011**

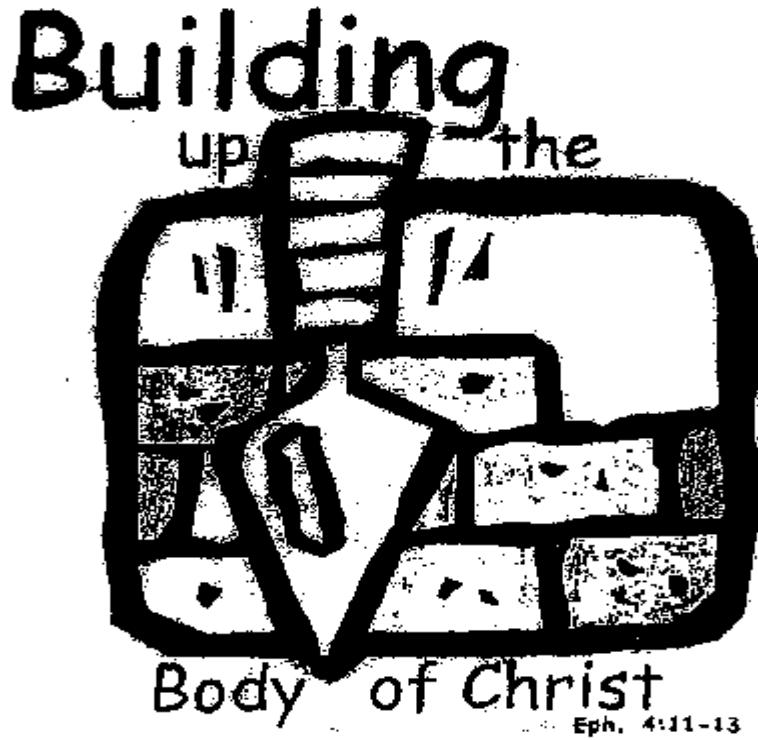
11/10/2011

	2010			2011
	Jan - Sep 10	YTD Budget	Budget	Proposed Budget
6470 - Office Supplies	2,885	3,102	4,137	4,200
6480 - Tithing Envelopes	498	387	516	500
6490 - Yellow Inserts	385	760	1,015	770
6493 - Webette	953	751	1,000	1,080
6495 - Worship	1,587	751	1,000	1,000
6496 - Worship Comm - Visual Arts	548	1,125	1,500	1,500
<b>Total 6400 - Administration</b>	<b>9,291</b>	<b>12,876</b>	<b>16,968</b>	<b>16,416</b>
6410 - Capital Expenses & Equip. Leases	1,699	2,291	3,053	2,864
6700 - Committees, Societies & Other				
6710 - Alpha program/Evangelism	501	450	600	500
6711 - Audio visual	-	-	-	1,000
6715 - Cadets	(238)	751	1,000	1,000
6730 - Catechism	-	301	400	400
6735 - Church School	547	1,350	1,800	1,800
6740 - Coffee and Socials	819	751	1,000	1,200
6742 - Coffee Break	1,063	1,125	1,500	1,500
6743 - Disability	-	38	50	100
6748 - Friendship	-	38	50	-
6750 - GEMS	78	751	1,000	1,000
6790 - Kolonia	(40)	751	1,000	1,200
6790 - Kolonia - Christmas Event	1,000	-	-	3,000
6800 - Library	626	751	1,000	1,000
6820 - Nursery	-	38	50	50
6830 - Prayer Group	-	38	50	50
6832 - Sing-A-Long	-	38	50	50
6835 - Small Group Co-ord. Exp. Budget	418	1,021	1,360	1,480
6840 - Vacation Bible School	679	900	1,200	1,200
6849 - Junior Youth	-	301	400	400
6850 - Youth Group	(576)	3,375	4,500	4,000
6855 - Women's Retreat	-	-	-	-
6860 - Worship Co-ord. Exp Budget	197	374	500	500
<b>Total 6700 - Committees, Societies &amp; Other</b>	<b>5,075</b>	<b>13,142</b>	<b>17,510</b>	<b>21,430</b>
8000 - Ministry Shares - Denomination	8,768	8,768	11,690	19,192
8500 - Ministry Shares - Classes Ham.	15,961	15,960	21,308	24,126
8700 - Rental Costs				
8720 - Cleaning expenses	75	1,125	1,500	500
8740 - Projection	-	225	300	300
8750 - Sound	150	111	150	300
<b>Total 8700 - Rental Costs</b>	<b>225</b>	<b>1,461</b>	<b>1,950</b>	<b>1,100</b>
8800 - Deaconal Ministries	-	900	1,200	1,200
<b>Total Expense</b>	<b>281,470</b>	<b>284,517</b>	<b>391,146</b>	<b>402,205</b>
<b>Net Ordinary Income</b>	<b>6,525</b>	<b>1,340</b>	<b>-</b>	<b>(0)</b>
<b>BUILDING FUND</b>				
Other Income/Expense				
Other Income				
9001 - Debt Reduction (Pledges)	30,789	41,251	55,000	42,000
<b>Total Other Income</b>	<b>30,789</b>	<b>41,251</b>	<b>55,000</b>	<b>42,000</b>
<b>Net Other Income</b>	<b>30,789</b>	<b>41,251</b>	<b>55,000</b>	<b>42,000</b>

Page 2 of 2

Appendix C: Congregational Master Plan, 2000  
(This report is available as a separate document)

REPORT  
OF THE  
LONG RANGE PLANNING COMMITTEE  
TO THE COUNCIL OF  
FELLOWSHIP CHRISTIAN REFORMED CHURCH  
OF ANCASTER  
June 2000  
*Volume I*



## Appendix D: Meadowlands Fellowship Core Values

### Our Core Values

We are excited about the Bible's picture of church as a community, the body of Christ, alive, connected, and moving with purpose. We give expression to this picture through what we believe are three core callings—the three M's:

- Meeting God,
- Ministering to one another
- Mission of God from the Meadowlands to the world

### How is *Meeting God* expressed at MFC?

*"Let us then approach the throne of grace with confidence, so that we may receive mercy and find grace to help us in our time of need." Hebrews 4:16*

*I am the vine; you are the branches. If someone remains in me and me in him, they will bear much fruit; apart from me you can do nothing." John 15:5*

The verses above note two important truths about meeting God through Jesus; we need it..... and we are freed to do it.

And so - confident and expectant - we seek to meet God in both weekly **corporate worship** and through many opportunities of prayer. Each worship service offers a distinct journey; from the band-led blend of contemporary, historic and world music, to the Pastor's Biblical message which speaks from and to everyday life to our own responses of confession, prayer.

You will notice that prayer is also important to us with numerous opportunities for prayer, before, during and after the service. Also there are profound growing and healing opportunities as well through the work of our healing prayer team.

### What is meant by *Ministering to one another*?

*"if one part suffers, every part suffers with it; if one part is honoured, every part rejoices with it. Now you are the body of Christ, and each one of you is a part of it." 1 Corinthians 12:26-27*

*"From him the whole body, joined and held together by every supporting ligament,*

## Appendix E: Meadowlands Fellowship 5 Year Goals

### Proposed Statements of 5-year Goals for Meadowlands Fellowship CRC May 2011

The Long Range Planning Committee submits the following goals and action steps to be enacted<sup>1</sup> over the next five years (i.e. by May 2016):

#### **Meeting God**

**MFCRC will demonstrate and vibrantly communicate how God influences all of our lives in our relationship with God.**

##### **Action Steps:**

1. Have pastorate and/or O.A.S.I.S. curriculum teaching focus on Reformed values
2. Administrative Elders should create an ad hoc committee to:
  - i. Implement a teaching curriculum on Reformed values using resources such as those from Faith Alive (e.g. *Reformed: What it means, Why it matters*, by Robert DeMoor; *Our World Belongs to God*, etc.) and
  - ii. Develop ways to teach us to apply these values in our daily lives at home, work, and school.
3. Integrate and utilize visual and audio resources to enhance our learning experience.
4. Encourage testimonies celebrating the wide variety of experiences of God working in the lives of congregational members. We challenge the pastoral elders to strive to have one testimony per pastorate meeting and one testimony per month in church (e.g. "testimony Sunday").

#### **Ministry to One Another**

**Establish a culture of mentoring and discipleship at MFCRC**

##### **Action Step:**

1. Administrative Elders shall form a team whose responsibility it is to facilitate mentoring relationships, to explore mentoring at other churches and institutions, and to develop training.

**MFCRC will have all youth actively developing their walk with Christ in mentoring relationships.**

##### **Action Step:**

1. Have youth and young adults leading themselves by establishing a youth council.

#### **Mission of God:**

**Each person at MFCRC is encouraged to become a good companion to at least one person who does not know Jesus as Saviour.**

##### **Action Steps:**

1. Pray consistently for those relationships.
2. Continue ministry to children in the Meadowlands community and link their families to the church through ongoing contact.
3. Encourage testimonies:
  - i. from those who have walked with new people coming to faith, and
  - ii. from those who have expressed new-found faith.
4. Council will find ways to teach each member of the congregation how to relate their faith to others.
5. Update the library to include resources to achieve this goal.
6. Continue to develop ways to enfold new members.

---

<sup>1</sup> Each group/committee of the church will be asked to articulate how they might work toward these goals, the Administrative Elders will be charged with administering the overall actions of the long range plan, and the Leadership Team will annually review the progress toward meeting the goals of this plan.