

# CHURCH PROFILE FORM

## Church Information:

- Name: Bradenton Christian Reformed Church
- Location of Church: Bradenton, Florida
- Classis: Southeast

## Search Committee Contact:

- Name: Search Committee
- Address: 4208 26th Street West, Bradenton, FL 34205
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## Community Setting:

- Small city, suburban/recreational community, rapidly growing population
- Approximate population of community: 412,000 (Manatee County)

## Church Profile:

- We are open to male pastors only
- Current staff positions:
  - Senior Pastor
  - Associate Pastor
  - Director of Music and Worship
  - Director of Youth
  - Custodian
  - Director of Technology
  - Financial Secretary (part-time)
  - Church Secretary (2, part-time)
  - Accompanist (part-time)

## **Position Available:**

- Senior Pastor

## **Date of Vacancy:**

- January 1, 2024

**General Position Description:**

- Bradenton Christian Reformed Church desires an ordained Pastor of Word and Sacrament who will disciple the people of God by preparing expositional sermons that build up the body and equip them for ministry. This person would serve as the primary preaching Pastor. We desire someone who will join in the fellowship of the church by officiating at special occasions in the lives of the congregation, such as weddings, baptisms, and funerals. BCRC believes that this God-given role is for males according to scripture. We desire a Pastor with 10+ years of ministry experience in a medium to large size congregation. BCRC is an English-speaking congregation, and we would expect our Pastor to possess strong communication and shepherding skills. This is an opportunity for a healthy transition from a long-tenured, beloved Senior Pastor.

**Status:**

- Full-time
- Not a bi-vocational position

**Preferred Ministry Experience:**

- 10+ years

**Required Language:**

- English

**Church Demographics:**

**Average Sunday attendance:**

- 250 (Summer)
- 500 (Winter)

**Active adult professing members:**

- 400

**Profile of church members:**

- Birth – high school: 53
- College and singles: 44

- Working families: 90
- Empty nesters: 46
- Retired active: 115
- Retired inactive: 48

**Composition of the congregation:**

- Multi-cultural

**List the last three persons in this position:**

- Rev. Gerrit Besteman (serving 2009 – present)
- Rev. Doug Aldrink (serving 1993 – 2008)
- Rev. Harvey Ouwinga (serving 1981 – 1992)

**Worship:**

- BCRC holds two services each Lord’s Day—Morning worship at 9:30 AM and Evening worship at 5:00 PM. We also meet for worship on Maundy Thursday, Thanksgiving Day, Christmas Eve, and Christmas Day. Christmas Eve and Day are identical services.
- We have a full-time Director of Music and Worship who is responsible for planning the liturgy under the supervision of the Senior Pastor. Each service is planned on the basis of the sermon text/theme of the morning/evening when possible. BCRC is blessed with many gifts from its membership with many people participating in the worship service weekly. This includes a Praise Team (8 singers), Summer Choir (20 people), Worship Choir (45 people), Tech Team (4 people for each service), Communion prep (8 people), 6 instrumentalists (including one paid accompanist), Handbell Choir (12 people), and dozens of Ushers, Greeters, Nursery and Children’s Worship workers.
- We are a Creedal and Confessional Church. Our liturgy is rooted in a historic Reformed order of worship based on Isaiah 6. We believe that God works primarily through the means of grace when his people gather each Lord’s Day. Our preaching is a historic-redemptive form with an occasional topical form when needed. Sunday evenings are focused on catechesis. We celebrate the sacrament of the Lord’s Supper monthly.
- Our music is blended (organ, piano, drums, guitar, cello, horn) in the AM services and more traditional in the PM (piano and organ). BCRC has a song canon committee that reviews music for congregational singing.

**Building/Financial:**

- Present annual budget: \$983,766
- Last year's annual budget: \$862,686
- Faith Promise Annual Giving: \$116, 496 (in addition to the annual budget)
- Current CRC Ministry Shares: 10% of the annual budget

### **Facilities:**

- BCRC is currently discerning a building project in the future. The current campus consists of 2 main buildings— Sanctuary and Family Life Center. The Family Life Center was built in 2000 and the Sanctuary remodeled at the same time. However, there are many challenges with the Sanctuary that we would like to remedy for future generations to use for God's glory.

### **Compensation:**

- Salary Package: 100k +
- Medical Benefits
- Pension
- Housing Allowance
- Life Insurance
- Social Security
- Mileage
- Continuing Education Time and Funds
- Sabbatical available after 7 years of service
- Annual Vacation Time
- Average annual increase over the past three years: 5%

### **Church Characteristics:**

- Focus of our church ministry: community and current members/participants equally
- In our church, the worship service is designed for: believers
- In our church, the style of music used in the worship service: blended
- In our church, leadership is generally provided by: lay leaders and pastoral staff share leadership
- Our church seeks to encourage spiritual growth through: all groups
- In our church, evangelism strategies and methods are: generally planned
- Our church is representative of the economic diversity of our community: mostly representative
- Our church's response to compassion, mercy, and justice needs is: church-based and personal action
- Our church's mission focus is: mostly local

### **Narrative:**

#### **Ecumenical activities:**

- Founded and supports Bradenton Christian School (including majority board representation from among BCRC membership)

- Contributed to the founding of several local ecumenical ministry organizations
- Partnering with and supporting a host of local ministries

**Reflect on your strengths/gifts/passions as a church:**

- Strong doctrinal, expository preaching
- Commitment to service and generosity among established membership
- Vibrant music ministry
- Vibrant congregational life

**Specific problems with which your congregation struggles:**

- Need for stronger discipleship training
- Retaining membership in a transient geographical community
- Differences in attendance and congregational needs between Summer and Winter months

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

**Mission:**

- The mission of the Bradenton Christian Reformed Church is based on Acts 2:42 and consists of the following: to increase our love for God's Word, to be faithful in prayer, and to stress the importance of fellowship with God and with one another. Being faithful in these things we have the confidence that God will continue to add to our number those who believe.

**Vision:**

- BCRC will proclaim God's word from a historic-redemptive perspective and bring worshippers in a reverential and adoring relationship towards God through blended worship.
- BCRC will faithfully teach the true Word of God with the aim that students of all ages are able to live out their faith through a Reformed world and life view.
- BCRC will continue to commit to the ongoing education of our youth in Christian day school and also actively encourage those who commit to a career in ministry.
- BCRC will do her part to fulfill the Great Commission by locally proclaiming the gospel and faithfully supporting missionaries financially and encouraging them in a variety of other ways.
- BCRC will honor God's covenantal relationship with his elect and encourage true Christian fellowship that includes all members from the youngest to the oldest.
- BCRC will encourage every member to develop and use their God given gifts and talents to help carry out the ministries of BCRC.
- BCRC will have ordained male leadership and be ruled according to a Presbyterian form of Church government.

- BCRC will not waiver in her commitment to honor the historic Christian faith, as expressed in the inerrant and infallible word of God, the ancient creeds (Apostles Creed, Athanasian Creed and Nicene Creed), and Reformed confessions (Heidelberg Catechism, Belgic Confession and Canons of Dordt).

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

- Opportunity to train and mentor young pastors
- Navigating post-COVID congregational engagement

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

- Opportunity for a healthy transition from a long-tenured, beloved senior pastor to his successor

**Describe what being Christians of Reformed accent means to you:**

- Confessional, creedal
- Emphasis on the sovereignty of God
- Recognition of the depravity of man

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

- As a local body seeking to contribute to the work of the kingdom, we join with classis and ministry agencies within the denominational structure.

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

- Apathy among church membership for discipleship
- Lack of spiritual discernment to identify and resist cultural pressures
- Breakdown of the biblical understanding of family
- Yielding to aspects of secularism - such as in matters of identity and human sexuality

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

- Founded a Christian Reformed Church in Bradenton, Florida in 1956
- Founded Bradenton Christian School in 1961
- Completed a major renovation of the church campus in 2000

**Leadership:**

**How many council members does your church have?**

- 20

**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, with the minister(s), oversee the doctrine and life of the members of the congregation and fellow office bearers, exercise admonition and discipline along with pastoral care in the congregation, participate in and promote evangelism, and defend the faith. Elders meet monthly.
- Deacons represent and administer the mercy of Christ to all people, especially those who belong to the community of believers, and stimulate the members of Christ's church to faithful, obedient stewardship of their resources on behalf of the needy. Deacons meet monthly.

**Standing Committees:**

- Education Committee
- Faith Promise
- Outreach Committee
- Fellowship Committee
- Worship Committee
- Property Committee
- Tuition Assistance Committee (TAC)
- Information Technology (IT) Committee