



EXETER

CHRISTIAN REFORMED CHURCH

CHURCH PROFILE (ExeterCRC)

Church Information:

Location: Exeter, Ontario

Website: exetercrc.on.ca

Classical Church Counselor: Rev. Martin Dam, Stratford CRC (Classis Huron)

Search Committee Contact:

Name: Sylvia Hulshof

Address: 70518 Parr Line, Crediton, ON

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Email: pastorsearch@exetercrc.on.ca

Community Setting:

Location: Rural ♦ Small Town

Function: Agricultural ♦ Bedroom Community

Growth: Growing

Population: Exeter – 4,694; Municipality of South Huron – 10,096

*For more information view the [Municipality of South Huron Community Profile](#)
demographics ♦ labour force ♦ taxation ♦ quality of life ♦ real estate
transportation ♦ education ♦ utilities ♦ companies*

Church Profile - Roles:

Staff positions:

- Pastor (full time – office in the church)
- Administrator (part time onsite)
- Treasurer (part time offsite)

Contract Positions:

- Custodian (part time)
- Groundskeeper (part time)

Position Available:

Pastor (Date of vacancy: February 1st, 2022)

- *We are open to male and female Pastors*
- *We have no preference on the years of ministry experience*
- *Required language is English*

General position description:

To minister to the congregation of the Exeter CRC as together we discern God's vision and mission for our church and community. The Pastor of the Exeter CRC is a fulltime position (not bi-vocational) and is currently the sole ministerial staff position.

The Exeter CRC is seeking a servant-leader to fulfill the calling of the Minister of the Word "to proclaim, explain, and apply Holy Scripture in order to gather in and equip the members so that the church of Jesus Christ may be built up" (Article 11, CRCNA Church Order and Its Supplements).

God has given everyone different gifts and abilities... "There are different kinds of gifts, but the same Spirit distributes them. There are different kinds of service, but the same Lord. There are different kinds of working, but in all of them and in everyone it is the same God at work. Now to each one the manifestation of the Spirit is given for the common good" (1 Corinthians 12:4-7). With the help of the Holy Spirit, and the support of the Exeter CRC congregation, it is our prayer that the new Pastor will be able to utilize and develop their unique gifts to further God's Kingdom in Exeter. Below is a framework for the role of Pastor at the Exeter CRC:

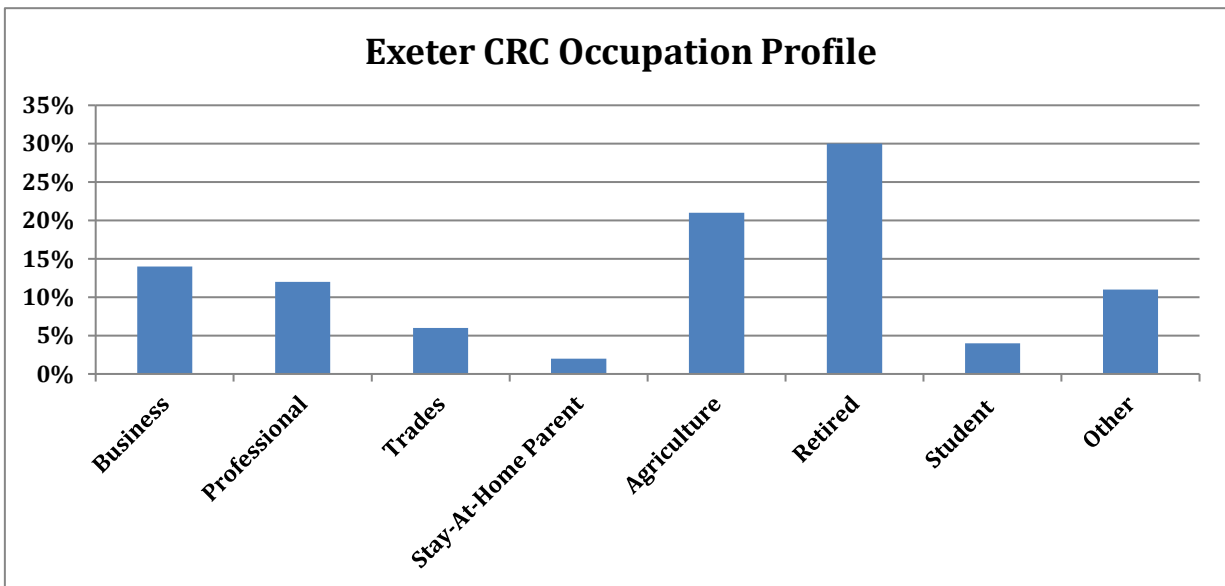
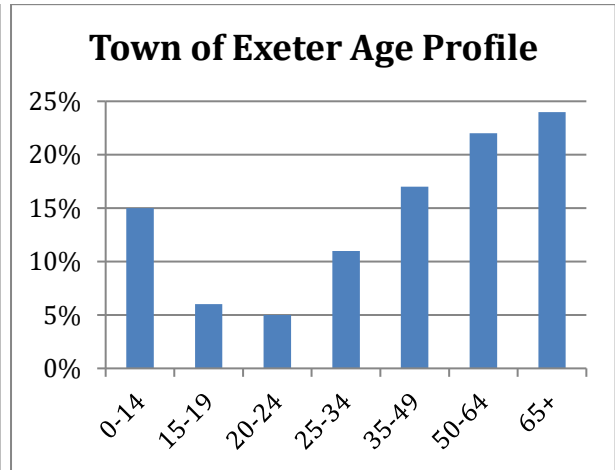
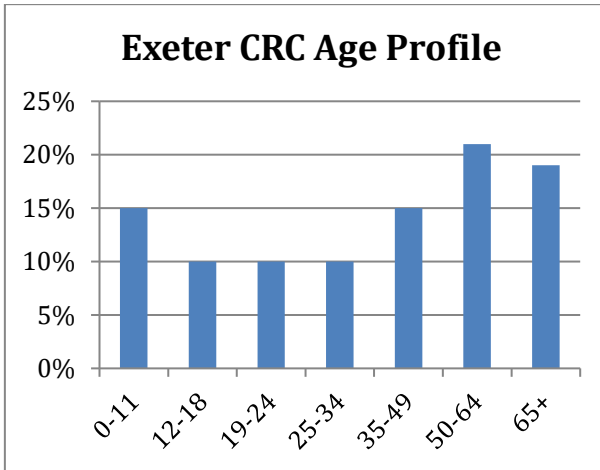
- The preaching of the Word that faithfully reflects the Bible and relates to the needs of the listeners. In order for this to happen, you will need to develop personal connections with our church family. Through these relationships and with the Spirit's help, relevant sermons will be inspired. By your work on the pulpit, our church family will be encouraged and strengthened in their Christian walk.
- Administer the sacraments of Holy Baptism and the Lord's Supper. This will be your privilege as Pastor to help us celebrate and remember the love of our covenantal God.
- Together, with the Worship Committee and with the support of the Council, you will lead in Sunday morning worship services – for those who attend in-person, view the live-stream on YouTube, or watch pre-recorded broadcasts on YouTube or Exeter Cable TV.
- Work together with the various ministries of the Exeter CRC in matters of faith formation, from the very young to the most senior of our members. As Jesus said to Peter, "Feed my lambs/sheep" (John 21). To fulfil this call, the Exeter CRC is looking to the Pastor for help and leadership as we maximize the effectiveness and impact of our church programs – moving our members to respond to the gift of salvation.
- Faithfully shepherd the whole flock; the old and the young, the faithful and unfaithful, the healthy and the sick, the strong and the weak. "Rejoice with those who rejoice, and mourn with those who mourn" (Romans 12:15). This will include officiating weddings and funerals for our church members.
- Promote the work of evangelism. As a church, we desire to not only share the gospel, but to care for the hungry, the thirsty, the strangers, the naked, the sick, and those in prison (Matthew 25:31-46). We will need you to encourage and challenge us in this mission.

Church Demographics:

Average Sunday attendance: pre-covid 225
current ranges 105-120 & online attendance 25-40

Active adult professing members: 200

Membership tenure: Less than 5 years:.....2%
5-10 years:.....9%
10 or more years:.....89%



Racial/Ethnic composition of congregation and surrounding community:

- Exeter CRC is mono-cultural Caucasian.
- Canada 2016 census profiles Exeter Ontario as <5% visible minorities.

Former Pastors:

- Kevin teBrake (2014 to 2022)
- Harry Frielink (2004 to 2013)
- Peter Tuininga (1995 to 2002)

Worship:

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

Exeter CRC has a Worship Committee that plans services with the Pastor and Council's direction. Piano/keyboard players accompany Music Teams as they lead the songs. At Easter and Christmas, choirs (mixed and male) share songs that they have rehearsed. Throughout the year, a Visual Arts Team creates meaningful displays in the sanctuary and foyer. A Digital Team provides all audio/visual/recording needs. Exeter CRC services have been recorded and broadcast by Exeter Cable cast for over 25 years. We also have been actively live-streaming services via YouTube and Facebook for the last 4 years which grew in popularity in response to Covid-19 and associated restrictions.

Describe the worship services in your church:

Exeter CRC has one worship service each week on Sunday mornings. The worship services are blended between traditional hymns and contemporary songs. The elements of the service follow a set liturgy, including: welcome and call to worship, songs of worship, prayer and confession/assurance of pardon, children's message (by volunteer), sermon based on scripture, song of response, congregational prayer, offering, benediction and sending song. We use projectors and screens for announcements, song lyrics, scripture, and sermon notes. We celebrate Lord's Supper 6-8 times a year. At Exeter CRC, children are welcome to take part in Communion. Parents are encouraged to enter into conversation with their children about the Lord's Supper, discussing its purpose, symbolism, and significance before their children participate.

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

Faith Formation which includes:

- Sunday School
- Cadets/GEMS
- Youth Group
- Small Groups for all ages

Children's message during the service

Nursery during the service

Leadership (Committees, Teams, Co-ordinators, Deacons & Elders)

Building/Financial:

2022 Budget: \$ 372,750

2021 Actual: \$ 296,824 Donations; \$ 325,223 Expenses;
Accumulated Surplus at December 31, 2021 = \$68,062

Percentage of financial obligations met – 2021:

- Budget = 100% (used up a portion of surplus)
- Denominational Ministry Shares = 100%
- Classical Ministry Shares = 100%

Amount contributed above budget and ministry shares: \$99,500

- From weekly offerings (\$79,500) and 2020 Surplus (\$20,000)
- Support for local and global ministries

Facilities:

The facility was built in 1997 and has no remaining mortgage. It is a single level building (20,000 sq ft) and meets our ministry needs (no building program is projected).

Sanctuary with pews for 400 ♦ Pastor's Office ♦ Administrator's Office ♦ Nursery
Education wing (7 rooms) ♦ Youth Room ♦ Cadet Room ♦ Gymnasium ♦ Kitchen

Exeter CRC does not own a **parsonage**.

Compensation:

Salary & Housing Allowance: The salary range and housing allowance we are prepared to offer our new Pastor is based on the CRCNA Minister Compensation Survey for our area. We have adjusted both of these for inflationary increases (~2% in recent years).

Benefits and expenses:

- CRC Pension
- CRC Group Medical plan – 100% premiums (Health, Dental & Life)
- Continuing Education time allotted
- Sabbatical Policy (after six years up to 4 months, condition of 2 extra years)
- Continuing education expense reimbursement (up to \$2,000)
- Annual vacation – 4 weeks
- Auto allowance – 59¢ per km
- Hospitality expense reimbursement

CHURCH 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 type="radio"/>	<input checked="" 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 type="radio"/>	<input checked="" 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 checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	PLANNED

**We do well on repeat events (ex. VBS) but stumble upon opportunities rather than expecting/planning for them.*

Our church is representative of the **ECONOMIC DIVERSITY** of our community:

HIGH REPRESENTATION	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	LOW REPRESENTATION
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	

**We have little representation of the lower income demographics. Small business owners and entrepreneurs, especially agricultural based.*

Our church is representative of the **ETHNIC DIVERSITY** of our community:

HIGH REPRESENTATION	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	LOW REPRESENTATION
	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	

**The town of Exeter has a low visible minority population and there is none in attendance at ECRC.*

Our church's **RESPONSE TO COMPASSION, MERCY, AND JUSTICE** needs is:

	Commitment to church-based action	Encouragement of church-based action	Church-based and personal action	Encouragement of personal action	Commitment to personal action	
CHURCH-BASED	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	PERSONAL

Our church's **MISSIONAL FOCUS** is:

	All local	Mostly local	Equally local and global	Mostly global	All global	
LOCAL	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	GLOBAL

Narrative – The Q&A of the ECRC:

IN WHAT WAYS DOES YOUR CHURCH PARTICIPATE IN ECUMENICAL ACTIVITIES?

Like all churches, ecumenical activities have been affected by Covid-19 with restrictions and lockdowns particular to Ontario, Canada. Even with these challenges, the Exeter CRC has been able to creatively connect with other denominations.

The Pastors/leaders of the local churches meet regularly via the Exeter Inter-Ministerial. These churches take turns rotating through area Nursing/Senior Homes providing mid-week services. Combined services have resulted from the Inter-Ministerial partnership along with a Christmas project called “Bethlehem Journey” [The Banner-online article](#). Exeter CRC participates with local churches in “The World Day of Prayer”.

The Deacons of the local churches come together to bring aid/benevolence to those in need in the community. Members of the Exeter CRC volunteer independently as well. Here are some of these projects:

- Exeter Food Bank and Huron County Distribution Centre
- Coldest Night of the Year – United Way fundraiser for homelessness
- Dove’s Nest (thrift store)
- Community Table
- South Huron Community Angel Project
- Huron/Perth Christmas Bureau
- Refugee Team

Exeter CRC, along with many other denominations, work together in the support of local Christian schools.

REFLECT ON YOUR STRENGTHS/GIFTS AS A CHURCH:

Exeter CRC is multi-generational with core members who are committed to our church. These strong ties result in a supportive church family that encourages accountability. When needs arise, we respond. Exeter CRC gives generously of both time and finances. Whatever the need or project, we work well together and in unity.

REFLECT ON YOUR PASSIONS AS A CHURCH:

We strive for relevance. How can our programs and ministries best impact our church members and the broader community? Faith formation is a priority particularly with the children/youth in our care. The Exeter CRC loves to sing and raise our voices in corporate worship.

LIST SPECIFIC PROBLEMS IN WHICH YOUR CONGREGATION STRUGGLES:

Membership and attendance have been dropping. The reasons are multi-faceted. Polarizing issues have challenged unity. Members struggle when others have a differing opinion. Stress ensues and it is easier to move on to another church rather than extending grace and working things through with the help of the Holy Spirit.

There is a consumeristic approach to church. An attitude of “how can the church serve me?” rather than “how can I serve the church?” prevails. Homes are busy with both parents working with multiple after school sports/clubs/lessons that compete with church programs. Surrounding churches have preferred worship and children/youth programs. As members move on or attend elsewhere the volunteer pool decreases. Ministry workers are stretched.

Marriages in our church are failing all too often – not at the rate of the culture around us, but more than we have seen in our past.

DO YOU HAVE A RECENTLY ARTICULATED MISSION/VISION FOR MINISTRY?

This is a dynamic work in progress. In 2015, our church started a journey with “Churches Learning Change” (formerly named the Ridder Church Renewal). “Kitchen Table Visits” happened in 2016-2017, where Council members, equipped with a series of questions, visited every family of the Exeter CRC. In the fall of 2018, Council looked at the following questions: Why does the Exeter CRC exist? How does the Exeter CRC act/ behave? What does the Exeter CRC do? How will the Exeter CRC succeed? Council has been working through the “Playbook Approach” promoted by Patrick Lencioni in his book The Advantage. This journey of discernment continues as we seek God’s will for the mission/vision for the Exeter CRC.

WHY DO WE EXIST?	HOW DO WE BEHAVE?	WHAT DO WE DO?	HOW WILL WE SUCCEED?
We exist to glorify GOD & share CHRIST through word & example.	We behave as followers & witnesses of JESUS with love, justice, humility, and hospitality to all people.	We live out loud the GOSPEL of CHRIST equipping PEOPLE to daily see & serve the LORD in relationships and creation.	We will succeed by being Spirit-led : in building unity among each other, in corporate worship & prayer, in being active participants in our communities and in our church.

WHAT IS MOST IMPORTANT, RIGHT NOW?

*REIGNITING OUR CALL TO BE SPIRIT LED AND UNIFIED AS WE
 REVITALIZE FAITH FORMATION FOR ALL AGES.*

WHAT HAS BEEN THE MOST INTERESTING AND CHALLENGING EVENT IN THE LIFE OF YOUR CHURCH IN THE LAST THREE YEARS?

In the last three years, the most *interesting* event for the Exeter CRC has been Covid-19.

In the last three years, the most *challenging* event for the Exeter CRC has been Covid-19.

In Ontario, Canada, church buildings were closed for many months and services had to go online. Exeter CRC has videotaped and broadcast its services for over 25 years on a local cable TV so the transition was seamless. Thankfully and providentially, the Tech Team had made recent updates to video/audio equipment. Each week, the dedicated Tech Team volunteers provide a quality on-line service.

With church buildings closed and people not allowed to meet in person, the Exeter CRC had to review how to run our programs, how to function. Navigating Covid-19 these past two years has been a challenge but there have been opportunities to grow. Technology and creativity allowed many programs to continue albeit much differently. Everyone had to rethink how to connect and be the church. This confirmed that, even though we are physically apart, we can still be the body of Christ.

A global pandemic has made “doing” church interesting and challenging indeed!

LIST MAJOR GOALS THAT THIS CONGREGATION HAS SET FOR ITSELF OR OPPORTUNITIES THE CONGREGATION ANTICIPATES:

To build unity as we authentically serve and worship together.

To evaluate and re-ignite our ministries, discerning areas for improvement and necessary change. How can we engage the youth and young adults so that they will remain in the church and flourish?

To help build momentum for these goals, the Exeter CRC is planning a 5-day event this summer called Ignite 2022 with the theme “Dare to Dream”. Church and community will come together each night for a time of worship and keynote address. It is our prayer that God will use this time to inspire and renew.

And finally, the Exeter CRC eagerly anticipates calling a Pastor that, with the Holy Spirit's help, will lead us in this journey.

DESCRIBE WHAT BEING CHRISTIANS OF REFORMED ACCENT MEANS TO YOU:

We believe in a sovereign, triune God who reveals Himself in creation and the Bible. We are saved by grace, and need only to respond to Christ's work on the cross. Because of this, Christ needs to be acknowledged in every aspect/sphere of our life as present and relevant. Our lives are a work in progress constantly “reforming” through the work of the Holy Spirit. And, by the Spirit's help, we will be a light to this current culture impacting the world for Christ.

DESCRIBE YOUR UNDERSTANDING OF THE RELATIONSHIP BETWEEN THE LOCAL CHURCH AND THE CHRISTIAN REFORMED DENOMINATION:

The Exeter CRC generally values the CRCNA. This denomination gives us support through excellent resources and publications. The CRCNA is a source of encouragement, spiritual guidance, leadership and accountability. By being part of a larger family, we are able to work together on local and international projects efficiently and effectively. The CRCNA tackles some difficult issues at Synod which often begins a difficult dialogue in the local church. Exeter CRC supports the CRCNA in prayers and by fulfilling our ministry share obligation.

The Council of the Exeter CRC is an active member of Classis Huron. We attend all meetings and meet our classical shares. We have a combined Reformation service with other local CRC churches.

Each CRC church is unique and Exeter CRC is no different. As a church, we appreciate the CRCNA and realize that we must discern God's call for us, right here in Exeter. We need to meet the needs locally in our church and community and being part of a larger denomination can help us with that goal.

IDENTIFY SOME OF THE CULTURAL CHALLENGES FACING CHRISTIANS AND CHRISTIAN CHURCHES TODAY:

- Being culturally relevant and Biblically true
- The subtle replacement of Biblical/historical Christian principles with culturally accepted principles. There seems to be an emphasis to deconstruct faith in society.
- Christian marriage versus the cultural view.
- Human sexuality (LGBTQ+, pre-marital/extra marital sexual relationships, pornography)
- General decline in the percentage of Christians in the population.
- How can churches work together so the world sees unity?
- People live in isolation (social media, pandemic). How can the Exeter CRC meaningfully connect and reconnect with church members and community? How can we cultivate authentic relationships? How can the Exeter CRC nurture committed members and volunteers?

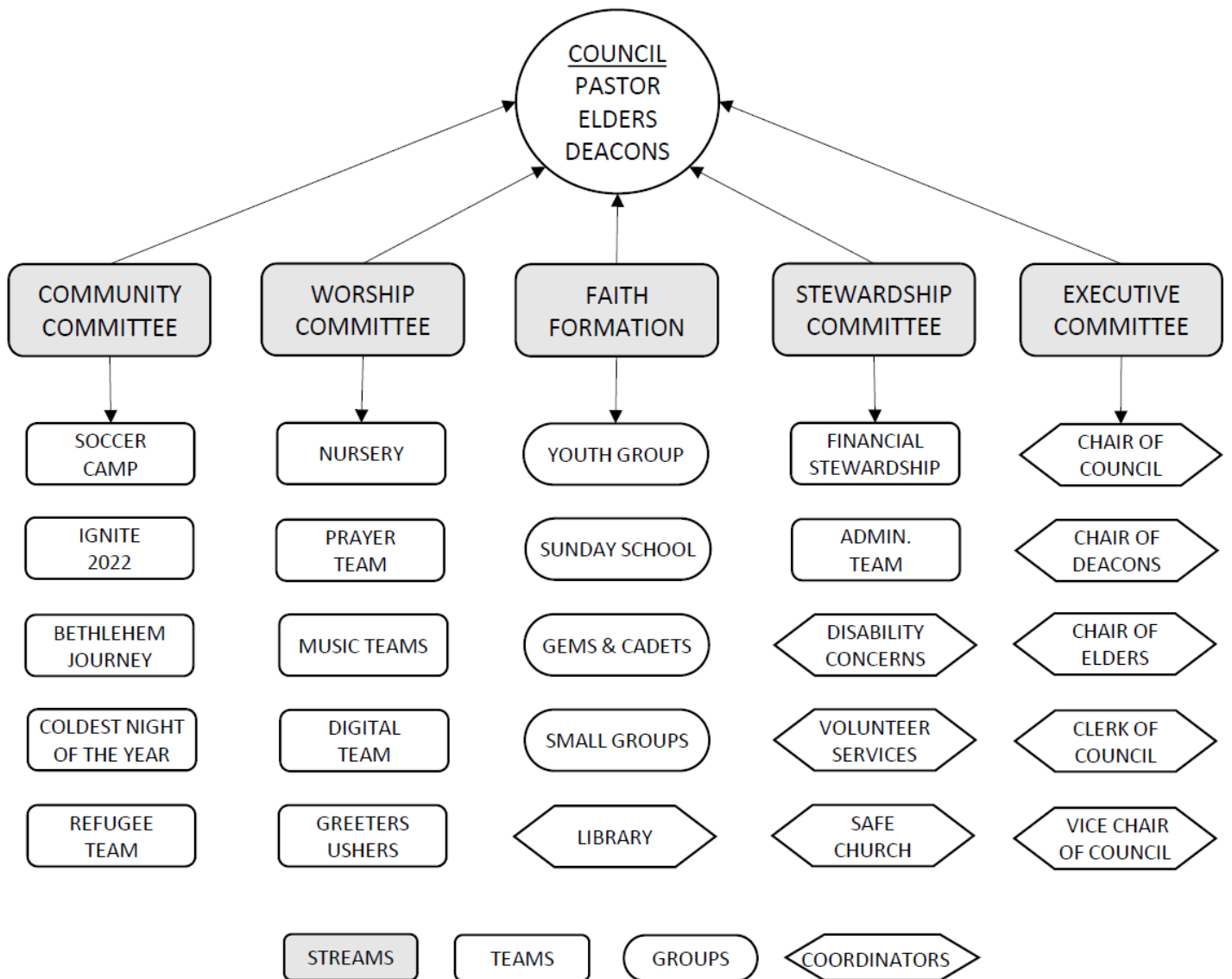
WHAT HAS BEEN THE THREE MOST IMPORTANT EVENTS IN THE HISTORY OF YOUR CHURCH?

1. The Exeter CRC was organized in 1951. This was the vision of Dutch immigrants, uprooted from their homeland, coming to Canada. They brought with them the importance/need for a church and, with hard work and commitment, started the Exeter CRC.
2. Exeter CRC built a new building in 1997. This project united our church family and caused an increase in membership.
3. In 2007, Synod dropped the word "male" from Article 3 of CRCNA Church Order opening offices to "all". Exeter CRC worked through this decision, but it did cause a polarity. Those on both sides of "woman in office" have left our church making this issue a significant and important event in our church history.

Leadership:

How many Council members does your church have? 14
 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?
 In addition to the ordained offices and roles of Pastor, Elder & Deacon, the Exeter CRC has recently adopted a new **governance model** of five “Streams” that function under the leadership of Council (see chart below). The meeting frequency of these Committees, Teams and Groups vary, and they are challenged to meet “as necessary”.



In Conclusion...

Thank you for taking the time to look at the Exeter CRC church profile. As the Pastor Search Team, we remind ourselves often that the Lord Jesus has already decided on the next Pastor for our church. If you are interested and perhaps feel the Spirit's prompting, we would love to hear from you.

In Christ,

Exeter CRC Pastor Search Team

Tim Deweerd (Team Leader)

Sylvia Hulshof (Recorder)

Karen Knip

Gerald Kodde

Gerard Steenbeek

Dan Vanderlaan (Council rep)

Pastor Ed Visser (Coach)

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