

# Senior Pastor Search



# Church Profile



Bradenton Christian Reformed Church is located on the beautiful gulf coast of Southwest Florida. Our church has approximately 400 members, a church council of 20, a staff of 6 full-time and 4 part-time individuals and a large number of ministry volunteers. Because of our beautiful location, we attract a large number of guests in the winter months. Our average Sunday attendance is 250+ (summer) and 500+ (winter). We hope that the following information will help you get to know us and see how God has blessed our church since 1956.



# Church Profile



## 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).

# Church Profile



## Community

Bradenton, Florida is a small city located between Tampa and Sarasota. It boasts many award winning beaches, recreational activities, fine dining and shopping. Bradenton is the county seat of Manatee which has a growing population of 412,703 residents. It is the destination of choice for tourists throughout the year and a top relocation destination for many!



# Church Profile



## Church Demographics

Birth – high school	53
College and singles	44
Working families	90
Empty nesters	46
Retired active	115
Retired inactive	48



## Church Staff

- Senior Pastor
- Associate Pastor
- Director of Music and Worship
- Director of Youth
- Custodian
- Director of Technology
- Financial Secretary
- Church Secretaries
- Accompanist

# Church Profile



## Church Governance



## Standing Committees

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



# Church Profile



## 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 which reviews music for congregational singing.

# Church Profile



## Discipleship

We believe that Lord's Day Worship is the primary form of discipleship in the life of the church. In addition to worship, we publish a weekly Family Worship Guide to help our congregation understand worship and to prepare their hearts for worship. Following the Sunday gathering, we offer Sunday school/Catechism for all ages as well as topical seminars for adults. During the week, we offer youth groups for junior high and high school aged children (which includes GEMS and Cadets) and Bible studies for men and women. During the summer, the church is blessed to host a Vacation Bible School that gathers 120+ children each year.



## Fellowship

Our church meets for a time of fellowship each week immediately following the worship service to encourage one another in the faith. Occasionally we break bread together through an all-church meal. We also hold occasional meals on Wednesdays that also function as fundraisers for different ministries of the church. Specific fellowship ministries include S.A.L.T. (Senior Adults Living Triumphantly), Preschool Playgroup, summer Family Nights and many more.





# Church Profile



## Financial

Present Annual Budget: \$983,766

2022 Annual Budget: \$862,686

Faith Promise Annual Giving: \$116,496 (in addition to annual budget)

Current CRC Ministry Shares: 10% of 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.



# BCRC History

## 1955

- First Worship service April 17 at Palmetto Women’s Club with 60 souls present, Home Missionary Rev. J. M. Vande Kieft in charge.
- Purchase of five acres of ground and house on 26th Street West about June 1.
- First worship service in the house on 26th St., June 12.
- Groundbreaking for church building, July 20.
- First worship service in new church building partially completed November 13.

## 1956

- Rev. Willis P. DeBoer begins his work in Bradenton, January 15, as the church’s first pastor.
- Dedication of the first church building, March 2.
- Organization of the Bradenton Christian Reformed Church, November 2 with 24 families or 79 souls.
- Catechism and adult choir began

## 1957

- Two morning services began
- Held first Vacation Bible School
- Women able to participate in congregational meetings.

## 1958

- First Profession of Faith
- Jr Choir began

## 1959

- Rev. Harvey J. Baas installed as pastor, January 9.
- Dedication of enlarged auditorium, annex, office, classrooms, and kitchen, December 11.

## 1960

- Bradenton Christian School (BCS) started Sept. 5 using church facilities. Because of the growth of the school and church, plans for additional classrooms began.
- Men’s softball team began

## 1961

- Three lots purchased north of church for new parsonage, February. The former parsonage became home to the BCS principal until it was sold and moved.
- Family Altar (now TODAY booklets) distributed to community

## 1962

- Church library opens, January 21.
- Dedication of additional classrooms at rear of church, October.

## 1963

- Calvinettes (now GEMS) girls club began

## 1964

- New parsonage completed, May 1964.
- Rev. Edward Heerema installed as pastor, June 5.



## 1966

- Sr. High youth group began
- Decision to build a new auditorium, December 6.

## 1967

- Cadets boys club began

## 1970-1971

- Groundbreaking for new auditorium was held August 4 with the dedication on March 25, 1971.

## 1974

- Sponsored Cambodian and Vietnamese families

## 1975

- Children and Worship program begins.

## 1977

- Ordination and installation of Thomas Klaasen a son of the congregation, October 2. He and his wife, Julianna, left as our missionaries to Central America.

## 1978

- Rev. Robert Ritsema installed as pastor on January 29.
- Initiation of Faith-Promise program for missionary support in October.
- First "Gleanings" church newsletter published.

## 1980

- Dedication of remodeled Fellowship/Education facilities, May 28.

## 1981

- Ordination and installation of Ronald Vander Griend, a son of the congregation, October 18. He and his wife, Marilou, and daughter Rachel left as our missionaries to the Philippines.
- Rev. Harvey Ouwinga installed as pastor, October 25.

## 1982

- The ordination and installation of Ronald Baker as our Pastor of Evangelism and Youth on December 19.
- Coffee Break Ladies Bible study began.

## 1985

- Commissioning of Howard and Sandy Vander Griend, a son and daughter of our congregation, for work in Nigeria, August 4.
- Commissioning of Terry and Ruth Bloemsma, a son and daughter of our congregation for work in Liberia, West Africa, September 15.
- Dedication of Friendship House for Cadets, Sept. 18.
- First annual Koeze Nut sale to support youth group.

## 1986

- Dedication of Sonshine House for Calvinettes, December 21.

## 1989

- Dedication of new Baldwin organ April 17. Given in memory of our organist, Joan Zeeff, by her family.
- Burning of the mortgage, May 21.
- Gary Ritsema hired as part-time Music Director, Sept. 1



## 1990

- Prayer guide began

## 1993

- Rev. Douglas L. Aldrink is installed as pastor, July 25.
- Challengers college age and young adult group began.

## 1994

- Commissioned Kenneth Venhuizen as the first counselor for Anchor Christian Counseling Center, October 23.

## 1997

- Philip Kok was commissioned as Intern Pastor on July 6.

## 1998

- Congregation voted to have a church staff addition of Pastor of Youth and Education, Church Finance Administrator, and Pastor of Visitation, May 4.
- Congregation voted for the proposed building expansion consisting of 5 Phases, costing \$1,835,500, June 8.
- Groundbreaking for Family Life Center, October 4.

## 1999

- Commissioned Mark Rip as Youth Director, Feb. 21.
- Held gathering with theme “Building the future by tearing down the past”, March 12, 1999.
- Rev. John C. Medendorp was installed as Minister of Visitation, November 8.
- Former fellowship hall/kitchen was demolished to make room for new Family Life Center.

## 2000

- Dedication of Children in Worship Center in memory of Dot De Boer, March 5.
- Ron Tuit hired as Director of Music and Worship Coordinator, June.
- Weekend celebration and dedication of the remodeled sanctuary and new Family Life Center, August 25-27.
- Dedicated a new Allen organ, October 29.

## 2001

- Contemporary worship service organized; Dave Nyland hired as Contemporary Worship Leader

## 2022

- Ordination and Installation of Jeffrey Klingenberg as Pastor of Education and Congregational Life, Oct. 13.

## 2003

- Observed 25th anniversary of Pastor Doug’s ordination into the ministry of the CRC, September 23, 2003.

## 2004

- Rev. Donald Ritter installed as Church Planter, Aug. 1.
- Steven Strite hired as Director of Music and Worship, August, 2004.
- Purchased additional property (southwest corner house), November.
- Sponsored Bantu refugee families



## 2006

- Joel Fisher hired as Contemporary Worship Leader, June.
- Celebration of our church's 50th anniversary, Nov. From Generation to Generation.
- Provided Disaster Relief in Mississippi

## 2007

- Participation in Family Promise Ministry begins Nov.
- Habitat House was built in honor of BCRC's 50th anniversary

## 2008

- Epicenter church plant that began in 2006, disbanded

## 2009

- John Burden interned as pastor for the summer
- Rev. Gerrit Besteman installed as Pastor of Worship and Evangelism
- Pastor Todd Kuperus installed as Pastor of Youth and Congregational life

## 2012

- Handbell Choir began
- Men's Bible Study began

## 2015

- Pre-school Playgroupers began on Friday mornings

## 2016

- Bill Dreise commissioned as Director of Congregational Life
- Began live-streaming services

## 2018

- Glen Olsen began as Director of Music and Worship

## 2019

- Vince Hogue commissioned as part-time Director of Youth and Education

## 2020

- Steve Strite returns as Director of Music and Worship
- Dylan Kern commissioned as Associate Pastor

## 2021

- Celebrated the 65th anniversary of BCRC

## 2022

- Vince Hogue, his wife Brenna and two daughters commissioned as our Faith Promise Missionaries to Japan.
- S.A.L.T. Senior Fellowship group began
- Wednesday Night Coffee Break

***And they devoted themselves to the apostles' teaching and the fellowship, to the breaking of bread and the prayers.***

***Acts 2:42***



# Future



## Strengths/Gifts/Passions

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



## Focus Areas

- Need for stronger discipleship training
- Retaining membership in a transient geographical area
- Differences in attendance and congregational needs between summer and winter months

# Position of Senior Pastor

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—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.



## Compensation Package

- Full-time
- Salary Package: 100k +
- Medical Benefits
- Pension
- Life Insurance
- Social Security
- Mileage
- Continuing Education Time and Funds
- Sabbatical available after 7 years of service
- Annual Vacation Time

# Senior Pastor Job Description

Reports To: Consistory

Schedule: Full-time with understanding that one day a week will be taken as a day of rest

## A. Preaching / Teaching:

1. Preach the majority of worship services and lead the worship services in prayer and other liturgical practices as needed. Preach God's Word by properly exegeting the biblical text, staying within the creeds and confession of the CRC, clearly communicating the truths of the text, and applying the text to the lives of the congregants
2. Lead services for special occasions within the congregation such as funerals and weddings
3. Mentor the Assistant Pastor by providing spiritual guidance and training in the various aspects of church ministry. Assist in training and guiding other staff and lay leaders as needed
4. Provide guidance and backup as needed to the Director of Youth in leading the pre-profession of faith classes
5. Provide necessary training to new members about the teachings, history, and practices of the CRC
6. Participate in teaching catechism as requested

## B. Fellowship / Pastoring

1. Visit congregants who are sick and shut-in to provide prayer, scripture, support, and encouragement as needed
2. Assist in visiting congregants as requested to encourage spiritual growth and fellowship within the body of believers
3. Provide biblical counseling to congregants as able and direct congregants to professional Christian counseling as necessary
4. Conduct pre-marital classes as needed
5. Provide insight and guidance to Assistant Pastor in training congregants on how to use their unique gifts to serve the body of believers
6. Attend various church sponsored outings as requested
7. On Sunday when preaching, greet those who attended the service as they exit





# Senior Pastor Job Description Cont...

## C. Sacraments

Administer the sacraments of Holy Baptism and Holy Supper as required

## D. Prayer

Lead the congregation in prayer during the worship services and teach and encourage the congregants on the proper form, use, and need for regular prayer

## E. Evangelism

Provide training and encouragement to the congregants as needed on evangelism and its proper place within the church

## F. Administrative Duties

1. Guide, oversee, and/or supervise the staff as assigned by the Consistory
2. Meet all CRC denominational requirements
3. Provide feedback and assist in setting vision, mission, goals, and metrics for the church and the various committees as needed
4. Provide monthly feedback to Consistory (and Council when requested) on issues that arise with staff, volunteers, or other general matters at BCRC
5. Assist, guide, and attend meetings of the various committees as assigned by the Consistory
6. Serve on Council, Consistory, Worship Committee, and other committees as needed

## G. Perform other duties as assigned.

