



As vital members of God's growing family, we celebrate, nurture, and share life in His kingdom of grace.



## ***Introduction***

In the next year West End Christian Reformed Church will see a significant transition in its pastoral leadership team. In order to address this transition constructively, a Staff Transition Visioning Committee was appointed. The report of this committee was received by the Council and the Congregation and its recommendations adopted in November 2015. A pastoral search committee was appointed.

One of the first tasks the pastoral search committee took upon itself was to draft a church profile that captures the composition, unique features, and current ministry programs of West End's faith community. The profile also details the process the Transition Visioning Committee and the congregation went through to cast a vision for how a pastoral and administrative leadership team could be constituted.

The church profile is written in a Frequently Asked Questions format, answering the following questions:

- What are the demographics of West End CRC?
- What is worship at West End like?
- What does West End's current organizational structure look like?
- How is pastoral care looked after in West End?
- What are the current ministries West End is engaged in?
- What are West End's origins?
- Which pastors have served West End and when have they served?
- What are the next steps for West End?
- What were some of the key findings of the Staff Transition Visioning Committee?
- What staffing model did the Staff Transition Visioning Committee propose?
- What type of a pastor is the Pastoral Search Committee looking for?

Additional information about West End CRC can be obtained from its website: [www.westendcrc.ca](http://www.westendcrc.ca)

*What are the demographics of West End CRC?*

The total number of active members in 2017 was 668.

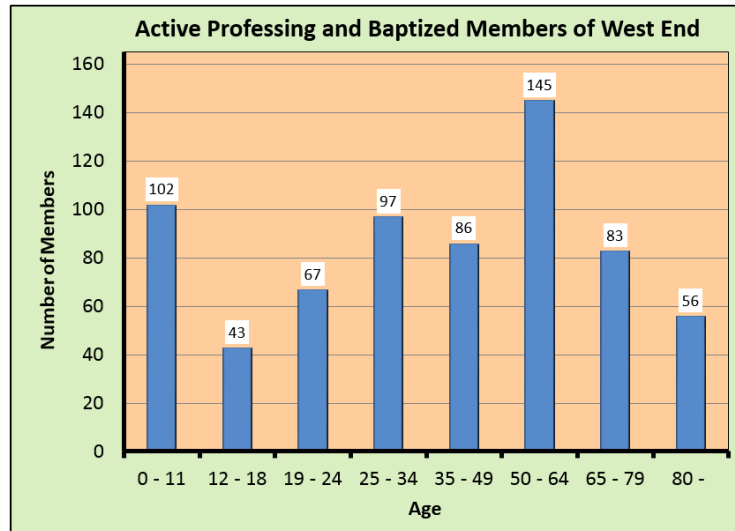
The age distribution is shown in the bar graph (October 2017 data).

The total number of active members breaks down as follows:

Professing members:	415
Baptized members:	253
Visitors	174

The total number of inactive members breaks down as follows:

Professing members:	81
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Widows, widowers, and single seniors: 36

Some additional numbers for 2017:

Baptisms	9
Professions of faith	5
Reaffirmations of faith	2
Weddings	4
Deaths	9

Members of West End are engaged in a wide variety of vocations: businessmen, students (college and university), educators (from kindergarten to university), tradespeople (plumbers, electricians, carpenters, bakers, painters), administrators, administrative assistants, medical doctors, lawyers, dentists, and accountants. In addition, there is a sizeable number of retired people. Most of the members live within a 10-15 minute driving distance from the church facility.

The demographic makeup of those attending the church services and other church related events varies with the seasons. During the winter months, a significant number of the retired seniors spend time in the USA and Mexico, while in the summer months many families are vacationing.

*What is worship at West End like?*

West End CRC loves to worship. The Sunday morning worship services at West End are intended to be services where the “focus is on the person and work of Jesus Christ as the Redeemer of all creation and the founder of the Kingdom God through the work of the Holy Spirit”<sup>1</sup>. In addition to a strong emphasis on preaching that is a biblically-based and contextual exposition of a Scripture passage, the services are enriched by strong congregational singing led by pipe organ and/or praise team, and extensive layperson participation. This blended style of worship at West End takes place within a well-defined liturgy.

Worship services are planned well in advance by the preaching pastor, music director, musicians, and volunteers. The result is a worship service in which the liturgical elements form a unified whole. Members of a team of liturgists take turns leading the worship services. These volunteers take care of the welcome, call to worship, confession of sin and assurance of pardon, guide for daily living, congregational prayer and the prayer of thanksgiving following the offering. Other volunteers lead in the prayer for the Holy Spirit’s guidance and read the Scriptures. In addition to preaching the sermon the only other direct participation the preaching pastor has in the worship services is in the administering of the sacraments and in the benediction. The Lord’s Supper is celebrated on average once every 6 weeks; baptisms are conducted at the parents requests. Two large projection screens at the front of the sanctuary and one at the rear guide the congregation through the liturgy. These can also be used by the pastors to visually augment their sermons, and for updates on local, classical, and denominational ministries.

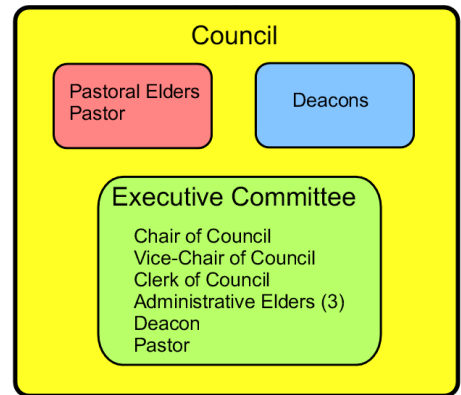


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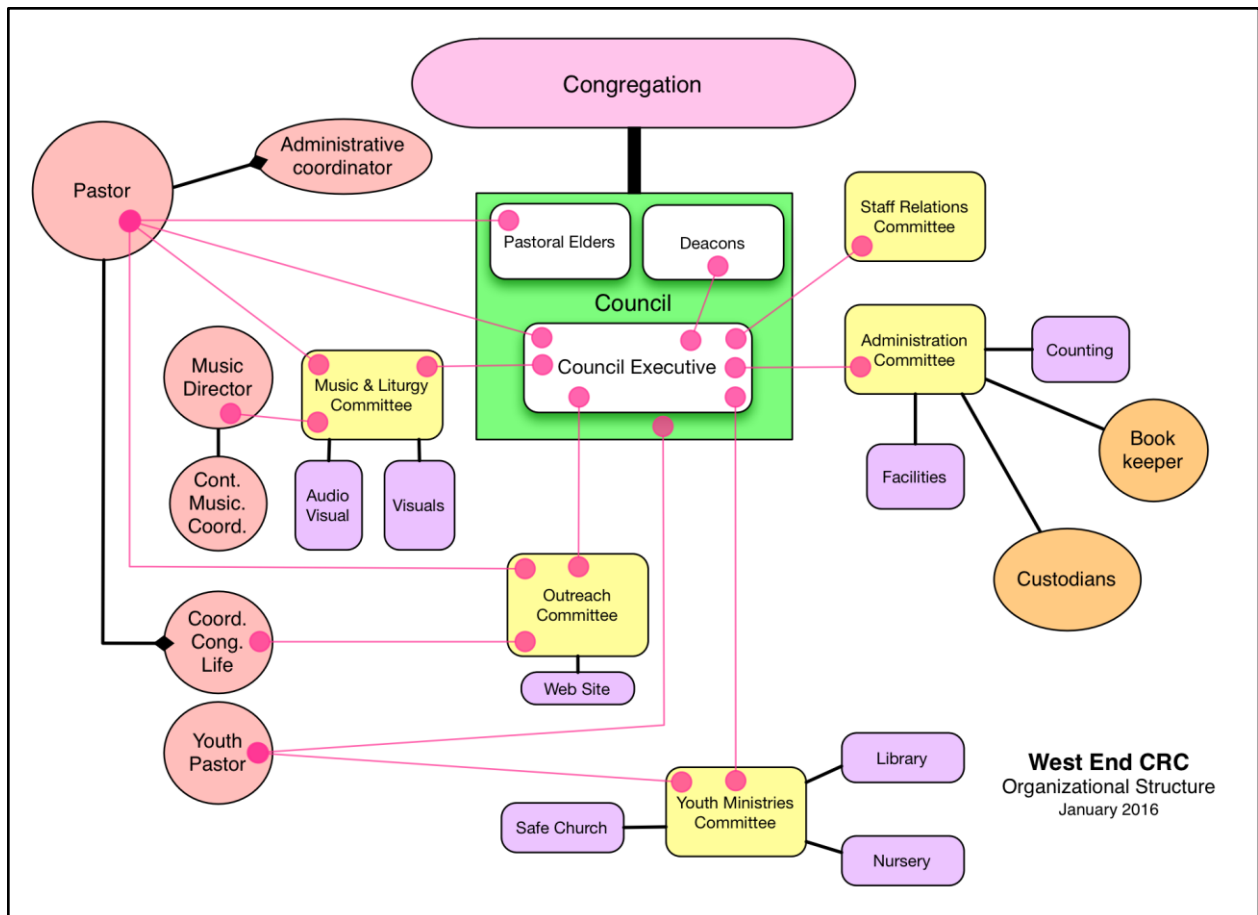
<sup>1</sup> The Worship sourcebook, CRC Publications, 2004, page 16.

*What does West End's current organizational structure look like?*

The Council of West End consist of the Consistory (10 pastoral elders, youth pastor, and pastor of preaching and administration), the Deacons (10 deacons), and an Executive Committee, as illustrated in the infographic to the right. Monthly meetings begin with a full Council meeting in order to deal with matters that pertain to the whole Council. Following the full Council meeting, the Pastoral elders, Deacons, and Executive Committee meet separately. Since the Pastor of Preaching and Administration is a member of both the Executive Committee and the Consistory, he splits his time between these two Council bodies.



The red lines in the organizational chart below show the relationships the ministry staff and the office bearers have with the various committees. Currently the pastor supervises the administrative coordinator. The Music and Liturgy Committee oversees the work of the Music Director; the Youth Ministries Committee the work of the Youth Pastor. The Pastor supervises the Coordinator of Congregational Life. The work of the Contemporary Music Coordinator is overseen by the Music Director. The Administration Committee supervises the Custodians and the Book keeper. These positions are contract positions.



## ***West End Christian Reformed Church***

*Profile - October 2017*

As noted in the organizational structure chart, the Council and Congregation are served by a number of committees that include the Administration Committee, Outreach Committee, Music and Liturgy Committee, Youth and Education Committee, and the Staff-Relations Committee. To ensure proper communication and coordination, all of these committees have an Executive Committee member on their membership. Some of these committees have sub-committees, such as the Safe-Church Committee, Facilities Committee, Nursery Committee, Audio/Visuals Committee, Website Committee, and Visuals Committee.

### ***How is pastoral care looked after in West End?***

West End's congregation has been divided into 10 Fellowship Groups, each consisting of about 50 to 60 individuals. Each group is served by a leadership team consisting of a pastoral elder, a deacon, and a fellowship group coordinator. This three-member team provides the leadership for the group to meet the day-to-day pastoral needs of the members in the group and organizes and participates in ministry and fellowship activities. Currently, the Coordinator of Congregational Life<sup>2</sup> supports the fellowship group coordinators in their work. Once a Pastor of Congregational Life and Community Engagement has been installed, the part-time position of Coordinator of Congregational Life will be discontinued. As of December 2015, twelve volunteer members of the congregation have been specifically commissioned to serve as pastoral visitors. These pastoral visitors work in collaboration with the pastors and the pastoral elders to provide pastoral care to the congregation.

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<sup>2</sup> The Coordinator of Congregational Life position is currently a part-time, hourly, contract position of between 60%-75% of full-time equivalent.

*What are the current ministries West End is engaged in?*

West End is engaged in a wide range of ministry programs, itemized below.

**Children's Ministry**

- **Nursery** - Childcare is provided for children up to age 3 during the Sunday morning worship service and during all special holiday worship services.
- **Faith walk** - Children age 3 to grade 6 are invited to participate in this program during the Sunday morning worship services. Classes include Bible stories, life lessons, crafts, games, fun, and friendship
- **Cadet's Boys Club** - Boys in grade 2 to 9 (age 6 to 14) meet at the church the first three Thursdays of the month. The meetings include Bible lessons, special projects, sports, and merit badge work.
- **GEMS Girls Club** - Girls in grade 2 to 9 (age 7 to 14) meet at the church the first three Thursdays of the month. The meetings include Bible stories, singing, small group activities, badge work, crafts, games, and snacks.

**Youth Ministry**

- **Junior High Youth Group** - Young people in grades 7 to 9 meet at the church on Sunday evening. Meetings include a group presentation by the Youth Pastor, followed by small and large group discussions, games, special activities, and prayer.
- **Senior High Youth Group** - Young people in grades 10 to 12 meet at the church on Thursday evening. Meetings include a group presentation by the Youth Pastor, followed by small and large group discussions, games, special activities, and prayer. Special activities include mission and faith development trips.
- **Profession of Faith Class** - These classes are regularly offered by the Pastor and Youth Pastor for those who wish to make public profession of their faith. The classes focus on the meaning of making a commitment to Jesus Christ and assuming responsibilities in the church family.

**Women Ministry**

- **Women's morning Bible Study** - This group of women meets on Wednesday mornings from October through April for Bible study. Childcare is provided.
- **Cross weaver's evening Bible Study** - This group of women meets on Thursday evenings from October through May for Bible study. Childcare is provided.

**Community Programs**

- **Crafters group** - This group meets on the first three Tuesday mornings of the month in the church. Each brings their own craft supplies.
- **Lamplighters** - This groups meets every other Tuesday morning at the church, learning how God's word is a light unto our feet through scripture memorization and prayer.
- **West of 60** - This group of people sixty years and older organizes unique social activities to explore taste, and experience Edmonton and its surroundings. Great fellowship.
- **Families Living Well** - This single-parent support ministry began in West End in 1985. In 2010 the program was reorganized as the independent Families Living Well Society. The group meet in the facilities of Covenant Christian Reformed Church.

## ***West End Christian Reformed Church***

*Profile - October 2017*

- ***Friendship Group*** - This group is dedicated to sharing God's love with those who have mental disabilities, to provide them with opportunities to worship and learn, and to participate more fully as active members of God's family. The group meets in the facilities of Covenant Christian Reformed Church.

### **Service Projects**

- ***Nativity show*** - An extensive collection of nativity sets of all types is put on display to the public for three nights during the Christmas season. Between two and three thousand visitors spend an hour or more in the display areas in the fellowship hall and the church sanctuary, all the while listening to some live Christmas music.



- ***Ecuador Medical/Dental Mission*** - Every year since 1996, a large medical/dental team led by congregation members Tom Greidanus (orthopedic surgeon) and more recently also by Dan Van Berkel (dentist), along with their spouses and other family members and assistants, has travelled to Ecuador for two weeks to provide free knee replacement for people who could otherwise not be able to receive or afford such treatment. The team brings a redemptive message of word and deed to needy people. In a typical year, the team members may see some 150 patients in consultation, perform 30 hip and knee replacements, up to 20 surgeries on children with clubfeet and dislocated hips, 400 tooth fillings, and 80 tooth extractions.
- ***Honduras Mission*** - Teams of ten to twelve members and friends of the West End congregation have travelled to Honduras for a 10-day period each year since 2006 to build pilas (cistern) and latrines, and concrete floors in homes and church buildings. They have also supplied funds for Eco stoves and a water well project. The work is organized through World Renew in cooperation with Diacona Nacional de Honduras, the local partner agency.

### **Fellowship Groups**

The congregation at West End is divided into ten fellowship groups or mini-congregations, each with 50 to 60 people of all ages, as cross-sections of the make-up of the congregation. Each group, under the leadership of an elder, a deacon, and a coordinator works at creating a family atmosphere where everyone is accepted, cared for, and encouraged.

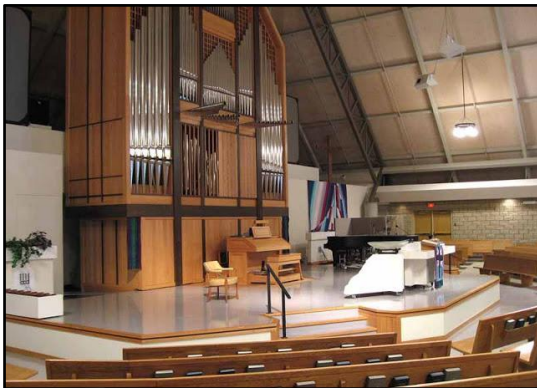
*What are West End's origins?*

It was in 1954 when a small number of recent immigrants from the Netherlands felt the need to form a church community in the west end of Edmonton. They organized as the Jasper Place Christian Reformed Church, the fourth Christian Reformed congregation to be organized in Edmonton. Initially this group of believers met for worship in various rented facilities until they bought a church building in 1962. At that same time they changed the name of the congregation to West End Christian Reformed Church.

The congregation experienced steady growth during these early years. Already in 1967 a balcony had to be added to the sanctuary and during the 1970's two Sunday morning worship services needed to be held to accommodate this growth.

In 1979 a daughter congregation, Covenant Christian Reformed Church, was organized. This made it possible to return to a single Sunday morning worship service. Growth continued during the 1980s, and again two Sunday morning worship services needed to be held to accommodate everyone.

In 1985, West End was able to purchase a 4-acre parcel of land adjacent to the then existing facility. Part of this land was later sold to a senior citizen society whose members wanted to develop an apartment-style seniors home for Christians. This was accomplished in 1989, and the resulting 86-unit Summit Village is home to a number of the church's current senior members. The old church facility was sold to a Seventh Day Adventist congregation, and an ambitious building program was started, culminating in the inauguration of a new 900-seat facility in February 1991. Increasing need for more office space, classrooms, and fellowship space resulted in an extensive renovation of the administrative and classroom wings, and the addition of a large multi-purpose fellowship hall. The renovated facility was rededicated in the spring of 2012.

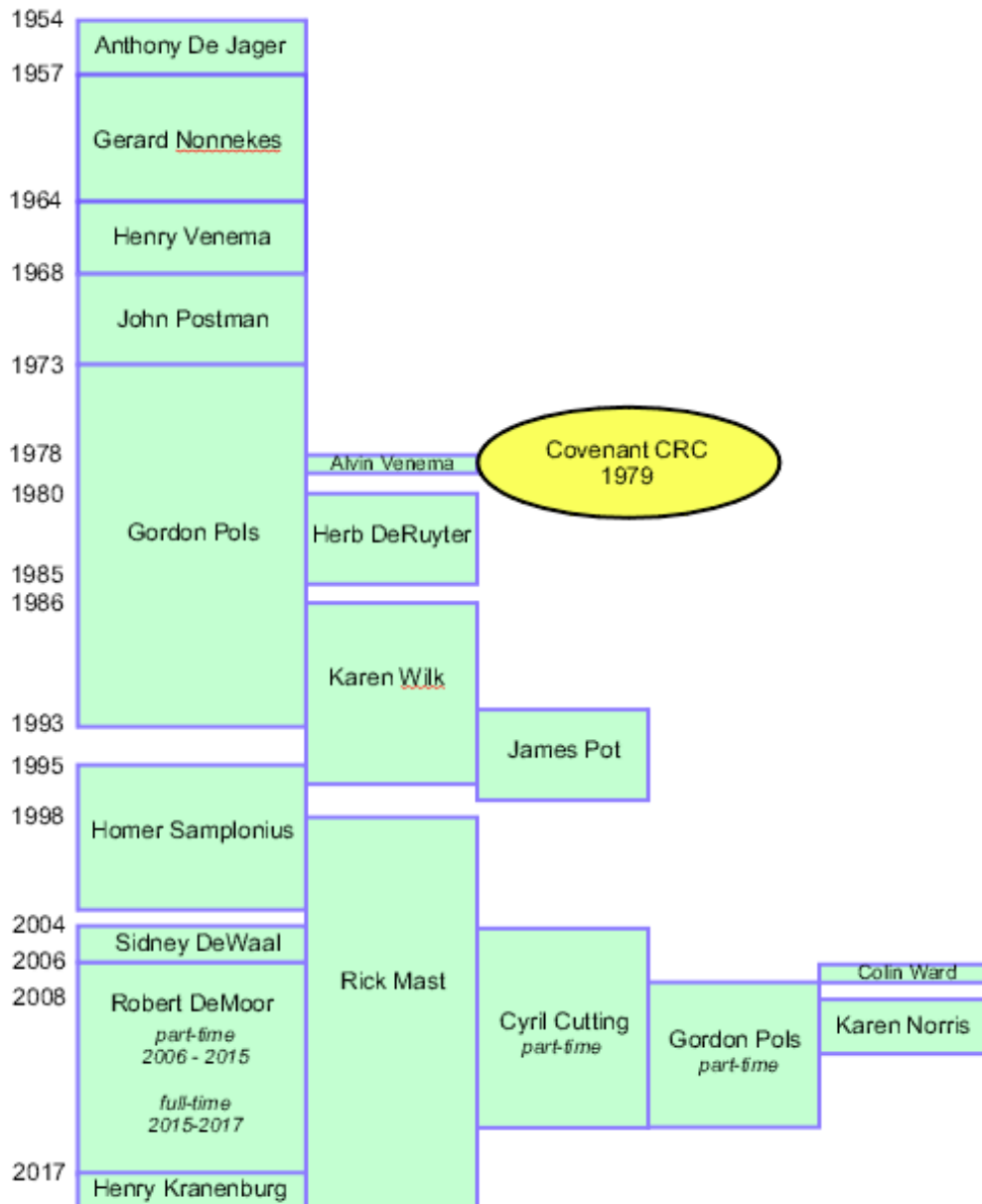


*Which pastors have served West End and when have they served?*

<i>Years</i>	<i>Pastor</i>	<i>Comment</i>
1954 - 1957	Anthony De Jager	
1957 - 1964	Gerard Nonnekes	
1964 - 1968	Henry Venema	
1968 - 1973	John Postman	
1973 - 1993	Gordon Pols	
1978 - 1979	Alvin Venema	Covenant CRC was established in 1979; Rev. Venema became its pastor.
1980 - 1985	Herb DeRuyter	Youth Pastor
1986 - 1996	Karen Wilk	Youth Pastor
1992 - 1997	James Pot	
1995 - 2003	Homer Samplonius	
1998 -	Rick Mast	Youth Pastor
2004 - 2006	Sidney DeWaal	Interim Pastor
2004 - 2015	Cyril Cutting (PT)	Pastoral Care
2006 - 2007	Colin Ward	Pastor of Congregational Life and Outreach
2007 - 2015	Gordon Pols (PT)	Associate Pastor, Pastoral Care
2008 - 2011	Karen Norris	Pastor of Congregational Life and Outreach
2006 - 2015	Robert DeMoor (PT)	Pastor of Preaching and Administration
2016 – 2017	Robert DeMoor (FT)	Pastor of Preaching, Administration, Pastoral Care
2017 --	Henry Kranenburg	Lead Pastor

A timeline of the pastors that have served West End since 1954 is shown below. Note that since the late 1970s West End has had some form of team ministry.

## Ministry Staff – 1954 - 2017



*What are the next steps for West End?*

When associate pastor Gordon Pols<sup>3</sup> indicated in August 2015 that he was about to retire and pastor Robert DeMoor<sup>4</sup> was planning to retire sometime between December 2016 and March 2017, significant changes in the composition of the pastoral leadership team at West End were anticipated. In order to address these upcoming staff transition West End's Council appointed a Staff Transition Visioning Committee with the mandate to develop a staffing model for West End CRC that could be implemented following the retirement of pastor DeMoor.

In order to develop this staffing model, Council requested from the Staff Transitioning Vision Committee the following:

- to obtain input from the Council, congregation, and current staff members in the development of this model.
- to determine and propose to Council key objectives the congregation should pursue over the next decade to best realize the congregational vision: "As vital members of God's growing family we celebrate, nurture, and share life in His Kingdom of grace".
- to develop a staffing model for West End that will empower us to meet those objectives.
- to review all existing staff positions with respect to the proposed model.
- to include a summary of the expected qualifications and experience with the position description for the proposed staffing model.

The staffing model developed by the Staff Transition Visioning Committee was adopted in principle unanimously by the congregation at the November 30, 2015 congregational meeting.

*What were some of the key findings of the Staff Transition Visioning Committee?*

In its final report the Staff Transition Visioning Committee identified the following themes that emerged out of their extensive consultation with the Staff members, the Council, the Congregation, and the Youth and Young Adults.

**Preaching of the Word**

This was hands down the most common theme that emerged. The West End congregation appreciates and desires consistent and relevant bible-based preaching that speaks to the members' daily lives and current events.

**Youth and Young Adults**

The congregation's demographics show that the 19-34 years age group makes up the largest group. There needs to be a continued emphasis on a ministry focused on the youth and young adults. A pastoral staff team member needs to be tasked with the responsibility to minister to this group with a focus on inclusiveness.

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<sup>3</sup> Rev. Pols was West End's pastor from 1974 to 1993. Following retirement in 2007, he has been an associate pastor at West End.

<sup>4</sup> Rev. DeMoor has been at West End since 2006. From summer 2006 to August 31, 2015, Rev. DeMoor was West End's Pastor of Preaching and Administration on a half-time basis, while also functioning as the editor of the denomination's monthly magazine The Banner. From September 1, 2015, to February 2017 Rev. DeMoor was West End's full-time pastor.

### **Congregational Life and Outreach**

Continued focus on congregational life that includes neighborhood outreach and social justice awareness and engagement. Develop and foster a sense of mission, urgency, and inviting fellowship.

### **Physical facility and geographical location**

West End's functional and attractive physical facility has great potential to be used in the congregation's outreach to the surrounding community.

### **Aging membership**

With 139 members over the age of 65, this large segment of the congregation will remain to be a significant focus of pastoral care and, if necessary, requiring support for physical needs.

### **Financial Stewardship**

West End has a history of meeting all its annual budgetary obligations, including Classical and Denominational ministry shares. The contributions in 2013 and 2014 fell slightly short and West End could not meet 100% of its Denominational ministry share obligation. In 2016, there was a slight budget surplus and all financial obligations could be met again.

### **Evolving church**

There are many possibly distracting elements impinging on twenty-first century churches and church life. How do we respond to these without compromising our Reformed christian beliefs? How do we balance the notion of "losing our heritage" with "adjusting to changing times in ministry and to the increase in the diversity of our church members"?

### **Music ministry**

Although not always agreeing on what music worship should sound like, West End has been successful in developing a blended style of worship that includes both traditional and contemporary music and songs. The congregation appreciates an intentional music ministry that includes children.

### **Volunteer Support**

Volunteers are integral to the effective functioning of West End as a thriving church. In order to sustain the current high level of volunteer involvement, continued support for and encouragement by the ministry team will be required.

### **Multicultural diversity**

West End is experiencing an increase in the multicultural diversity of the congregation.

### **Leadership development**

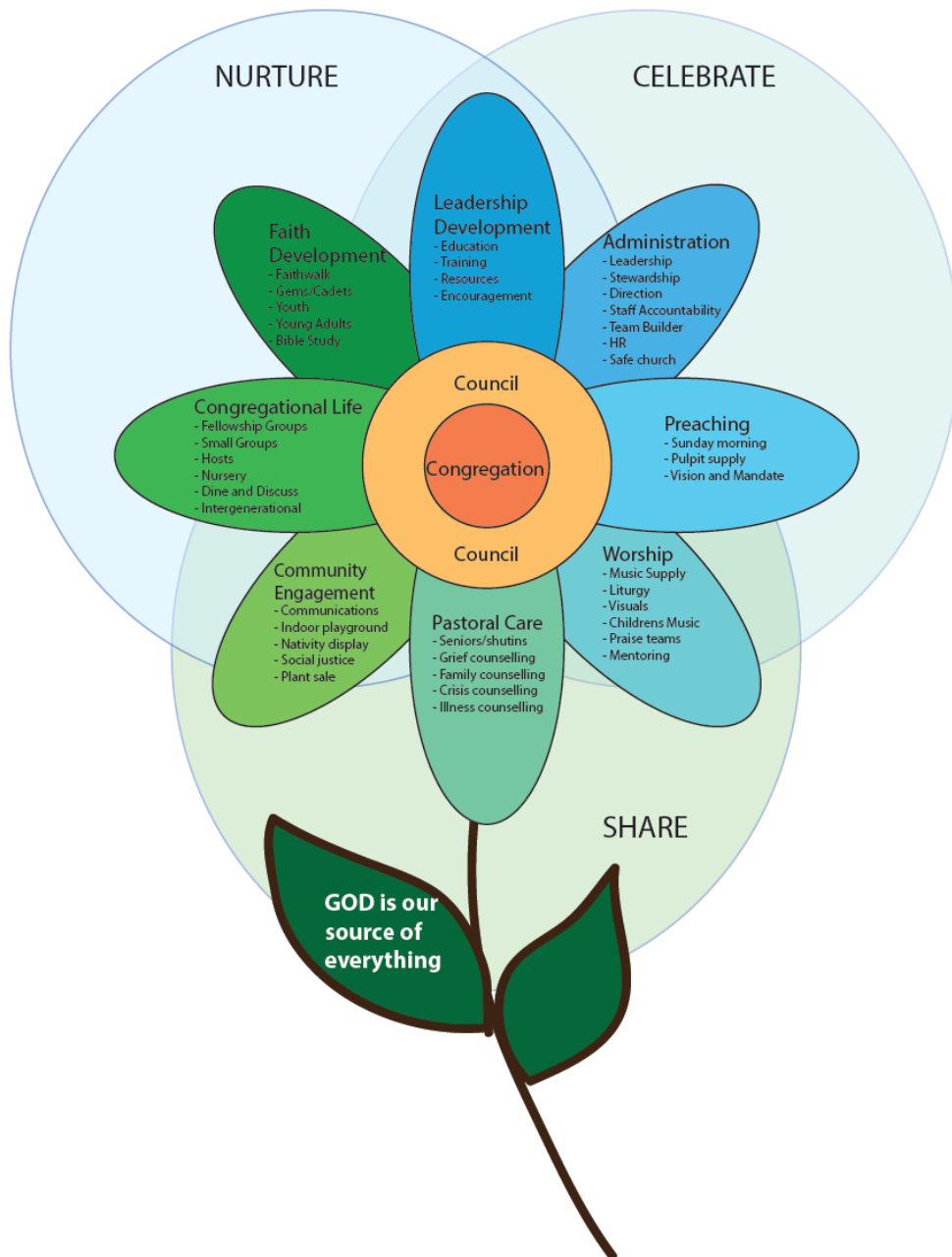
We need to encourage and facilitate personal and spiritual growth, as well as provide training and mentoring resources to support West End's many programs and volunteer opportunities.

### **Team approach to ministry**

In the last number of years West End has benefitted greatly from a team approach to ministry.

*What staffing model did the Staff Transition Visioning Committee propose?*

The Staff Transition Visioning Committee did not recommend a particular staffing model, but instead opted to present an inventory of ministry needs and functions as illustrated in the Venn diagram reproduced below.



The “petals” representing the identified ministry functions are superimposed on the underlying Vision Statement of **Celebrate**, **Nurture** and **Share** indicated by the larger overlapping circles.

## ***West End Christian Reformed Church***

*Profile - October 2017*

Based on an analysis of the ministry functions, the Staff Transition Visioning Committee identified the following Full Time Equivalent staff positions.

<i>Ministry Function</i>	<i>FTE staff requirement</i>	<i>Status</i>
Preaching	0.5	Lead Pastor
Pastoral Care (Visitation)	0.5	Rev. Henry Kranenburg
Congregational Life	0.5	Current Search
Community Engagement (Outreach)	0.5	
Faith Development (Education)	0.5	
Leadership Development (Training/Empowering)	0.5	
Administration	0.5	
Worship	1.0	
<b>Total</b>	<b>4.5</b>	

Breaking down the ministry functions in West End in this manner allowed for a significant amount of flexibility in looking for suitable candidates. Various ministry functions can be combined into a full-time position. Furthermore, it provides opportunity for part-time (0.5 FTE) appointments. In addition, not all combinations of ministry functions result in a full-time position that requires an ordained person.

### ***Pastoral Searches***

The primary focus of the first search of the Pastoral Search Committee was to search for an ordained pastor who could be recommended for call to the position that combines Preaching and Pastoral Care. This turned out to be a relatively short process that resulted in extending a call to Rev. Henry Kranenburg. Rev. Kranenburg accepted West End's call and was installed in March 2017 to be its Lead Pastor.

The current focus of the Pastoral Search Committee is to search for an ordained or commissioned pastor who can be recommended for a call to the full-time position that focuses on Congregational Life and Community Engagement. The part-time position of coordinator of Congregational Life and Outreach will be discontinued once the Congregational Life and Community Engagement position has been filled.