

**Dear Candidate,**

The Search Committee and Council of ClearView Christian Reformed Church in Oakville is seeking applicants for a Lead Pastor position. As a church, our ministry began back in the 1950's when an immigrant group from the Netherlands put down roots in the village of Clarkson in the city of Mississauga by constructing Clarkson Christian Reformed Church. Over time and with the blessing of significant growth, this congregation moved to a larger property in the town of Oakville and in its present location was renamed ClearView Christian Reformed Church. ClearView Church belongs to the Christian Reformed Denomination of North America and within Classis Toronto.

We believe and confess boldly that as a congregation we are called to equip everyone we meet to take their next steps in following Jesus. We trust the Lord's guidance as we pursue a Lead Pastor that will partner with us as we strive to seek and share Christ through worship, discipleship and blessing.

In the following packet, we look forward to sharing with you our collected history, vision and mission for sharing the gospel in the ClearView neighbourhood and beyond. We have also included information about our leadership, congregation, ministries and finances. Please feel free to contact us with any questions you may have about our church or this position.

We look forward to connecting with you.

**The Pastoral Search Committee**

Alicia Abma	Richard Barber
Denise Klienhorsman	Renee Maat
Cor Mulders	Cindy Schreutelkamp
Elaine Van Laare	Rob Wierdsma

## Who We Are

### I. Our History

The journey of ClearView Christian Reformed Church began in 1950 with a group of new immigrants from the Netherlands. Together they founded Clarkson Christian Reformed Church and in 1952, this group of brave pioneers constructed a building in the village of Clarkson, presently part of Mississauga. A large fellowship hall was later added to meet the needs of a growing congregation. The coming years would see additional growth and include the daughtering of a congregation in the Meadowvale area. These early years were also the time in which Clarkson CRC was heavily investing the cause of Christian education, building the John Knox Christian school on the same property as the church building. Together, these two organizations grew as vibrant, yet intertwined organizations as both church and school sought together to build and participate in the growing of God's Kingdom.



The fiftieth anniversary of Clarkson Church marked a season of introspection, planning and self evaluation. Combined with a renewed passion to be engaged in outreach, the congregation and leaders together participated in a "Footsteps to the Future" visioning process. One of the outcomes of the process was that the congregation would relocate from the village of Clarkson to its present location in Oakville. This move was made out a deep desire on the part of the congregation to pursue a new chapter of ministry. In addition to a new location, Clarkson CRC was renamed and became ClearView Christian Reformed Church.

### II. Our Present



The time since our move to the ClearView neighbourhood in Oakville has been filled with God's faithfulness and blessing, even amid seasons of struggle. Our congregation continues to grow and we have become a culturally diverse gathering that strives to seek God and serve others. In the past few years we have engaged in a process of ministry assessment and vision casting, resulting in some new and important statements about our life together as a congregation.

### III. Our Vision

ClearView Church is a gathering of people who are striving to follow the teachings and example of Jesus Christ in every aspect of our lives. To that end, our vision is...

**"Equipping everyone to take the next steps in following Jesus Christ."**

### IV. Our Mission

In order to follow Christ and equip others in their next steps with Jesus, we are convinced and devoted to three guiding missional principles: **Worship, Discipling and Blessing**, which we have adopted as our "ministry pillars".

For us, **worship** is a posture of daily living - one of awe and reverence for the God who loves and made us and in turn, our desire is to reflect Him in our everyday living, moving and breathing. We believe all of life is worship, so our goal as a church is to help people recognize that worship extends beyond Sunday morning. While our Sunday morning communal worship is passionate, vibrant, inclusive and God-centred, our Monday through Saturday worship a real and tangible expression of God working through us as we go out into the world.



At ClearView, when we speak of **discipleship**, we are referring to Jesus' invitation to come and follow Him. Regardless of one's stage of life and faith, we believe discipleship is the process of helping everyone move one step closer in becoming more like Christ. We are learning how to be apprentices of Jesus: to imitate His ways and live by His teaching. Our conviction is that Jesus invites everyone to come and follow Him, learn about life the way it was meant to be lived, and flourish in what He offers. We believe that over time, with lots of prayer, Bible reading, encouragement from others, and the working of the Holy Spirit, everyone who follows Jesus can grow their love for God and love for others. The journey of discipleship is a uniquely beautiful thing, and we believe that those who choose it will be blessed.

There are many discipleship initiatives at ClearView Church to encourage our walk in faith. We have ministry programs for children, youth, adults, families, singles and seniors. We engage with people who are new to a relationship with Christ as well as with those who have followed Christ their whole lives. We utilize traditional Reformed programing, non-denominational material as well as social media platforms in order to spread the good news of Jesus and help build the faith of anyone who desires a relationship with Him. As a church, we are passionate about wanting people to fall in love with and surrender their lives to Jesus.

Discipleship happens at ClearView Church through some of the following programs:

- ClearView Preschool (children aged 3-5)
- ClearView Kids (ages 6-10)
- Cadets and GEMS (boys and girls club for ages 7-12)
- Youth Ministry (ages 11-18)
- College and Careers (ages 19-25)
- Senior Circle (ages 60+)
- Friendship Ministry (adults ages 20+ with developmental challenges and their mentors)
- Small Group Discipleship Gatherings
- GriefShare (bereavement support)
- Alpha Ministry (evangelism outreach)
- Quilters



Our incredible staff and volunteers are passionate about helping everyone grow closer to Christ. Together, we are equipped to lead through intentional training so as to embrace and guide those who are seeking to know more about life with Jesus. Historically, ClearView Church has been a place that holds a high value on discipleship and works hard to build spiritual friendships, mentorships and safe places for everyone to grow spiritually.

Finally, in terms of our vision, ClearView Church seeks to love and be a **blessing** to those around us regardless of their social status, religion or cultural background. We believe that God has placed us in the Clearview neighbourhood and connected us to the broader world for a reason. We are committed to making a difference in the lives of our neighbours, as they in turn, make a difference in ours.

It is our focus to keep Christ central as we cultivate relationships between our neighbours and the church. Our hope in being a blessing is that many would come to see and be attracted to Christ through us. The outpouring of this is done through initiatives like:

- Food for Life (our Food Security Program)
- Friendship Ministry
- Quilting Ministry
- Monthly Community Dinners
- Alpha
- GriefShare
- and Gym Nights, to name a few.

We believe that collaboration is vital for ongoing success, so we work closely with a food recovery program (Food for Life), a local food bank (The Compass), a local mission (Kerr Street Mission), Christian Horizons, our local municipalities, Halton Interfaith Council and Oakville Outreach Alliance.

Internationally, we strive to make connections in Nicaragua and Colombia. In Nicaragua, we partner with World Renew, Global Resonate and EduDeo Ministries. These partnerships include supporting two missionaries, planning regular discovery or service trips and serving only Fair Trade Nicaraguan coffee at our church gatherings. As well, we support a ClearView family that has relocated to work and serve in Bogata, Colombia. These partnerships keep us globally minded and give us opportunities to be a part of God's work outside of Canada.

## V. Our People

ClearView Church has been rooted in the rich soil of a passionate immigrant community. However, we are also a congregation that is growing in diversity, with many joining us from several church



traditions as well as from no church background at all. We are also growing in cultural diversity, welcoming people from a variety of backgrounds including Asian, Hispanic and South African, to name a few. Presently, our congregation resembles the following:





## The Congregation

**263** confessing members

**300-325** Sunday attenders



## Adult members by age

**10%** 18-22 years

**10%** 23-35 years

**43%** 35-55 years

**37%** 55+ years



## Children and Young Adults

**40** children in ClearView Kids Ministry

**70** young people in ClearView Youth

**20** ClearView in College and Careers

## VI. Our Staff Team

ClearView Church strives to develop our staff team and empower them to be expert leaders in their own areas, while simultaneously expecting each staff member to engage in cooperative ministry that aligns with ClearView's vision statement and ministry pillars. The Lead Pastor's role on this team is to oversee all ministries for vision and mission effectiveness, encourage and equip the staff team for the work that they do, and encourage staff accountability to the vision and mission of ClearView. The Lead Pastor is charged with teaching the Word, thereby "equipping everyone to take their next steps in following Jesus Christ." This happens primarily on Sunday morning, but it is also interwoven in the entire



ministry life of the church. The Lead Pastor acts as a key connection between staff ministry and the overall visionary leadership of ClearView's Council.

At the present time, our staff team consists of:

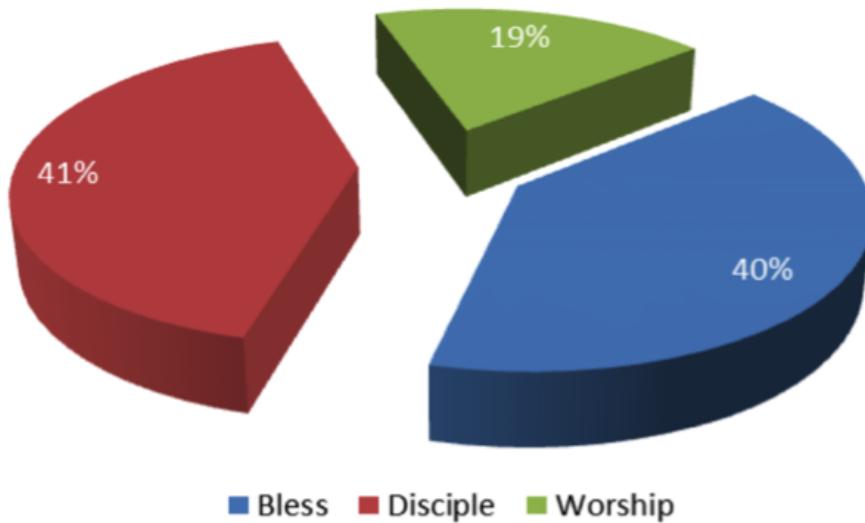
Ministry Focus Area	Part-time/Full-time Hours	Name
Lead Pastor	Full-time	TBD
Interim Lead Pastor	Part-time; 2 days	Erick Schurringa
Interim Preaching Pastor	Part-time; 3 days	Joe Abbey-Colborne
Children's Ministry	Part-time; 20 hours	Kristy Dodd
Youth Ministry	Part-time; 25 hours	Patty Schuurman
Worship	Part-time; 30 hours	Colin Wouda
Discipleship	Part-time; 25 hours	Elaine VanLaare
Community Engagement	Part-time; 20 hours	Heather Maat
Administration & Communication	Part-time; 20 hours	Melissa Brooker
Facilities	Part-time; 10 hours	Josie Jager
Financial Administrator	Part-time; 10 hours	Ellie Nyholt
Maintenance	Part-time	Hank VanderSaar
Audio Visual	Part-time	Mike Visser

## VII. Our Finances

Delivering on ClearView's vision and pillars requires a financial foundation that is supported by an organizational commitment to stewardship, and the dedication of ClearView's membership to the giving of their resources (both time and wealth). One of the cornerstones of this dedication from members is exhibited through participation in a "pledging" process which allows the annual budget to be informed by the congregation's upfront commitment to giving throughout the year.

ClearView's annual budget is approximately **\$850,000**. These funds support both operation costs (primarily staff compensation and benefits, ministry expenditures, and mortgage payments) and capital spending (eg. facility maintenance, repair, and upgrades). However, more importantly, ClearView's budgeting process, and overall financial management, is closely aligned and integrated with our vision, mission and pillars.

### CLEARVIEW BUDGET -- VISIONING BY THE NUMBERS

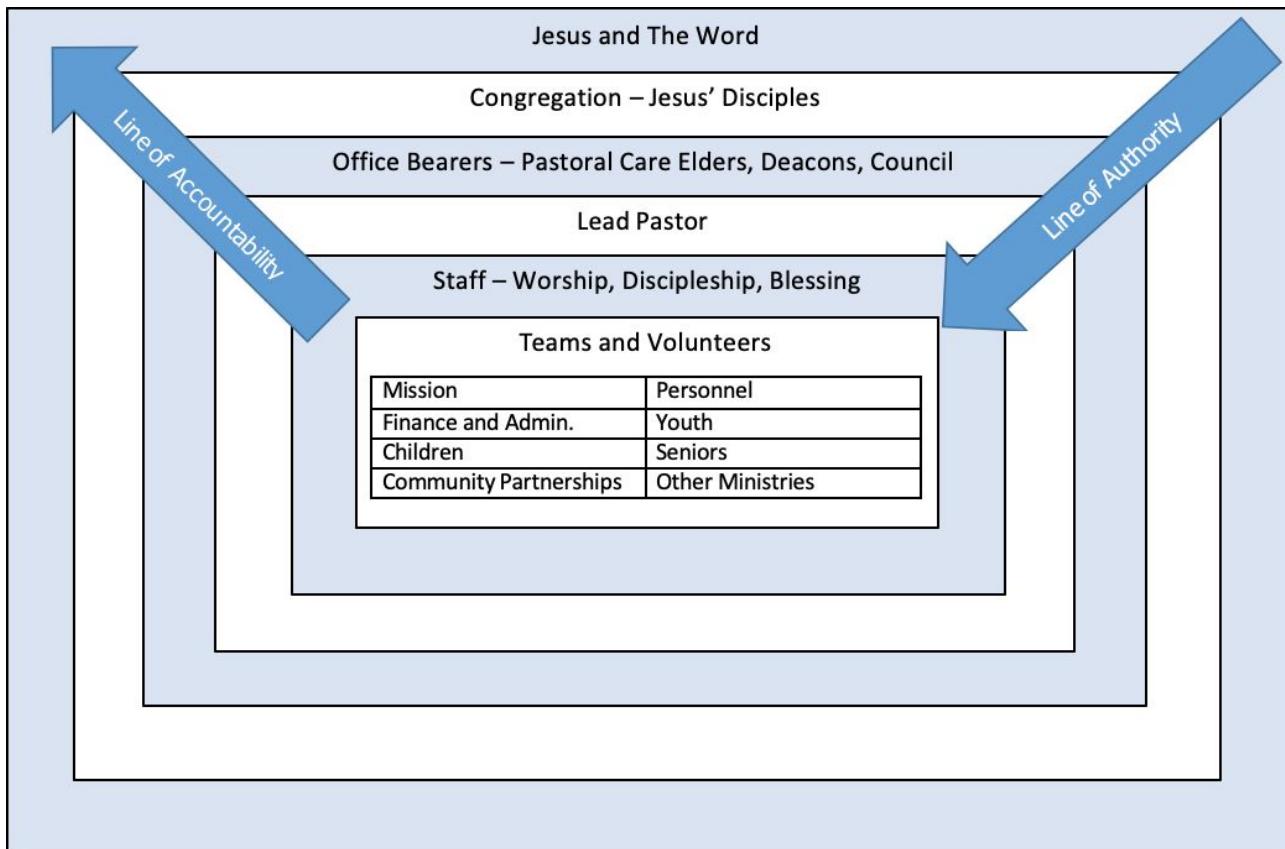


(Note: Excludes Capital, Facilities, Administration)

ClearView Church also owns a plot of land adjacent to the church building which remains vacant and relatively unused at this point. While this land represents a significant asset for the

church, we continue to seek and explore options for how to appropriately use this land in a way that supports our vision and mission while remaining stewards of this resource.

## VIII. How We are Organized



## Lead Pastor Profile

ClearView Church is seeking a lead pastor who:

### Character:

- Is deeply rooted in prayer and demonstrates a reliance on the power of the Holy Spirit
- Is yielded to Jesus, strives for personal spiritual growth and is aware of own brokenness
- Consistently and humbly models how to grow spiritually
- Regularly exhibits evidence of the fruits of the Spirit in their life
- Has a warm personality and is emotionally able to engage with people both in public and private
- Has deep resonance with ClearView's vision and mission

### Leadership:

- Is prayerful in leading Council, staff and congregation discerning "What is Jesus saying?" and "How am I leading out of that?"
- Effectively casts vision giving direction for Council, staff and the congregation
- Exhibits a growth mindset, encourages innovation and embraces change
- Has strengths in equipping and empowering multi-staff team to lead initiatives based on vision and mission
- Has strengths in equipping and empowering pastoral care elders and leaders to provide attentive pastoral care
- Provides attentive pastoral care in crisis situations

### Preaching:

- Embeds the Bible in everything and is passionate about helping everyone grow closer to Christ
- Is a dynamic, impactful and inspirational preacher who demonstrates a unique ability to discern, understand and communicate God's Word
- With bravery, challenge, vibrancy and inclusivity is unapologetic about the urgency of the gospel
- Demonstrates dependence on the Holy Spirit to inform sermon series
- Reveals an understanding of Reformed doctrine which is reflected in sermon series

Engages ClearView's pillars by:

- Leads and facilitates pillar team meetings casting vision and encouraging faith building initiatives
- Equips staff leads through one-on-one mentoring/coaching sessions
- Champions pillar initiatives through Sunday worship services and preaching

Worship

- Recognizes that worship is all of life so highlights ways for the congregation to live that out throughout the week
- Encourages everyone to take personal responsibility for spiritual growth

Disciple

- Works closely with staff lead to implement effective discipleship strategies
- Helps develop organizational links between discipleship and evangelism

Bless

- Supports initiatives for local and global engagement
- Encourages love of neighbour as individuals and as a community of believers