

The Deacons need to prepare a Ministry Appraisal that describes in detail the ministry opportunity/potential East Wenatchee First Baptist Church has in this community. This appraisal would include:

- **Community Profile**
 - **Community Demographics;**
 - **Community Bible-based Ministry Assessment;**
- **Ministry Assessment**
 - **EWFBBC Articles of Faith;**
 - **Church History;**
 - **Current ministries and outreach emphasis;**
 - **Church Organization;**
 - **Recent ministry assessments – 14 Questions**
 - **Church positions/strong convictions;**
- **Ministry Aspirations**
- **Pastoral Profile**

Community Profile

Community Demographics

East Wenatchee First Baptist Church is in East Wenatchee, Washington. East Wenatchee is part of the Wenatchee metropolitan area which has a population of about 60,000, of which 15,000 live in East Wenatchee. The Wenatchee Valley is located near the center of Washington State on the east side of the Cascade Mountains and is 135 miles by road from Seattle, Washington to the west and 160 miles by road from Spokane, Washington to the east. The Wenatchee River flows into the Columbia River at the north end of Wenatchee and the Columbia River divides Wenatchee and East Wenatchee, each in their own County.

Wenatchee/East Wenatchee is the regional center for North Central Washington. Principal industries include agriculture (irrigated apples, pears, and cherries and dryland wheat), hydropower generation (lowest power rates in the nation – 3 cents per Kw/h), medical, government services, leisure and hospitality, and construction. It also boasts a robust fiber network. The unemployment rate during the summer 2017 harvest was below 4%. The region has experienced consistent population growth in recent decades averaging about 1% per year. It was recently identified by Forbes Magazine as a top 25 retirement community.

Demographically, the valley is approximately 70% Caucasian and 30% Hispanic. Overall, the region is family orientated, politically conservative with many church options available to residents.

The valley has four distinct seasons with total precipitation between 10 and 15 inches and 300 days of sunshine in a normal year. Daily high temperatures range from the teens in the winter to above 100 in the summer.

The Wenatchee Valley is at the intersection of US 2 going east/west, Highway 97 going north/south, and Highway 28 going south. It has commercial air service with three daily flights to Seattle on Horizon Air. The Burlington Northern Santa Fe (BNSF) Railway main line between Seattle and Chicago runs through the Valley.

East Wenatchee is a major residential and retail center hosting the regional mall and most of the car dealerships in the region.

For more information about East Wenatchee and the Wenatchee Valley, go to wenatchee.org and chelandouglastrends.ewu.edu .

Community Bible-based Ministry Assessment

For the population in the Wenatchee Valley, there is a broad spectrum of churches and some depth in Bible-believing churches, where the style of worship may vary. Specifically, Wenatchee and East Wenatchee host approaching 70 churches, meeting at various locations across the valley.

While these churches vary in what they teach and the denominations they are affiliated with, our church has worked closely with several other long-standing churches in town to further Christ's work in the valley. For someone that wanted to attend a fundamental, Bible believing church in the valley, there would be well over a dozen churches to visit.

Ministry Assessment

The East Wenatchee First Baptist Church is a small church with over 40 active members and another 10-20 that regularly attend on any given Sunday. Currently, we average between 40-50 on a Sunday morning and 10-20 on a Sunday evening. We are an older congregation where the average age is in the mid-60's and many of these folks are actively serving the Lord in the organization and various ministries described later in this document.

The church has no indebtedness and the budget for 2017 was \$100,000, where the primary cost is the salary and benefits for a pastor. We have two buildings – a large 2 story sanctuary/fellowship hall and an older Sunday School building, both of which could serve 3-4 times the number we currently serve.

EWFCB Articles of Faith

The East Wenatchee First Baptist Church Articles of Faith in their entirety can be found on the church webpage at <http://ewfbc.org/AboutInfo/EWFBCArticlesOfFaith.pdf> .

Church History

The East Wenatchee First Baptist Church has been meeting on the corner of Grant Road and Kentucky Avenue since November 1953, getting its start from Sunday School classes held on steps of the East Wenatchee City Hall in June 1952. The whole story can be found on the church webpage at <http://ewfbc.org/history.html> .

Current Ministries and Outreach Emphasis

East Wenatchee First Baptist Church has three primary ministries, other than our regular Worship Service and Sunday School Sunday morning and Bible Study/Prayer on Sunday evening, and each of them are relatively small scale and often struggle for adequate leadership/support. They include:

- ✚ **We Celebrate Recovery** is a Christ-centered recovery/support ministry that has met every Wednesday evening for the last 12 years. It was originally patterned after John Baker's Celebrate Recovery (CR) program developed at Rick Warren's Saddleback Church in Lake Forest, CA. Several years into the program, the curriculum intentionally

moved away from Saddleback's CR materials to make it more Christ-centered and less like a secular/generic 12-step recovery program. We are in the process of reworking the large group lessons to clearly present the Gospel of Jesus Christ every evening and to serve as a segue to a discipleship opportunity with the Biblical Counseling Foundation (BCF) materials taught at a separate time/location as the one way to have victory in our spiritual journey of recovery.

One of our introduction slides says it well - *...but unlike other 12-step programs, this is a place where we do not hold to a generic Higher Power. Here we know and are convinced that only through a personal relationship with and a life surrendered to Jesus Christ can we fully recover from our Hurts, Hang-ups and Habits.*

✚ **AWANA** is a discipleship/outreach ministry that been running at our church for over 40 years, where the number of **AWANA** programs in town have varied from 2-6 during that same period. Our **AWANA** program is like the National model with **Cubbies, Sparks,** and **T&T**. We also have the teen program that meets weekly and recently have used the **High-Power Soccer** as our Vacation Bible School.

✚ **His Grace Counseling & Educational Services** is a Christian counseling ministry that is housed in the Sunday School building. Sandy Brandenburg is licensed by WA State as a Chemical Dependency Professional. In addition, Sandy has training and certification in Reality Therapy through the William Glasser Institute. In the course of this ministry, Sandy is working directly with her husband Don Brandenburg in order to better connect with both men and women. Don also has a 2-year correspondence certification from Moody Bible Institute - Teaching w/Results, the Gospel in Galatians.

In this ministry Sandy works closely with the group at **We Celebrate Recovery** and another group she hosts called Wounded Hearts. The Wounded Hearts group focuses on adults dealing with the effects of child sexual abuse and uses the book titled **Wounded Hearts – Hope for Adult Victims of Childhood Sexual Abuse** (Dr. Dan B. Allender) and the associated workbook. Sandy and Don also accomplish a lot of benevolent outreach in the course of their ministry, helping others directly or highlighting those needs to others in the church.

✚ In addition to these church ministries, the church has agreed to allow the use of our church facilities by Costa Rican missionaries, Daniel and Sandra Perez targeting Spanish-speaking migrant farmworkers that move through our valley each year. Their ministry meets under the name of **The Mt. Joy Baptist Church (Iglesia Bautista Montana de Gozo)** on Sunday afternoon from 3-5 PM. There is no financial connection between the two churches other than periodic gifts (monetary and/or kitchen supplies) Mt. Joy Baptist Church provides to EWFBC.

The Mt. Joy Baptist Church missionary work is sponsored by the Auburn Missionary Baptist church, Auburn, WA and that church is affiliated with the American Baptist Association, located in Texarkana, Texas. Daniel was ordained by Grant Missionary Baptist church in East Wenatchee in May 2000 when he started working in the valley. With a change in leadership at Grant Missionary Baptist Church, Daniel began meeting at EWFBC in 2009. Mt. Joy Baptist Church's doctrinal statement is consistent with our Articles of Faith and their small congregation attends many of our potlucks and Thanksgiving/Christmas gatherings.

Each of these ministries are described on the church webpage under the ministries tab – ewfbc.org .

Current Organization

East Wenatchee First Baptist Church is governed by a Deacon Board that is made up of from 3-6 Deacons, currently there are 4 Deacons with one serving as the President, one as the Treasurer, and another as the Secretary. The Deacon Board serves directly with the Pastor providing the leadership for the church.

East Wenatchee First Baptist Church has four positions/roles serving in a variety of capacities as follows:

1. **Pastor** – The pastor's position is a full-time, salaried position that is best described in 1 Timothy 5 and 1 Peter 5. Some additional detail is listed in pastor profile and this role would logically provide oversight for all ongoing ministries.
2. **Secretary** – The secretary's position is currently a part-time, unpaid position serving with our interim pastor focusing on primarily the bulletin/bulletin inserts and email correspondence. This role is currently serving approximately 20-30 hours/month.
3. **Janitor** – The janitor's position is a part-time, paid position working approximately 35-40 hours/month.
4. **His Grace Counseling** – Sandy Brandenburg is the Chemical Dependency/Reality Theory Therapist working with those dealing with substance abuse and/or sexual abuse issues. This role is a part-time, non-salaried position where any donations (recommended donations \$25/hr.) pass through the church books as salary and this counseling ministry is intentionally hosted in the Sunday School building and specifically covered by our church insurance policy.

Recent Ministry Assessments – 14 Questions

The Deacons have been talking about church vitality and growth for several years and have at the beginning of 2017 begun to focus on an article in the Jan/Feb, 2010 Baptist Bulletin titled ***14 Questions To Assess Your Church's Health*** (<http://baptistbulletin.org/the-baptist-bulletin-magazine/14-questions-to-assess-your-churchs-health/>). Given some discussion with the Deacons and ministry leaders, at the March Deacon's meeting, we chose to focus on 2 of the 14 questions - #1 Prayer and #4 Visitors.

Church Positions/Strong Convictions

The church has been reaching out in a variety of ways over the years to grow and change to be better used by God in this valley. We would suggest that other than the Bible, the Gospel of Jesus Christ, and the Great Commission there is not a long list of positions or convictions that our body holds. Some that come to mind include:

- ✚ **Biblical Counseling Foundation Materials** – We have an ongoing Sunday School course using these materials. The Biblical Counseling Foundation (BCF) is organized to train and equip members of the body of Christ to face the challenge of living in a fallen world and to prepare them to disciple / counsel others using the Bible as their only authoritative source (bcfministries.org). It takes about 1 year to work through the program/materials and we are into our second cycle through the program.

Ministry Aspirations

Other than the Great Commission given to all believers and their churches, there are some aspects of this community and world at large that are important to our body of believers. Because we are an older congregation, outreach and ministering to our seniors is important and something we focus on a regular basis.

Many of our ministry aspirations relate to how and whom we seek to reach in our outreach efforts, where we would like to consider expanding/improving our efforts. Specifically, EWFBC's ministry aspirations include reaching:

- ✚ **Children/Young People** – Both the AWANA ministry and our Teen Program (discontinued this school year) focus on the young people in our community. The East Wenatchee School District (Eastmont) is expecting to add over 1,000 students in the next 10 years.
- ✚ **The Hurting Members of our Community** – There are a myriad of life-changing issues affecting the lives today where people can lose hope and see no way out. We Celebrate Recovery and His Grace Counseling and Educational Services focus on these needy people in our community.
- ✚ **Spanish Speaking Members of our Community** – The Hispanic population makes up over 30% of our community and many have no church home and may not even speak English. Partnering with Mt. Joy Baptist Church helps to focus on this segment of our population.
- ✚ **Discipleship** – There has been a growing interest in each of the ministries of our church to more actively disciple believers inside and outside our body and a number of folks are involved in separate efforts to do just that. Those efforts include home Bible studies, small group studies, and even one-on-one efforts.
- ✚ **Young Families, Single Parents, and College Age Young People** – There is a large segment of our community that do not attend church and see it as only another “activity” to add to their already busy schedule. We are attempting to be inclusive in all our ministries and outreach efforts to attract, welcome, and retain these groups.

Pastoral Profile

Our church is seeking the man God would like to serve as Pastor at EWFBC. We are looking for an experienced pastor that has demonstrated the ability to:

- Provide the leadership necessary for our church to grow – both in the size of the body and through individual discipleship and outreach that touches our community for Christ;
- Be an example in prayer, boldly seeking God’s will and blessing for His church in our community and around the globe;
- Preach and teach the Word, accurately handling the Word of Truth, and challenging us to grow in Christ and apply God’s Word every day;
- Provide the spiritual and administrative leadership for church leaders and the church overall, shepherding the flock and focusing our energies in this community;
- Equip the saints for the work of service, helping identify and develop spiritual gifts and ministry opportunities as our body grows and matures for the glory of God; and
- Serve Christ with a humble and loving heart toward those entrusted to his care, constantly nourished on the words of the faith and sound doctrine.

With this outline of what we are looking for as a Pastor, the Deacon Board and our congregation understand that the current organization and/or the ministries may need to change for us to grow and become the people and the church God wants us to be.

Respectfully submitted,

The EWFBC Deacon Board