

# Church Information Profile

## Bethel Friends Church

1040 South Jefferson

Hugoton, KS 67951

Church Phone: (620) 544-8518

Church website: [Bethelfriendschurch.net](http://Bethelfriendschurch.net)

Church email: [bethelfriends1890@gmail.com](mailto:bethelfriends1890@gmail.com)

Church Secretary: Margo Shelton, (620) 629-6098

Presiding Clerk: Wilbur Kinser, (620) 541-1330, [wjfarm83@gmail.com](mailto:wjfarm83@gmail.com)

Spiritual Life Chairman: Ben McClure, (620) 544-1579, [bjmclure@hotmail.com](mailto:bjmclure@hotmail.com)

## Getting to Know Your Church

### Statistics

Category	Number/Average	Declining/Steady/Growing
Church Membership	106	Steady
Sunday School Attendance	60	Steady
Morning Worship Attendance	102	Steady
Regular attendees	150	Steady
Evening Service Attendance*	16	Steady
Tuesday Morning Prayer	12	Steady
Midweek Activities Attendance		
AWANA	27 Kids / 17 Adults	Steady
MS Youth	4-5	Steady
HS Youth	20-25	Steady
Women's Bible Study	6	Steady
Friends Women	6	Steady
Men's Breakfast	20-25	Steady

\*We don't currently have an evening service but have a few small home groups meeting.

### Age Group

Age-Group	Number	Percentage	Declining/Steady/Growing
0-11 years	20	16.1%	Steady
12-18 years	17	13.7%	Steady
19-25 years	12	9.7%	Steady
26-45 years	29	23.4%	Steady
46-64 years	27	21.8%	Steady
65 and older	19	15.3%	Steady

### Occupations

<u>Category</u>	<u>Number</u>	<u>Percentage</u>	<u>Declining/Steady/Growing</u>
Student	43	37.1	Steady
Laborers	6	5.2%	Steady
Farmers	14	12.1%	Steady
Retail Sales	3	2.6%	Steady
Clerical	4	3.4%	Steady
Homemakers	11	9.5%	Steady
Educators	11	9.5%	Steady
Business	4	3.4%	Steady
Professional	4	3.4%	Steady
Retired	16	13.8%	Steady

### Families

<u>Category</u>	<u>Number</u>	<u>Percentage</u>	<u>Declining/Steady/Growing</u>
Singles (no children)	10	26.3%	Steady
Singles (children)	1	2.6%	Steady
Couples (no children)	8	21.1%	Steady
Couples (children)	19	50.0%	Steady

### Finances

<u>Category</u>	<u>Last Year's Actuals</u>	<u>This Years Budget</u>
Income	\$330,196	\$307,000
Expenses	\$337,876	\$386,000
Savings	\$212,826	\$212,826
Indebtedness	\$0	\$0
Giving to EFM	\$32,000	\$26,400
Giving to Missions	\$32,739	\$41,200

We have budgeted to make some improvements / renovations to the parsonage, upgrades to the church and youth building sound system, and new equipment for the playground area.

## The Position You are Filling

**Title / Position:** Pastor

### **Briefly describe the job description for this position:**

The Pastor of Bethel Friends Church will encourage the members in a positive manner into a deeper faith and relationship with God. We ask that he practice a habit of regular Bible study and prayer, prepare weekly messages, develop relationships with people both inside and outside the church, provide counseling, assist families in crisis, and work alongside other churches and pastors in our community and in Mid America Yearly Meeting. We pray our pastor will encourage the congregation and join them in being obedient to fulfill Bethel's mission of reaching the lost. Examples of other pastoral duties are:

officiate weddings, funerals, baby dedications, baptisms, and communion; visit the sick and shut in; and provide premarital counseling.

**Projected Compensation and Benefits**

We will discuss and agree upon the total compensation package when the right pastor is revealed by God.

Bethel Friends Church has a parsonage described below which will be provided to the pastor. We will provide health insurance and support a retirement plan for a full-time minister. Utilities have been the responsibility of the past pastors.

**Briefly describe the parsonage:**

The parsonage is a 1,974 square foot brick ranch style house built in 1985. It has a two-car attached garage, 3-5 bedrooms, 3 bathrooms, a fully finished 1,974 square foot basement, a fenced in back yard with an underground sprinkler system. The parsonage is on the opposite end of the block from the sanctuary. It is a short walk to a Dollar General and approximately ½ mile to the elementary, middle, and high schools. It is approximately a mile to the private Christian school, Heritage Christian Academy.

**Please describe other issues, like vacation schedule, annual conference, and such:**

We will encourage our pastor to attend the EFC-Mid-America Yearly Meeting as well as the annual Pastor's Retreat. We will encourage our pastor to set aside at least one if not two days per week for a weekly time of Sabbath and a day of rest other than Sunday. These days may need to be fluid to work around family schedules and the needs of the church. We will live in an understanding way with the pastor with this schedule. We will encourage vacation time according to the EFC-MAYM Pastor Contract. Sick leave and other personal time or paid time off will be encouraged to follow the same schedule. The church budgets for and will support a 3-to-6-week sabbatical to be taken between the fifth and seventh years of service. We encourage our pastor to take opportunities for professional development. From time to time, we host missionaries and allow them time to speak during Sunday School as well as the worship service. During these times the pastor will work with them to coordinate the service and will not be expected to preach if the missionary is using the morning worship service to speak. The pastor will be expected to preach between 45 and 47 morning services per year as well as Good Friday, Christmas Eve, and other services that may be planned throughout the year.

**Please describe the church's position on employment outside the church for minister or spouse:**

We have had only full-time pastors in the recent past. The church is willing and able to support a full-time pastor. We have had pastors that have been substitute teachers or have even taught a class at the high school. The church fully supported them in this endeavor as this was a great way for them to engage with the young people of the community. Outside employment can be discussed if this is something that is desired. We feel the choice of the spouse working outside the home is a decision to be made between the pastor and his wife. We will support their decision.

**Briefly describe the type of leader you are seeking:**

Bethel Friends Church is seeking a servant leader who stands on and lives by the authority of Scripture and is obedient to the Holy Spirit, willing to walk beside us in fulfilling our role in the Great Commission.

Our pastor will shepherd, by putting God and others before himself, and the fruit of the Holy Spirit should be evident in his life. He will faithfully preach God's word and encourage the church body in our daily walk with Christ. Our pastor should desire to be held accountable to God and other believers, be humble, and have a caring and compassionate attitude. As we faithfully serve God together, he will help us identify and fill our gaps.

**Briefly describe how this leader will need to relate to co-workers and supervisors:**

Organizationally, our church is a congregation led church. The pastor will need to work with personnel in EFC-MAYM, the spiritual life team, and the other church teams. Weekly, there will be Sunday school teachers, AWANA and youth leaders with whom he will work. On a more daily basis, there will be the church secretary and janitor to be worked with as well. In all these relationships, the pastor will be expected to serve a support and advisory role and not dominate, control, intimidate, or mandate his will. Grace will be given and received.

## **Church's Context of Ministry**

**Please write the church's Mission Statement:**

Bethel Friends Church is a family of dedicated followers of Christ, united by our love for the Lord. We strive to be like Christ by being His hands and feet, through fellowship, service, and the study of His word. While imperfect and sometimes dysfunctional, we are a Spirit-led congregation that welcomes everyone with open arms. Our church is a place of worship, faithful Bible teaching, and generosity in time, money, and talents. We prioritize relationships over material things and endeavor to be a welcoming and warm church family. **Our mission is to love God and His word, worship and serve in unity with other believers, and build connections with the unreached, trusting the Holy Spirit to draw them to choose Jesus and join us.** We are committed to fulfilling our role in the Great Commission, making disciples, and immersing ourselves in all God is until the time Jesus returns. (Matthew 22:36-40, Matthew 28:16-20)

**What challenges or opportunities do you offer a pastor?**

Bethel Friends Church has faithfully supported missions. However, we need to do better at outreach and evangelizing our community. We are not very good at reaching people different than us. Our community has a large unreached population.

Although ten years apart, the departures of the last two pastors on difficult terms have left lingering hurts. This is a congregation needing to be loved on and served by someone with a shepherd's heart. Our prayer is that God's purpose of healing and redemption can be accomplished so that "many lives may be saved" (Genesis 50:20).

**Name (and briefly explain) four significant events that have happened in the last five years:**

1. The church body took on the endeavor to read aloud through the Bible 24 hours a day in the sanctuary until it was all read. We took turns in 15-minute increments for basically 3.5 days. This was in January 2022. It was something participated in and enjoyed by all ages. We would like to do it again.

2. Bethel Friends Church worked in cooperation with other churches in our community to start having an annual church service in the park. Attendance has increased every year with last year being around 750. We started this in 2020.
3. COVID was difficult but resulted in us using technology to broadcast Sunday School classes and worship services over the internet to people across the nation and around the world.
4. Terminated the last pastor in April of 2023.

**Give several characteristics of your community:**

Hugoton is a small, rural, agriculturally based community of roughly 4,000 people, located in Stevens County, in Southwest Kansas. It is approximately 15 miles from Oklahoma and 30 miles from Colorado state lines. The general population is independent and self-sufficient. It is 35 miles from the nearest Walmart and 70 miles from the nearest Sam's Club or Target. The public school system fluctuates between large 3A and small 4A classifications. The buildings are modern but not new. Both boys' and girls' basketball programs have had recent state titles. There is also a private Christian school for Pre-School through 6<sup>th</sup> grade.

We also have members from surrounding small communities of Moscow and Rolla.

There are many small businesses that support the agriculture as well as oil and gas economy. There are a few small manufacturing facilities. The agricultural economy is made up of farming and ranching, several cattle feed yards, a large pork feeding operation and several large dairies in the area that support a dairy ingredients plant. Recently there has been a bio-diesel plant constructed nearby.

Hugoton is a diverse community including many different ethnic and cultural groups.

**What do you see as your church's goals for the next five years?**

We want to grow deeper in our spiritual walk with Christ. An important goal is to teach and live in forgiveness (Psalm 147:3). We want small groups, home groups, or disciple groups to grow in number of groups, number of participants, and be more effective in meeting the needs of the body. We want to develop new ministries to reach the unchurched in our community. We want to be multiplying disciples, identifying and utilizing our spiritual gifts.

**How and when will you decide upon your selection of this position?**

We have a good house. Meaning, we have a great body of believers who do what needs to be done because they love God, and they love each other. Therefore, we aren't in a hurry and will wait on the one God has prepared to serve with us. When that person is revealed to us, we will accept them as a whole body.

**How and how often will you measure the success of the pastor?**

We believe success isn't measured in greater numbers but in the spiritual growth of those attending, reaching the lost in our community, and including them in the family of God and Bethel Friends Church. In our view, the pastor will join us in our mission. The pastor will meet with the Spiritual Life team monthly and share a prepared written report/reflection noting victories, challenges, and prayer requests from the past month.