

Mill Creek Community Church

16415 North Road
Mill Creek, WA. 98012

Church Profile Form

Name: Mill Creek Community Church

Location of Church (City, State/Province): Mill Creek, WA.

Classical Church Counselor: Summer Mohrlang

Search Committee Contact:

Name: Ken Jacobs

Address: 16415 North Road, Mill Creek, WA. 98012

Cell: 206-799-4737

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Community Setting

<u>Location</u>	<u>Function</u>	<u>Growth</u>
<input type="checkbox"/> Rural	<input type="checkbox"/> Industrial	<input checked="" type="checkbox"/> Growing
<input type="checkbox"/> Small Town	<input type="checkbox"/> College/University	<input type="checkbox"/> Static
<input type="checkbox"/> Metropolitan	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Declining
<input checked="" type="checkbox"/> Suburban	<input type="checkbox"/> Recreational	
<input type="checkbox"/> Inner City	<input type="checkbox"/> Military	
<input type="checkbox"/> Small City	<input checked="" type="checkbox"/> Bedroom Community	

Approximate population of community: Mill Creek (20,900), Greater Seattle Area (3,870,000).

We are open to:

- Male and Female pastors
- Female pastors only
- Male pastors only

List all staff positions:

- Lead Pastor (Vacant)
- Worship Director (Part-Time)
- Youth Director (Volunteer)
- Children's Director (Part-Time/Vacant)
- Office Admin (Part-Time)

Position Available: Lead Pastor Date of Vacancy: February 1, 2020

General position description: Preaching, Overseeing Pastoral Care (with Elders), Staff Leadership, Council and Classis Participation, Vision Casting, Shepherding

Full-time or Part-Time: Full-Time

Bi-Vocational position (Yes or No): No

Number of years preferred of ordained ministry experience of potential candidate: 5+ years

Have you completed the Denominational Survey conducted by the Center of Social Research

If yes, post link here: ____ (In Process) _____

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Church Demographics:

Profile of church members:

Age:

__ 15.1% 0-11 __ 9.2% 12-18 __ 5.9% 19-24 __ 3.4% 25-34 __ 16.0% 35-49
__ 12.6% 50-64 __ 38.7% 65+

Occupation:

__ 10.2% Business __ 13.3% Professional __ 10.2% Trades __ 3.1% Stay at home parent
__ 0.0% Agriculture __ 49.0% Retired __ 14.3% Student __ 0.0% Other

Percentage of members belonging to the congregation:

Less than 5 years __ 13.5%
5-10 years __ 28.8%
10 or more years __ 57.7%

Racial/Ethnic composition of congregation and surrounding community:

As per the 2020 census, the community is 71.6% White, 2.0% African American, 0.3% Native American, 17.7% Asian, 0.3% Pacific Islander, 5.3% Hispanic, and 5.7% from two or more races. While the church has diversity, it does not reflect the demographics of the area.

Composition of congregation:

Mono-Cultural
Multi-Cultural
Specific Ethnicity (specify: _____)

List the last three persons in this position:

1. Daniel Baxter
2. Chris Allen
3. Eleanor Rietkerk

Worship:

How are members involved in planning and participation in the liturgy/worship?

At MCCC, we encourage members and attendees to participate throughout our worship service. Congregants are encouraged to suggest new songs for worship to the Worship Director. We invite members and attendees to join the praise Team and share both their instrumental talents and singing gifts. The congregation participates in the singing throughout the service.

We invite all members, attendees, and our youth to participate in liturgy through the call to worship, opening prayer, and congregational prayer.

The Pastor and Worship Director have final say in liturgy choices, but the church community always is welcome to suggest ideas for elements of the liturgy. Liturgy is chosen to support that week's scripture/sermon theme.

Describe the worship services in your church:

- Welcome to new attendees and visitors
- Blended Worship (Modern Contemporary, Praise, and Hymns)
- Scripture reading and sermon
- Prayer by Pastor & Congregant
- Children previously stayed in church through songs and Children's Message. Currently, children go directly to Church School classes before service begins.
- Lord's Supper – 1x per month
- Song verses and scripture are projected for all to see
- Services are streamed live for those at home to participate in

Describe the discipleship practices in your church for all ages of members and attenders:

For our youngest members we have Nursery, Church School and Vacation Bible School. For the pre-teens and teens we have youth group, Profession of Faith, and mission trips. For adults we have Small Groups and Bible Studies

Building/Financial:

Present Annual Budget: \$333,852

Last Year's Annual Budget: \$368,219

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Percentage of financial obligations met (last complete year reported): FY2020: 83% on revenue and 80% of budget for expenses. Reductions in revenue and expenses in FY2020 were due to COVID. (Budget year is Sept – August)

Denominational Ministry Shares: \$12,600/year. Current year not paying any Denomination Ministry Shares due to COVID. Church closures due to COVID and limited attendance permitted resulted in a drop-off in income.

Classical Ministry Shares: \$7,800/year. Current year not paying any Classical Ministry Shares due to COVID.

Amount contributed above budget and ministry shares: \$0

Specify (Optional): Special offerings for Youth Mission Trip and Local mission projects were handled outside of the budget.

Facilities:

Describe facilities:

Gathering Space, Sanctuary, Office wing, Kitchen, Food Pantry,
Children's Wing (Two Nurseries, Sunday School classrooms, Youth Room)

Are your buildings adequate for your ministries?

Yes No

If no, please explain:

Is a building program projected?

Yes No

If Yes, describe what and when:

Does the church own a parsonage?

Yes No

Location of office or study: Corner office in the church with big windows.

Compensation:

The salary range we are prepared to offer our new pastor is based on the CRC Minister Compensation Survey in our area: Yes

If other, please specify:

The average annual increase for this position over the past three years is:

\$ _____ or 2.0-3.0%

Housing:

- Housing Allowance
- Parsonage Only
- Either of the above

Benefits and expenses:

- Pension
- Medical Insurance
- Life Insurance
- Social Security or Canada Pension
- Travel/mileage
- Continuing Education funds
- Continuing Education time allotted
- Sabbatical policy in place
- Annual Vacation (28 Days)
- Other (please specify)

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Church Characteristics:

(Check which one(s) are closest to your current church's characteristics)

Presently, the FOCUS OF OUR CHURCH'S MINISTRY is

	Community Exclusively	Community Primarily	Community & Current members & participants equally	Current members & participants primarily	Current members & participants exclusively	
External			X			Internal

In our church, the WORSHIP SERVICE IS DESIGNED FOR:

	Designed for unchurched	Emphasis on unchurched	Unchurched & believers	Emphasis on believers	Designed for believers	
Unchurched			X			Churched

In our church, the STYLE OF MUSIC used in the worship service is:

	Contemporary	Mostly Contemporary	Blended	Mostly Traditional	Traditional	
Contemporary	75%				25%	Traditional

In our church, LEADERSHIP is generally provided by the:

	Predominantly lay leaders	Frequently lay leaders	Lay leaders & pastoral staff share leadership	Lay leaders function under pastoral staff	Predominantly pastoral staff	
Congregational Members		X				Pastoral Staff

Church Characteristics (Cont.):

Our church seeks to ENCOURAGE SPIRITUAL GROWTH through:

	No specific ministries	Ministries for a few groups	Ministries for selected groups	Ministries for most groups	Ministries for all groups	
Informal		X				Formal

In our church, EVANGELISM STRATEGIES AND METHODS are:

	Predominantly Unplanned	Generally Unplanned	Equal Emphasis	Generally Planned	Predominantly Planned	
Unplanned			X			Planned

Our church is representative of the ECONOMIC DIVERSITY of our community

	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	
High representation			X			Low Representative

Our church is representative of the ETHNIC DIVERSITY of our community

	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	
High representation				X		Low Representative

Our church's RESPONSE TO COMPASSION, MERCY, AND JUSTICE NEEDS is:

	Commitment to church-based action	Encouragement of church based action	Church based and personal action	Encouragement of personal action	Commitment to personal action	
Church-based			X			Personal

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Our church's MISSIONAL FOCUS is

	All Local	Mostly Local	Equally local and global	Mostly global	All global	
Local		X				Global

Narrative:

Do you have a recently articulated mission/vision for ministry? (Y or N)

Mission:

Reflecting the Renewing Love of God in Our Community

Vision:

Inviting all to know Christ - *Igniting* all to serve Christ

In what ways does your church participate in ecumenical activities?

Local CRC Pastors meet but not on a regular basis especially during COVID.

Reflect on your strengths/gifts as a church.

Some of the strengths/gifts of our church include:

- Church building and grounds that are welcoming
- Inviting atmosphere for friends new and old
- Friendly and open
- Heart for people in need (E.g. meals for homeless, Food Pantry)
- Building is used for/by various programs (AA meetings, MOPS *mothers of pre-schoolers, Seattle Bethany church, community blood drives, food bank, Community Garden)
- Location – on a major intersection with adjoining bus stop
- Casual and informal setting.

Reflect on your passions as a church:

We love the Lord and our neighbors. We want everyone to experience the love of Jesus. Our weekly food pantry and community garden reveal our passion for our neighbors. We have a passion to nurture new Christians and involve children and youth in our worship service, ministry and programs.

List specific Challenges with which your congregation struggles:

- Challenges with COVID (Reduced attendance, lower giving, reduced ministry opportunities).
- Pastor turnover – MCCC had two non-ordained pastors over a period of 4 years and the turnover caused a pause in our vision and stability.
- Increasing diversity of membership and attendees
- Outreach to neighbors to bring them to the Lord
- Healing from situation with the last pastor
- Rebuild confidence in MCCC ministry
- Attracting younger families and singles

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What has been the most interesting and challenging event in the life of your church in the last three years?

In between our last two pastors, we had an interim pastor where we experienced solid ministry growth. Growth was not sustained with the hiring of new pastor and some new attendees left. The second pastor resigned after just being there a 15 months. COVID hit a month after the Pastor left causing us to totally close down for several weeks, followed by several months of limited attendance due to COVID restrictions on churches.

List major goals that this congregation has set for itself or opportunities the congregation anticipates:

- Re-engaging the community in Mill Creek and Lynnwood following COVID to assess needs and develop ministry.

Describe what being Christians of Reformed accent means to you:

Because “Our world belongs to God,” as our Contemporary Testimony put it, and because, “God’s will is to be done on earth as it is in heaven” as Jesus in his prayer put it, we are called to be partners with God as we live out this truth and this mandate.

Describe your understanding of the relationship between the local church and the Christian Reformed denomination:

While our church is not a typical CRC, we support the denomination, hold to the teaching and beliefs of the CRC and appreciate being in this church network.

What has been the most important events in the history of your church?

- MCCC was one of the first churches in the denomination to ordain women for ministry.
- Building our church facilities.
- Expanding our community ministry (Food pantry, Toys for Tots, MOPS, Community Garden, during COVID deacons have volunteered to shop for homebound members)
- Full utilization of our facilities by partnering with other churches to share our building, as well as, partnering with 3rd parties (AA group, Home School Group)

Leadership:

How many council members does your church have?

11 (5 elders, 5 deacons, and pastor)

What is the length of term for council members?

3 years

How often does the full council meet?

Once a month

What subgroups of council exist, how do they function and how often do they meet?

Full council meets together twice a month.

Committees:

The following committees meet as needed:

- Finance committee meets as needed and makes recommendations to council.
- Safety committee meets as needed.
- Children's worship committee meets monthly.
- Staff meeting is every week.
- Building & Grounds monthly
- Worship Team meets and practices weekly

When completed, email finished profile to: profiles@crcna.org