Below is some background information concerning First Baptist Church of Connell, Wa. We are currently seeking to fill the position of senior pastor.

**Church purpose:**

Our purpose is to glorify God by conducting a Baptist church in accordance with the Word of God, edifying believers, teaching the whole counsel of God, administering the ordinances, education our children, seeking to win the lost to Christ in our community and around the world while maintaining a life of godliness and good works.

**Job Description:**

Our church constitution describes this position: “the Senior Pastor shall have charge of the spiritual welfare of the church. He shall direct and work in cooperation with any associated, teachers and elected officers of the church”. The term of office is indeterminate, upon written resignation or by church vote as outlined under meeting procedure. Also helping the church become more visible and involved in the community.

**Biblical Characteristics:**

His call to the church, “is determined by the individual’s call; his biblical and personal qualifications as outlined in Ephesians 4: 11-16, 1 Timothy 3: 1-7, Titus 1: 5-9, and 1 Peter 5: 1-4; his gifts and abilities to fulfill the job description, and his full agreement with the Constitution of the church”. (Church Constitution)

**Overview of Church Ministries:**

Sunday school, Sunday Morning Worship, Weekly small groups, Awana and special events to reach the community.

**Congregation Preferences:**

Hymns and praise choruses during worship services. The church has a more traditional form of worship. We commonly use the New King James, NIV and ESV versions of the Bible.

**Missions:**
The Missions program is funded by Faith Promise Giving with 18 missionaries or agencies and approximately $20,000.0 in support. This program has been used several years and has never failed to meet the commitments made.

**Church and Community Information:**

1. **Origin and date:**
   
   First Baptist was formed in the late 1950’s. Several people were farmers that had moved into the area with the development of the Columbia Basin Irrigation Project. The church was able to purchase an old church building and operated out of that building until 1991 when our current building was constructed. This was done under the direction of Pastor Doug Gorsuch, who had building experience. With the Lord’s help, a lot of volunteer labor and good money management, the building was built without debt. Currently the church has funds in saving to construct a needed upgrade to the present building.

2. **Former Pastors-length of ministry:**

   The church as seen most pastors minister for an average of 7 years, with pastor Jim Saunders serving for 17 and most recent Steve Thatcher 5 years.

3. **Factors of growth and development:**

   The church has seen a high of 125 in attendance to a low of 50 thru the years as the City of Connell has gone from being a major agriculture business area, but now a larger influence of a Medium and Low Security State Prison with approx. 2200 beds. The construction of SR 395 into a 4-lane freeway to the Tri Cities has had an impact on the retail segment and churches. The city has the K-6, Jr & Sr High Schools for a large area with additional grade schools in the rural area which are managed from Connell.

4. **Any major changes in affiliation or doctrine?**

   Doctrinal beliefs remained the same.

5. **Major occupations of constituency:**

   The city has 4 main employers: State Corrections Facility, Lamb Weston (Potato Processor), North Franklin school District and Americold (Frozen food storage)

6. **Lay leadership evaluation:**

   Faithful and consistent

7. **Any major issue of change during the last ten years?**
2020 was a difficult year with the Covid 19 virus causing major disruption in meeting and closing of the children’s programs. With Steve Thatcher leaving many people have left the flock. Some are still not willing to meet in person.

**Church statistics: Present attendance:**

0 Sunday School, 0 Awana, 15-20 Morning worship service in person

**Attendance for Past year after shutting down until present:**

0 Sunday School, 10 Youth fellowship online, 50 Morning worship online.

**8. Income and budget for past five years:**

<table>
<thead>
<tr>
<th>Year</th>
<th>Income</th>
<th>Expenses</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021</td>
<td>$74,875.00</td>
<td>$74,875.0</td>
<td>Annual budget adopted.</td>
</tr>
<tr>
<td>2020</td>
<td>$49,367.67</td>
<td>$67,234.16</td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td>$88,013.18</td>
<td>$65,337.65</td>
<td></td>
</tr>
<tr>
<td>2018</td>
<td>$62,379.88</td>
<td>$65,719.90</td>
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</tbody>
</table>

**9. Growth pattern for past five years:**

<table>
<thead>
<tr>
<th>Year</th>
<th>Attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>55</td>
</tr>
<tr>
<td>2017</td>
<td>60</td>
</tr>
<tr>
<td>2018</td>
<td>65</td>
</tr>
<tr>
<td>2019</td>
<td>80</td>
</tr>
<tr>
<td>2020</td>
<td>Covid 19 On-line most of the year</td>
</tr>
</tbody>
</table>

**10. Church membership/attender demographic information**

a. Age and Gender:

<table>
<thead>
<tr>
<th>Age</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-5</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>6-11</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>11-19</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>19-21</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>
22-29  2   1
30-39   0   0
40-49   2   0
50-55   2   3
56-64   3   4
65+     2   5

11. Occupation evaluation: (Does not include retirees.)
    Management X  Professional X  Office or sales X  Medical 0
    Industrial worker 0  Education X  Construction worker 0
    Unemployed 0  Agriculture X

12. Church property:
    Size of the property: approx. 2 ac in city limits
    Seating of auditorium: 150
    Christian education facilities 5 rooms
    Age and condition of building: 31 years average condition
    Indebtedness: $0.00
    Building funds available $420,000.00

13. Church Community:
    a. Total number of people living within your church’s community and area.
        Connell 5,388 (incl 2,200 in State Prison) www//cityofconnell.com
        Othello 7,200  Tri-Cities 350,000
    b. The other churches within the community:
        Independent Baptist KJV only, Lutheran, Catholic, Nazarene, Methodist,
        Mormon, 2 Hispanic and Calvary Chapel