



3. Age of members and children. Give totals and percentage.

0-12	0	0%	31-45	4	8%
13-18	5	9%	46-64	12	23%
19-30	3	2%	65+	32	59%

4. Occupational profile: (ages 19 to 70). Give totals.

Business/manager/proprietor	4	Homemaker	20
Education/administration/teacher	4	Clerical/sales	3
Craftsman/laborer/operative	1	Student/VS	3
Medical: doctor/nurse/administration	0	Farmer/rancher	2
Church institution/administration/minister	1	Other professional	0

5. Educational level of adults:

Up to and including high school	98%
Some college or college graduate	62%
Graduate school	6%

6. Describe the racial or ethnic composition of the congregation. *Caucasian*

### C. LEADERSHIP

1. Identify the present staff position for which you are seeking a candidate. *Lead Pastor*
2. Two previous persons in the above position:

*Brad Roth* Dates of service *2013-2022*  
*John and Marcia Yoder-Schrock* Dates of service *2000-2010*

Comment on the transitions experienced by the above staff persons. What were the reasons for their assignments ending? How were the transitions handled?

*Brad Roth- He answered the call to being a pastor in a larger congregation. We currently have an interim pastor.*

*John and Marcia Yoder- Schrock- The deacons, together with church council, made the decision a new pastor was needed. A 90-day notice was given. We had a transitional pastor followed by an interim pastor.*

3. Did your congregation follow the Pastor Salary Guidelines recommended by the denomination for the previous pastor? Yes If not, describe how you varied from the Guidelines
4. Identify other staff: (assistant/associate minister, lay ministers, administrative assistant, custodian, musicians, youth)

<i>Secretary</i>	<i>13% of full time</i>	<i>Specific responsibilities: Secretarial Duties</i>	<i>Years served: 6</i>
<i>Custodian</i>	<i>20% of full time</i>	<i>Specific responsibilities: Cleaning</i>	<i>Years served 7</i>
<i>Organist</i>	<i>5% of full time</i>	<i>Specific responsibilities: Plays on Sundays</i>	<i>Years served: 60+</i>

5. Describe housing options for the above position: Is there a parsonage or a housing allowance (US) or housing credit (Canada)? *Housing Allowance*  
 Is the person free to choose between these options? *N/A*

### II. Interpretation

The answers to the questions in this section are more difficult but probably more important in determining the qualifications needed by pastoral leadership. Use a small group to test for consensus on the answers given in this section. (Would recommend that the governing board of the congregation review and sign off on this section)

- A. Describe the commitment of your church to Anabaptist/Mennonite faith. How does this contribute to strengthening your ability to join God's mission in the world?  
*Our church is committed to Anabaptist principles. We are grounded in Biblical truths. We hold the Confession of Faith from a Mennonite Perspective as our guiding document. Discipleship takes place in the gathering of our community. Our Biblical beliefs have caused us to struggle with the decision made at the Special Assembly of MCUSA.*
- B. What is the vision for your church? What are your priorities that shape the church's ministry?  
*Our actual Mission statement reads: Our Mission: God calls us into community to worship God and follow Jesus through the power and guidance of the Holy Spirit. We open our church to community events, especially children's programs. We want Biblical truths preached and taught. We try to stay away from political views.*
- C. What is your view of the pastor's role in the church? Are there special gifts in ministry, which you hope will be fulfilled? How do you expect the pastor to be a representative of the congregation beyond the congregation?  
*We see our pastor as someone with strong knowledge of the scriptures and able to convey that in an easy to understand way. We would want someone passionate to follow Jesus and be welcoming to others and the community. We also want a pastor to be very caring about members in the congregation.*
- D. Recognizing our differing theological orientations as persons and as congregations, make a brief statement about your congregation and the overarching theological commitments important to you.  
*Although many members do come from a Mennonite background, we have people who did not; therefore, we are somewhat diverse. We feel the Bible teaches that marriage should be between 1 man and 1 woman. We do have a few that are not as peace-oriented as Mennonites generally are, but that is a minority.*
- E. Church morale: Assess the spiritual and emotional health of the congregation. Are relationships among members wholesome and harmonious? Is there openness to new ideas and ways of doing things? Would everyone agree with your answers?  
*Our relationships are generally wholesome and harmonious. Our church seemed to really come together with our last pastor and presently have good energy with our interim pastor. Our church has decreased in size due to the age of our members and young members moving away. A high percentage of attending members are committed to the church. New ideas are generally welcomed.*
- F. What changes or trends do you envision for the congregation over the next five years? Do you have any other comments significant in the process for looking for new pastoral leadership?  
*Because of decrease in size, we would like to see a trend of new members/attendees so the mission of West Zion can be continued. We have an excellent location in town and want to continue to reach out to the community and share Christ with others.*

### III. Organization/Ministry

#### A. CHURCH STRUCTURE

1. Identify the primary governing body (council, board, elders) which represents the church.

Name *Council* meets weekly , monthly x, quarterly  # of avg. age 64 M – F 3-6

2. Identify five other significant leadership/programming bodies: e.g. trustees, deacons, elders, commissions, councils, boards, committees.

*trustees* meets weekly , monthly x, quarterly  # of avg. age 46 M – F 3-0

*deacons* meets weekly , monthly x, quarterly  # of avg. age 69 M – F 2-1

*Worship Team* meets weekly , monthly , quarterly x # of avg. age 59 M – F 0-3

*Christian Discipleship Team* meets weekly , monthly x, quarterly  # of avg. age 63 M – F 0-3

*Mission Team* meets weekly , monthly x, quarterly  # of avg. age 60 M – F 0-3

## B. WORSHIP AND MUSIC

### 1. Describe your worship service

*Our worship service consists of a welcome, Call to Worship, announcements, hymns and special music, scripture reading, the message, offering, song for meditation, sharing of joys and concerns, pastoral prayer, a sending song, benediction, and an organ postlude. We also have a worship team that sings contemporary music, but not every Sunday. We project words to the songs but also have several hymnal books in the pews.*

### 2. What role does music play in your congregation?

*It is an integral part to worship. We have a very talented pianist who can adapt songs for our congregation. Although traditional, our congregation learns new songs with the guidance of song leaders. Our small numbers limit our ability to sing complex songs.*

### 3. What song books/collections of music does your congregation use?

*We use Sing the Journey, Sing the Story, Sing and Rejoice, and Hymnal: A Worship Book. Our pews do not have Voices Together but we sometimes use those songs to project on the screen.*

### 4. Name the musical instruments used in worship and other events (piano, keyboard, organ, guitar, drums, hand bells, violin, etc.)

*We mainly use the piano and organ; however, guitar, drums, and the trumpet have been used in the past. Other instruments played very rarely are the autoharp, banjo, and flute. We try to incorporate whatever is available.*

### 5. Identify choirs and/or music groups

Song Leaders/Worship Team      Age range 17-60      Number of participants 2 at a time (10 total)

## C. CHRISTIAN FORMATION- Describe your approach to Christian Formation

### 1. Number of children's classes 0      Total Sunday school enrollment: 15 in adult Sunday school

Number of youth classes 2 (combined with other Mennonite churches)      Average total attendance 3

Number of adult classes 1

What curriculum resources are used by these classes? *The Mennonite Quarterly, other book studies*

### 2. How does the congregation attend to the formation needs of persons of all ages?

*We strive to meet the needs of our congregation by adding Sunday school for kids, prayer groups, and combining with other churches in the area.*

### 3. What other opportunities are there for growth and transformation?

*We offer catechism, baptism, and membership class. We have a prayer group that meets regularly.*

### 4. Describe the involvement of youth in the life of the congregation.

*We try to get them involved with the service by helping with the sound system, singing in the praise team, and reading scripture.*

Does your church support and send young people to Mennonite camps, area church/conference and colleges?

*Yes, we send our youth and youth connected to our church with scholarships for Mennonite camps. In the summer, we send our youth to MCUSA conference, hold Mennonite Education Sunday with Hesston College/Bethel College, and offer scholarships for youth attending Mennonite colleges.*

### 5. Does your congregation have active small groups? If so, describe the number of groups, focus of the groups, and how often they meet.

*We currently do not have any small groups meeting. Our Christian Discipleship Team is encouraging our church members to have fellowship with one another by hosting meals or being a guest at a meal.*

### 6. What men/women's groups are active?

*We have Christian Homemakers that meet monthly and adult bible studies. A group of women get together monthly for a craft night and invite other women along.*

### 7. What ministries do you have for children, youth and young adults over 18, etc.?)

*For the past 10 years, we have worked together with our community and used our church as a facility for Moundridge Youth Ministries (ages 5-10). We also host the community Bible school, which averages about 50 kids during the summer. There is a combined youth group for middle school ages and high school ages. Currently we have no ministries for youth over 18 that we sponsor by ourselves.*

8. In the next five years, do you anticipate a membership: increase  stability  decrease? x  
Why?

*Due to the age of our congregation, we are anticipating a decrease; however, we are focusing on church growth and outreach to young families.*

#### **D. OUTREACH AND EVANGELISM- ASK MISSION TEAM**

1. Describe how you cultivate the visibility of your church in the community.

*We have an electronic sign out front inviting community members to various events. We also have signs up for our church at the softball and baseball fields in town. We have a church Facebook page and website. We participate in the annual community festival by serving a lunch for the community meal.*

2. Describe how you connect to seekers and make new disciples.

*We have hosted evangelism workshops and greet newcomers to Moundridge by giving them cookies, gift bags, and a list of neighboring opportunities.*

3. Describe your congregation's ministry in and with the community.

*We host Moundridge Youth Ministries for elementary grades and provide meals for those evenings. We host our community Vacation Bible School every year. As needs arise in our community, we provide help. We have donated calculators to the jr. high/high school and provided meals or appreciation gifts for EMS, firefighters, teachers, hospital, and clinic workers. We advertise for big events in our church such as Easter Christmas Eve, and Come and See Sunday.*

#### **E. HOW DOES THE CHURCH UTILIZE TECHNOLOGY IN WORSHIP, IN TEACHING, AND IN OUTREACH IN THE COMMUNITY?**

*We have high-speed internet to stream Sunday morning services, funerals, weddings, and other additional programs. The church sanctuary, fellowship hall, youth room, and conference room all have large screen TV to link computers for presentation support. We have high-speed internet and Wi-Fi access throughout the church. We have an LED sign in our front yard facing one of the main streets leading into town. This sign has information about our church services, coming events and messages to the public.*

#### **F. CHURCH BUILDING AND PROPERTY**

1. Do you own or rent your facility? If rent, describe the type of space. *Own*  
2. Seating capacity of sanctuary or worship area: *320*  
3. Date of construction of church building: *12/16/1962*  
4. Date of last renovation: *5/20/22* Describe what was done:

*We remodeled the foyer. Carpentry, paint, lighting, and basement steps were equipped with new lighting. We updated sanctuary lights in 2016.*

What if any building/renovation program is needed or projected?

*Our heating and air conditioning is aging. We will address maintenance and updating as needed.*

5. Describe the educational facilities.

*Our classrooms are located in the basement, on the main floor, and in balcony. The library is on the main floor.*

6. Describe the fellowship and/or recreational facilities.

*The basement has a ramp for handicap access from the basement parking lot entrance. There is elevator access from the basement to the main floor. The basement has a large room that is used as the fellowship hall and/or eating area with a kitchen. A conference room is located on the main floor. We have a large lawn for children to play on during special events.*

7. Describe the church office location and equipment: Computers, phones, other.

*The pastor's office has an inside and outside entry. The secretary's office is located across the hall. They are equipped with a computer, phone and copier machine. Church services are streamed live.*

8. Are building and equipment adequate for the needs of the congregation? Describe any special assets or liabilities of the building.

*We have a pipe organ, excellent piano, elevator to basement. We have an excellent location to the school and park. We are located at the center of town on a main street.*

9. Name the insurance company and describe the coverage for church liability, property, pastor's liability, etc., for the church.

Insurance company: *Guide One*  
 Building coverage: *\$3,125,000*  
 Contents coverage: *\$395,550*  
 Liability coverage: *\$1,000,000/\$3,000,000*

10. Are there community programs or groups who also utilize your church facilities? Who are they and how often do they use the building?

*The FEWZ and Jr. FEWZ (First, Eden, West Zion) youth groups meet weekly. Our building has been used for the community blood drive and the high school Pre-ACT exams. The Moundridge community vacation bible school is held at West Zion every summer. We open our building for various community interest groups to meet such as concerts, yoga class, graduation parties, family gatherings, and other community groups.*

What interaction do you have with them?

*Members host and participate in various events. Our church is very welcoming and open to hosting community events.*

**G. CHURCH STEWARSHIP/FINANCES**

1. Based upon your last report, identify the previous year's giving of your church.

Local Church

Expenses	\$105,367	
Local needs and outreach	\$13,768	
Buildings and facilities	\$31,640	
<b>TOTAL LOCAL CHURCH CONTRIBUTIONS</b>		<b>\$140,769</b>

Note: Denomination refers to either Mennonite Church USA or Mennonite Church Canada

Non Local Contributions

Area church/conference	\$6,000	
Denominational total	\$3,000	
Mennonite institutions and agencies	\$1,500	
Mennonite Central Committee	\$2,701	
Other Mennonite causes	\$0	
Non-Mennonite causes	\$1,206	
<b>TOTAL NON LOCAL CONTRIBUTIONS</b>		<b>\$14,007</b>

2. Church budget

Who makes recommendation regarding pastoral and staff salaries? *Deacons and Trustees*

Who determines church budget or makes recommendation to the church? *Church Council along with the Church Treasurer*

What plan is used to challenge the church to Christian stewardship *As needs or concerns arise, our council makes decisions about stewardship.*

Current total budget \$ 163,155.00

3. Is there church indebtedness? Yes  No  Amount \$

How is it being reduced? *N/A*

#### IV. Relationships

##### A. COMMUNITY

1. Character of community your congregation serves or in which it is located:

Rural  Village (under 2500)  Town (under 10,000)  City (over 10,000)

Large city (over 100,000)  Metropolitan area (over 1,000,000)

2. Which best describes this community?

Growing  Stable  Declining

3. Describe racial or ethnic composition of the community.

*93% White, 5% Hispanic, 2% Mixed Race*

4. List two or three primary business/industries in the community.

*Moridge Manufacturing, Bradbury Manufacturing, USD423, Healthcare (Hospital, Clinic, 2 nursing homes)*

5. Identify other Mennonite/Anabaptist churches in the community, if any.

*First Mennonite of Christian, Eden Mennonite, Hopefield Mennonite, Church of God in Christ Mennonite, Lone Tree Mennonite*

What other churches and faith groups are in the community?

*Grace Crossing, United Methodist Church, Shepherd's Field, Immanuel Lutheran Church, and Garden Community Church*

6. Name of nearest college or university

*Hesston College, Bethel College, McPherson College, Central Christian*

In what way does your church relate to this academic community?

*We sponsor members and scholarships to Mennonite colleges. We have Mennonite education Sunday with Bethel and Hesston Colleges. We post their events in our bulletin.*

7. Identify significant issues confronting your community.

*Our community is growing which has caused some problems. Housing shortage and minimal daycare capacity are two major problems.*

8. Describe what you believe to be distinctive assets of your community.

*Being a small community, we are fortunate to have 4 doctors and 2 PA's, a clinic and hospital to serve the needs of our community. Our strong school system draws families. Our central location and proximity to the Interstate-135 allows the ability to commute.*

9. Describe your congregation's ministry in the community.

*We serve the community by offering Christian education to children, opening up our building to community events, and supporting STEPNC (a program to end poverty). Our congregation also supports our Care Portal, a network assisting social workers to meet needs of families of churches, while maintaining confidentiality.*

10. How does your congregation work with ecumenical and interfaith efforts?

*We are part of the Associated Churches that supports our community programs: Cradles to Crayons Daycare, Senior Center, food bank, and more.*

##### B. AREA CHURCH/CONFERENCE

1. Describe your relationship with and your participation in the area church/conference.

*We have had delegates attend Western District Conference in the past. We also give financial support.*

### C. WIDER CHURCH

1. Describe your relationship with and your participation in Mennonite Church Canada/Mennonite Church USA.

*We have had delegates and our youth groups at MCUSA conferences in the past. Several church members attend and help with meat canning every year. Our Christian Homemakers group puts together school kits and relief kits. We also give extensive support for the MCC sale and send several volunteers to help run the sale. We support missionaries through Mennonite Mission Network.*

### V. Conclusion

A. Compile your congregation's response to the "Congregational and Pastoral Priorities" found [here](#).

B. Send a copy of this form to your area church/conference minister. You may also use copies to send to prospective candidates whom you may wish to interview.

Name of group or persons responsible for completion of this form: *Leon Guhr, Lexi Bretz, Vicky Kessler, Ken Stucky, Jennifer Suarez*

Date of completion *September 2023*