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## CHURCH PROFILE



### Our HISTORY

After much prayer and preparation, the Moses Lake Alliance Church had its first public meeting at the city library, on December 7, 1975. After this meeting the group unanimously decided that God was leading them to launch a Christian and Missionary Alliance Church in Moses Lake. The small congregation began worship services at the home of Wayne and Joanne Luke. The little congregation began to pray that God would lead them to a larger place where they could hold services. Shortly after that time of prayer, the Lord provided a place at the Grant County Grange Hall, located at the fairgrounds in Moses Lake. Their first service there was in January of 1976. They met there for four years, where the congregation steadily grew from a beginning of seven in attendance to a total of seventy-three.

After much prayer, the congregation decided to purchase a five acre piece of property on Grape Drive to start building a church. In March of 1979 they moved into a partially completed building, which started a new chapter in the history of the church.

The church has been blessed by strong pastoral leadership and teaching over the years including Wayne Luke (founding pastor), Don Smithgall (5 years of service), Tommy Martin (15 years of service), and Jody Bowser (12 years of service).

Through these 40 years the church has expanded from its original building (now the middle and high school wing) to include the present sanctuary, library, new office space and foyer (1991), plus a new Sunday school wing, kitchen, and gymnasium/social hall (1998). In addition, land to the north and west was purchased in 2004 and 2006. Currently, the church is debt free.

But more than a building and land, the church grew as a body of believers to nearly 800 worshippers on a Sunday morning. That number has seen a decline over the recent years to an average of 525, but that has not stopped the Lord from moving through this church body as we seek to impact our community through numerous outreaches to show the love of Christ to a hurting world. Through these years our commitment to seeking the Lord in prayer and reaching out into the world through missions has been cornerstone of who we are.

In January 2016, the church retained the services of reTURN/CRM to begin an intentional interim process that included a comprehensive diagnostic assessment to help return the congregation to a more healthy expression of the body of Christ. During this time we have sought to address issues of conflict, governance, and the direction of the congregation. Through this extended time of renewal, refocusing, and rebuilding we envision an outwardly focused ministry centered on sharing the gospel of Jesus Christ to reach families, couples, and singles in the Moses Lake community. This includes a reworking of our vision and values, which is reflected below. While we have made progress, there is much work to be done. This will entail more development. Rebranding will be an initiative under the next Lead Pastor. We are hopeful and believe that God is going to do something special in and through His people here in Moses Lake.

### Our MISSION

We are a community of believers

Committed to Jesus Christ

Caring for one another

Reaching out to the world

### Our VISION

By loving God and others well we will be a worshipping community that offers hope through a movement of the gospel resulting in spiritual transformation, cultural development, and community enhancement for all.

Tag Line: Love God. Love Others. Make Disciples.

## Our VALUES

**Biblical truth and obedient living**--we value "teaching to obey" all that Christ commands as the result of our strategy of discipleship (Matt 28:18-20). We believe obedience is the natural by-product of the "Jesus way" of life. Worship services, church gatherings, and small groups, will be designed to equip participants to live out the implications of the gospel at work, home, and in our relationships so that we continue becoming a robust and thriving congregation (2 Tim 3:16).

**Community building**--we value being a loving, multi-generational community that is inviting to all. As we've received grace, so we'll give it while not diluting the gospel (2 Tim 2:1). Realizing that everyone's faith journey in and to Christ is different, we'll build authentic relationships at every level. We'll work with local authorities to establish a strong sense of community in Moses Lake and beyond (1 John 3:16-18).

**Missional living**--we value evangelism that serves others unconditionally while at the same time unashamedly inviting them into a deep relationship with Christ through repentance and faith (Mark 1:14-15). This flows out of a commitment to the gospel. Ours will be an organizationally simple ministry that preserves time and space for real relationships with non-believers. We'll seek to embody this commitment by entering into the natural rhythms of local community life through service and generosity (1 Pet 2:11-12).

**Christ-like character**--we value becoming like Jesus and identifying with him (Matt 28:18-20). As he left his throne in heaven and came to serve, we'll seek to serve others through lives of humility, generosity, integrity, honesty, charity, and grace (2 Pet 1:3-9). We believe a gospel-changed heart results in spiritual, emotional, relational, and intellectual transformation. This is a life long journey so we'll give grace to each other as we strive, and fail on occasion, to live this way (Phil 2:5-7).

**Innovation and risk taking**--we value the freedom of flexibility, innovation, and risk taking. We believe that innovation flows out of a commitment to the gospel and counters the human tendency towards inflexibility and moralism. We will embrace the messiness of creativity in worship and ministry and will strive to build into the spiritual, moral, cultural and economic fabric of Moses Lake (1 Cor 9:19-27).

## Our MINISTRIES

### Worship Services

8:30 a.m. and 10:00 a.m.: Both Contemporary Services

### Sunday School

- Adult Bible Fellowships (ABF)
- Toddler Town: birth-3 years old
- Take 1: preK-3rd grade (individual classes for each grade)
- Blast Zone: 4th and 5th grade
- The Rock: 6th-8th grade
- Dunamis: 9th-12th grade

### Wednesday Nights

- Take 2 (birth-3rd grade), Blast Zone, The Rock, Dunamis, Sportsmen, and Women's bible study.

### Life Groups

- Meet in various homes throughout the week (a ministry we are hoping to grow)

## Our MINISTRIES

### Continued:

**Happy Hearts Preschool**

**Loving Moses Lake Days**

**Vacation Bible School**

**Mountainside (College Group)**

**Worship Team**

**C.O.R.E**

**Deacons and Deaconesses**

**Grief Share**

**Library Team**

**Senior Adult Luncheons**

**Tech Team**

**Ushers/Greeters**

**Connection Center**

We are currently evaluating programming at all levels with the hope of having a more simplified ministry.

## Our STAFF

### *Current Staff:*

**Dave Miles**-Intentional Interim Pastor (Leading through the transition)

**Kent Copley** - Executive Pastor

**Pam Swedburg** – Kids Ministries Director

**David Thomas** – Senior High and College Pastor

**Tyler Ellis** – Middle School Pastor

**Tyler Tadema** --Worship Director (interim)

**Theresa Gindhart** – Executive Assistant

**Tricia Linville** – Secretary/Communications Assistant

**Janeil Koethke** – Kids Ministries Assistant (part-time)

**Steve Jones** -- Mountainside Leader (part-time)

**Rod Davila** – Custodian

**Mario Villasenor** – Custodian

## Our FACILITIES

Our physical structure sits on nearly 20 acres which includes a sanctuary with seating capacity of approximately 500, classrooms (shared by children, youth, and adult ministries), a gym, a library, and office space. Our facilities are used throughout the week. Our facility and property are debt-free with ample space for congregational growth.

## Our FINANCES

Moses Lake Alliance Church is debt free and keeps a reasonable amount in reserves. Our budget for 2016-2017 is \$1,046,700.

**Total General Fund Giving:** 2012-13: \$1,027,000    2013-14: \$1,035,000    2014-15: \$1,096,000    2015-16: \$930,724

**Total Other Giving:**                    2012-13: \$457,000            2013-14: \$382,000            2014-15: \$453,000    2015-16: \$345,581

## Our GOVERNANCE STRUCTURE (Policy Governance)

Our church is governed by a single, policy-setting board (called the Lead Team) made up of elders and trustees, which assumes responsibility for ministry outcomes (the big picture direction of the church) while empowering the Senior Pastor to direct, through his staff and volunteers, ministry means (daily operations) to fulfill those outcomes.

## PASTORAL PROFILE

### ***Character***

- Models a passionate love for Jesus and grace-filled love for people.
- Possesses an open, humble, teachable spirit.
- Willing to make a long term commitment to serve at Moses Lake Alliance, persevering through tough times.
- Possesses a warm, relational personality with a healthy sense of humor.
- Courageous, capable of speaking truth in love.
- Values empowering and mentoring other leaders without feeling threatened.
- Invites intentional accountability.

### ***Competency***

- Able to exegete Scripture and the Moses Lake culture, while utilizing current technology well.
- Capable of casting, communicating and implementing a compelling vision.
- Possesses experience and expertise in developing leaders.
- Able to lead and supervise pastoral staff.
- A dynamic communicator and solid biblical preacher (preferably with or moving towards a seminary degree), who applies scripture in ways that moves people to action, bringing about spiritual transformation.
- Capable of bridging the generations, providing ministries for senior adults while attracting younger singles and families.
- Possesses experience and expertise in managing the complexities of an established church with diverse ministries and a large, multi-use facility.
- Capable of leading the church in relevant outreach, sharing the gospel both globally and locally.

### ***Chemistry***

- Able to function effectively in a rural setting.
- Capable of relating well to secular and ethnically diverse people in the city of Moses Lake and the surrounding area.
- Possesses intergenerational people skills, honoring legacy while moving into a new future and attracting younger singles and families.
- Personable, authentic and approachable.

## COMMUNITY PROFILE

Moses Lake Alliance Church is located in Central Washington in the rural town of Moses Lake. Situated on the eastern side of the Cascade Mountains, Moses Lake receives only about 8 inches of rain and over 300 days of sunshine per year. Located on Interstate 90, Seattle is 180 miles to the west and Spokane is 100 miles to the east.

As one of the largest fresh water lakes in the state, people come from all over to enjoy the many recreational opportunities associated with the lake and surrounding geography. The economy has been agriculturally based in the past but in recent years there has been a significant expansion in the area of manufacturing and technology as a result of inexpensive power, extensive fiber optics, and abundant land.

The school district serves an area of more than 465 square miles with over 8,300 students attending one of the fourteen schools comprised of ten elementary schools, three middle schools, and one high school. The district also hosts Columbia Basin Tech which is a career and technical program that serves twelve area school districts. Moses Lake is also home to Big Bend Community College.

**Median Age:** 32

**Ethnicities:**

White 64%  
Hispanic 30%

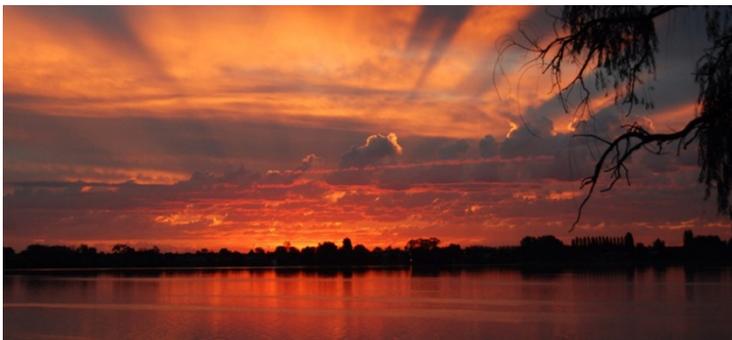
**Education:**

High School or higher 83%  
Bachelor's Degree or higher 20%

**Median Income:** \$47,914

**City Population:** 22,250

**Zip Code Population:** 42,000



## INSTRUCTIONS FOR SENIOR PASTOR APPLICANTS

Thank you for your interest! Our application packet includes three sections. Please read the instructions for each section and respond accordingly.

1. Pastoral Profile Checklist
2. Pastoral Skills Ranking
3. Pastoral Candidate Questionnaire

Please also include a cover letter, your resume, a personal doctrinal statement, and personal core values and/or mission statement (if you have one). Please send completed application packet to: [search@livethecall.org](mailto:search@livethecall.org)

If you have questions about the contents of this packet, email [search@livethecall.org](mailto:search@livethecall.org). No phone calls please.

### PERSONAL INFORMATION:

|                      |              |              |  |
|----------------------|--------------|--------------|--|
| Candidate First Name | MI           | Last Name    |  |
| Spouse First Name    | MI           | Last Name    |  |
| Address              |              |              |  |
| City                 | State        | Zip          |  |
| Home Phone           |              | Mobile Phone |  |
| Email Address        |              |              |  |
| Social Media         | Social Media | Social Media |  |
| Web address          |              |              |  |

### PASTORAL PROFILE CHECKLIST (1 Tim 3:1-10; Titus 1:6-9):

Please rate yourself on how you believe the following statements are accurate in describing your life and ministry (5=Strong, 1=Weak). Leave a comment below the statement, if you would like to explain.

Gospel-centered evangelicalism while living in a healthy tension of Arminian and Calvinistic theologies regardless of preference, demonstrated in a clearly constructed statement of faith.

Comment:

Acknowledge that justification and sanctification are by grace alone through faith alone in Christ's righteousness alone, thus avoiding religious moralism while fully embracing the grace of God (1 Pet 5:12; 2 Tim 2:1; 1 Cor 15:10; Titus 2:11-12).

Comment:

A proven record of being a team player and team builder in past ministries as demonstrated by observable teams that have been started and led.

Comment:

Love people as an under-shepherd and demonstrates awareness that the church is Christ's bride. Cares for people in a nurturing and developmental way, not lording it over them but using authority and position for the benefit of people's health and growth – both in the gospel and in life skills (2 Cor 1:24; 1 Peter 5:2-4).

Comment:

Commitment to being an equipping pastor rather than engaging in solo ministry demonstrated by a list of names (when asked) of people who have gone into or been effective in leadership functions in churches where the applicant has ministered. (Eph 4:12).

Comment:

A demonstrated commitment to emotional health that includes personal humility, an honest understanding of personal strengths and weaknesses, as well as acceptance of limits, and the ability to express oneself in an emotionally healthy way.

Comment:

A demonstrated commitment to personal and professional accountability within the local congregation demonstrated by a list of names (when asked) of people who have journeyed with you in mutual accountable relationships.

Comment:

Committed to intentional personal and congregational spiritual formation as demonstrated by the practice of discipleship.

Comment:

Committed to life-long learning demonstrated by ongoing learning patterns including a wide range of reading interests, maintaining active and intentional mentoring, and preferably a completed seminary education or moving towards completion.

Comment:

Experience in family ministry with the proven capacity to reach nesting-stage families and young adults.

Comment:

Willing to encourage people who are on a journey towards a relationship with God. Willing to allow people to participate in church before they believe.

Comment:

A demonstrated willingness to serve the larger community beyond the church. Intentionally making time to connect relationally while actively considering the spiritual needs of the larger community. Not hostile towards those who oppose Christ (1 Peter 2:15).

Comment:

Well-spoken and positive in personal and public venues with a good crowd presence, not socially awkward or excessively introverted.

Comment:

Able to preach gospel-centered and Christo-centric messages in an interesting and relevant fashion while demonstrating thoughtful exegesis with a demonstrated understanding of historic Christian doctrine.

Comment:

Committed to building biblical community as demonstrated in past participation in leading and training leaders for small group ministry and in the ability to listen well to others.

Comment:

Experienced at conflict resolution as demonstrated by dealing with conflict in the past on church and family fronts. Should be currently dealing with any unresolved conflict.

Comment:

Exposure to and a working knowledge of policy governance as developed by John and Miriam Carver and adapted for the church by Aubrey Malphurs (*Leading Leaders*, Baker Books 2005).

Comment:

Significant pastoral experience.

Comment:

I have read the Moses Lake Alliance values, mission, vision, and C&MA doctrinal statements ([http://www.livethecall.org/about\\_us/cma\\_doctrinal\\_statement](http://www.livethecall.org/about_us/cma_doctrinal_statement)) and I am in agreement with them all.  
 Comment:

### PASTORAL SKILLS RANKING:

Please rank yourself in order with the following skills from 10-1 (with 10 being your strongest and 1 being your weakest)

Preaching/Teaching

Administration

Counseling

Evangelism

Empowering Leaders

Vision Casting

Pastoral Care

Leadership

Prayer

Discernment

### PASTORAL CANDIDATE QUESTIONNAIRE:

1. Do we have your permission to perform a background and credit check on you at the appropriate time?
2. Current ministry assignment:
3. What are your personal desires, dreams, and goals for ministry?
4. Education History:

| Institution Attended | Date From-To | Major | Degree |
|----------------------|--------------|-------|--------|
|                      |              |       |        |
|                      |              |       |        |
|                      |              |       |        |
|                      |              |       |        |

5. What other training have you received that has helped to equip you for this position?

6. Past ministry assignments (List name, place, and tenure of formal and informal ministry assignments. Give a short summary of how you served).
7. Have you ever been asked to resign or been discharged?  
If yes, please explain:
8. Do you have any health issues that would preclude you from performing the normal duties of a Pastor?  
If yes, please explain:
9. Are you presently ordained or licensed by another church or denomination?  
If yes, by what church/denomination?
10. Explain how and when you began your personal relationship with Jesus Christ?
11. Briefly describe your personal call to ministry and include steps you have taken to affirm and insure your call:
12. What do you believe are your most prominent spiritual gifts and personal strengths – and how have you seen them confirmed?
13. What acquired ministry skills do you have? (i.e.: technology)
14. What areas of character development and ministry skills do you feel you most need to improve?  
OR What are your current personal growth areas or weaknesses?
15. What do you currently do to nurture your relationship with God?
16. Describe your view of the role of music and preaching in the worship service for a local church:
17. Describe the purposeful interaction you have with non-Christians and how you move them towards a relationship with Christ?
18. What books have you read over the past six months and which podcasts do you listen to regularly?
19. What person in church history (not any biblical figure please) has influenced you more than any other and why? (e.g. Augustine, Spurgeon, etc.):
20. Describe the last significant conflict in your ministry. How was it resolved?
21. How are you currently equipping people for ministry?
22. What process(es) do you currently have in place for leadership development?
23. Describe your current male relationships that contribute to your personal growth and accountability.
24. What life experiences have had a profound influence on you and why?

25. What doctrinal issues are important to you and why?
26. How would you characterize the ministry of the Holy Spirit in your life and ministry?
27. Please state your position regarding a literal heaven and hell, and view on eternal security.
28. Please state your position regarding how grace works in a person's life for both justification and sanctification.
29. Describe how you work on preparation for a message?
30. Describe your process for determining sermon series.' Please include your preference for how far in advance you prefer to plan.
31. How is your current ministry reaching into the community to serve?
32. Tell us about a small group you are currently leading. If you are not leading a small group now, tell us the last time you led one and what you did.
33. Please state your position on gay marriage, homosexuality, and abortion.
34. Please list your current hobbies and interests:
35. Considering what you know about this church and the geographical region it is located in, why would you want to come and pastor here?