



# DeForest Evangelical Free Church DeForest, Wisconsin Pastoral Opportunity Profile

## Our Expectations and Goals

The search for a new pastor/teaching elder at DeForest Evangelical Free Church (DEFC) focuses on aligning our efforts with the work that God seeks to do as we move into the next chapter of our history. As we approach the retirement of our current teaching elder, after nearly thirty years of faithful service, we are seeking a man who possesses a clear calling to the preaching and teaching of the Word of God and who desires to serve the Lord alongside our elder board.

Based on Paul's letter to the Ephesians (4:11-13), we seek the person of God's choosing to be a "shepherd and teacher to assist us in equipping the saints for the work of ministry for the building up of the body of Christ until we all attain to the unity of the faith and of the knowledge of the Son of God".

## Our Church at a Glance

We are a small body of faithful believers and are affiliated with the Evangelical Free Church of America (Forest Lakes District).

### Current Staff:

1 Pastor/Teaching Elder  
1 part-time Secretary

### Elected leadership:

4 Elders  
6 Deacons

Worship attendance averages  
80 to 100

2019 Budget \$154,075

## Our History

DeForest Evangelical Free Church held its first service on January 7, 1979. At that time, we began meeting at the DeForest High School and were led by Jesse James who was on the staff of Campus Crusade for Christ and seminary students from Trinity Evangelical Divinity School.

In July of 1979 our first pastor, Kirk Russel was called. In May 1982, the church moved from the High School and began to meet in the DeForest Municipal Building and old Village Hall. Pastor Russel's tenure came to an end in November 1984 and Pastor David Herwalt served as interim pastor from November 1984 to July 1985.



In July 1985 pastor Tom Umlauf was called to be the pastor. It was during this time that the church moved to the DeForest Community Center. Pastor Umlauf served until August 1988, when he left for personal reasons and once again Pastor David Herwalt stepped in to fill the vacancy on an interim basis.

In 1988 the church had grown and matured to the point where it was finally possible to procure a site and construct a building of our own.

In November 1989 DEFC called Pastor Chuck Gaston. Pastor Gaston and his family have faithfully served since that time; a span of nearly 30 years. In recent years Pastor Gaston, with the counsel of the Elder Board, has felt the deepening need to begin planning for the future leadership of this body of believers. It is Pastor Gaston's desire to step aside and allow a new man to come in and continue the work.

In the fall of 2016, the 4860 square feet east wing was added to our original church building. This addition includes three new classrooms, a small library, a new pastor's study, and a 2430 square foot multipurpose room primarily used for AWANA games. The church completed this construction without incurring debt and has remained debt free since 1998.

## Our Congregational Profile

Our church currently has 47 members, with about 125 people who attend on a regular basis. An average of 80-100 people attend our weekly Sunday morning worship, although no formal counts are taken. This number has fluctuated over the years but is relatively stable.

Our regular activity schedule includes Sunday morning worship, followed by Sunday school. AWANA clubs meet on Wednesdays. Both Sunday school and AWANA recess during the summer months.

Our music is traditional from the hymnal as well as other songs that are supported by Scripture.

We enjoy Bible based, expository teaching and preaching. We seek unity in the fellowship through the bonds of Christian love, encouragement, and support.

Each age group is well-represented within the DEFC fellowship from small children to senior citizens. Families with children make up the majority of the attendees. Children under the age of 12 account for roughly 25 percent of the regular attendees, and another 10 percent are between 13 and 18. Many of our school-age children are home schooled.

We believe in service to the Lord. Over 60 percent of the adult regular attendees participate in regular volunteer service roles such as:

- Fellowship event planning and preparation
- Prayer chain contacts
- General leadership board
- Music, ushering, and child care during worship services
- Teaching Sunday school
- AWANA club leadership and helpers

Christian education responsibility is based primarily in the home, with Sunday school and AWANA serving to support and augment parental teaching. Our AWANA program is an outreach priority. It is the only AWANA club in the area that offers training in all six age groups for children aged 2 through high school. In 2017 nearly 100 area children attended our AWANA program; about 23 percent of those children are from unchurched families.

We give financial and prayer support to a carefully selected group of Christ-centered organizations and to individual missionaries representing several mission organizations.



We have regularly scheduled men's and women's Bible studies, men's retreats, youth mission trips, and other events designed to encourage spiritual growth and unity of the fellowship.

Economically, our fellowship is made up primarily of middle-class folks. About 55 percent of the families live in the DeForest area, with others traveling 20-30 minutes to church from nearby towns.

## Our Beliefs

**Our Mission Statement:** To Know Him (Jesus) And to Make Him Known.

**Our Core Values:** DEFC is a place where

- Seeking to be close to God will be our highest priority. (Jeremiah 29:13, 30:21)
- Discovering and doing what pleases God pleases us. (Ephesians 5:10; Romans 12:1-2)
- Leaders prepare God's people for works of ministry. (Ephesians 4:11-16)
- Fathers and mothers train their children to be like Jesus. (Ephesians 6:4; Romans 8:28-29)
- Homes and community settings are the primary site of church ministry. (Acts 20:20)
- Our eternal focus shows. (2 Corinthians 4:14-18)

**Our Statement of Faith:** We believe

- The Scriptures, both Old and New Testaments, to be the inspired Word of God, without error in the original writings, the complete revelation of His will for the salvation of men and the Divine and final authority for Christian faith and life.
- In one God, Creator of all things, infinitely perfect and eternally existing in three persons: Father, Son and Holy Spirit.
- That Jesus Christ is true God and true man, having been conceived of the Holy Spirit and born of the Virgin Mary. He died on the cross, a sacrifice for our sins according to the Scriptures. Further, He arose bodily from the dead, ascended into heaven, where, at the right hand of the Majesty on High, He is now our High Priest and Advocate.
- That the ministry of the Holy Spirit is to glorify the Lord Jesus Christ and, during this age, to convict men, regenerate the believing sinner, and indwell, guide, instruct and empower the believer for godly living and service.
- That man was created in the image of God but fell into sin and is, therefore, lost, and only through regeneration by the Holy Spirit can salvation and spiritual life be obtained.
- That the shed blood of Jesus Christ and His Resurrection provide the only ground for justification and salvation for all who believe, and only such as receive Jesus Christ are born of the Holy Spirit and, thus become children of God.
- That water baptism and the Lord's Supper are ordinances to be observed by the Church during the present age. They are, however, not to be regarded as means of salvation.
- That the true Church is composed of all such persons who through saving faith in Jesus Christ have been regenerated by the Holy Spirit and are united together in the Body of Christ of which He is the Head.
- That only those who are, thus, members of the true Church shall be eligible for membership in the local church.
- That Jesus Christ is the Lord and Head of the Church and that every local church has the right, under Christ, to decide and govern its own affairs.
- In the personal and premillennial and imminent coming of our Lord Jesus Christ and that this "Blessed Hope" has a vital bearing on the personal life and service of the believer.

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- In the bodily resurrection of the dead; of the believer to everlasting blessedness and joy with the Lord; of the unbeliever to judgment and everlasting conscious punishment.

## Our Congregational Authority and Church Government

The following is a synopsis of the Congregational Authority and Church Government as taken from our current By-Laws:

There shall be autonomy of the Congregation (church members), with no person or organization above it except Christ (Acts 15; Ephesians 5:23). The Congregation will vote on all major decisions, such as:

- Calling a pastor
- Approving salaries
- Adding permanent staff
- Changing the constitution and bylaws
- Approving the annual budget
- Approving all non-budgeted expenditures in excess of three percent of the annual budget

While the ultimate authority is vested in the members of the church, the members delegate to the General Board the authority to make day-to-day decisions except where specifically limited by the Constitution and By-Laws.

The General Board shall consist of the entire voting membership of the Elder and Deacon Boards. It is the purpose of the General Board to consider and decide on matters of mutual concern to the Elder and Deacon Boards and to report, upon request, to the Congregation.

The Elder Board shall be comprised of all the elders of the church. The Board shall comprise 10% of the voting membership of the church, including the Pastor. No fewer than three or more than nine male elders shall comprise the Elder Board.

It is the purpose of the Elder Board (including the pastor) to oversee and promote the spiritual welfare of the church. The members of the Elder Board shall be responsible for, but not limited to, the following duties:

- Oversee the ministries of worship, instruction, fellowship, and evangelism/missions.
- Cooperate with the Pastor and participate in planning, visitation, evangelism, preaching and teaching, and in celebrating the Lord's Supper, etc.
- Address disciplinary issues.
- Appoint the Search Committee as needed.

The Deacon Board shall be comprised of all male and female deacons of the church. The Board shall comprise 10% of the voting membership of the church. No fewer than three or more than nine deacons shall comprise the Deacon Board. No paid employee of the church shall be a member of the Deacon Board.

It is the purpose of the Deacon Board to oversee all material and financial matters of the Church. The members of the Deacon Board shall be responsible for, but not limited to, the following duties:

- Serve those with needs as situations arise.
- Maintain the physical properties of the church including custodial care.
- Participate with the Pastor to oversee church administrative staff.
- Address and manage the financial matters of the church.

- Prepare an annual budget after consultation with the Pastor, the Elder Board and appropriate committee Chairpersons.

The Pastor of the Church, who shall be male, must be of irreproachable character. It is the purpose of the Pastor to provide spiritual guidance and leadership to the Congregation. Pastoral responsibilities shall include, but not be limited to, the following:

- Preach and teach the word of God.
- Lead the public services of the church.
- Watch over the spiritual welfare of the church.
- Participate with the Deacons to oversee the administrative church staff.
- Lead the members in practical Christian life.
- Discharge all the functions of the ministry.
- Participate as a member of the Elder Board with voting rights.
- Serve as an ex-officio member of all Boards and committees of the church with the exception of the Search Committee.

## Our Community

The Village of DeForest is in South-Central Wisconsin. We are a short drive from the State’s capital, yet distinctly separate from Madison. DeForest has a small town, Midwest agricultural feel, surrounded by cornfields and country living. Many DeForest residents commute to Madison for work. DeForest provides ready access to six major highways, rail transportation, and Dane County Regional Airport. The community boasts safe, welcoming neighborhoods, friendly faces, and access to numerous lakes, bike trails, hiking, skiing, snowmobiling, and recreational areas.

DeForest is located in Dane County which, due to Madison and the surrounding area, is the second largest county in the state of Wisconsin. Today, the county is a growing area with a population just over the half million mark. Madison and its surrounding communities are often ranked as some of the best places to in the United States to live and to raise a family (<http://www.businessinsider.com/why-madison-wisconsin-is-the-best-place-to-live-2014-9>).

With the University of Wisconsin in our backyard, the Madison area is infused with over 69,000 young people as these students flood into town during the school year.

Top employers in the area are the state government agencies, the University of Wisconsin, Epic Systems, American Family Insurance, Sub-Zero, WPS Health Insurance, and the nationally ranked University of Wisconsin Hospital system.

More than half of the people in our area do not associate with any type of church or religion. The remaining 46% of the population predominantly associate with the Catholic church, Mainline Protestant churches, consisting most notably of Lutherans and Methodists denominations, or Evangelical Protestant churches such as Baptists, Evangelical Free, or non-denominational churches.

DeForest Demographics	
Population Estimates, July 1 2016 –	9690
Persons under 5 years, percent, April 1, 2010 –	7.2%
Persons under 5 years, percent, April 1, 2010 –	29%
Persons 65 years and over, percent, April 1, 2010 –	8.7%

Female persons, percent, April 1, 2010 – 51.6%
Male persons, percent, April 1, 2010 – 48.4%
White alone, percent, April 1, 2010 – 93.3%
Black or African American alone, percent, April 1, 2010 – 2.1%
American Indian and Alaska Native alone, percent, April 1, 2010 – 0.3%
Asian alone, percent, April 1, 2010 – 1.5%
Hispanic or Latino, percent, April 1, 2010 – 3.6%
Median value of owner-occupied housing units, 2011-2015 - \$200,500
Median gross rent, 2011-2015 - \$910/mo.
High school graduate or higher, percent of persons age 25 years+, 2011-2015 – 96.7%
Bachelor's degree or higher, percent of persons age 25 years+, 2011-2015 – 32.2%
Median household income (in 2015 dollars), 2011-2015 - \$69,418

## Our Next Pastor - Job Description and Qualifications

### Position:

Pastor/Teaching Elder, DeForest Evangelical Free Church

### Description:

DeForest Evangelical Free Church (DEFC) is seeking a full-time pastor/teaching elder to succeed our current pastor who anticipates retirement in the near future. Together with the Elder Board, the pastor/teaching elder will oversee the development, organization, and administration of the ministries of this church. The objective is to exhort God’s people to grow in their spiritual life and to equip them for the work of ministry with the goal of making Christ known through personal evangelism and discipleship.

### Ministry Emphasis:

The pastor/teaching elder will be responsible for expository preaching and teaching of the Bible.

### Primary Shared Responsibilities:

- Give wholeheartedly to the preaching and teaching of God’s Word during worship services.
- Serve with the elders as guardians of the truth as revealed in God’s Word helping to watch over the spiritual welfare of the church.
- Participate with the elders in in the development of the church’s prayer ministry.
- Assist the Elder Board in identifying and developing teachers and leaders.
- Develop a system of personal accountability with the Elder Board, including maintaining a purposeful accountability partnership with another man from the Elder Board.
- Perform other tasks as mutually agreed upon with the Elder Board.

### Minimum Qualifications:

- Meet the biblical qualifications for leadership (1 Tim. 3:1-7; Titus 1:5-9; 1 Peter 5:1-4)
- Agree with and commit to support the faith position of DEFC set forth in our [Statement of Faith](#). The Statement of Faith does not comprise the full extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and proper conduct, is the sole and final source of all that we believe at DEFC.
- Be an active participant in agreement with the Elder Board regarding the interpretation of scripture.

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- Demonstrate maturity in the faith and have a definite sense of calling to ministry.
  - Hold a bachelor's degree from an accredited Bible college or seminary. A master's degree is preferred. However, a combination of formal education and experience is also highly valued.
  - Be ordained, or eligible to be ordained by an acceptable church or ecclesiastical group.
  - Previous experience in effective pastoral leadership at an evangelical church is desirable but not required.



## Inquiry Process

If after reading this description you have an interest in the pastor/teaching elder position at DEFC, and you feel you meet the qualifications for the role, you are invited to submit the following information for consideration:

- Your resume.
- Links to audio or video of your teaching/preaching, if available.
- Five references, including: One supervisor (could be a board member or seminary professor), two or three colleagues, and one or two personal references. NOTE: *These references will be contacted later in the process.*
- Written responses to the questions listed below. We believe that one can learn only so much from a resume. Your responses will help us to gain a more complete picture of you and your leadership qualities. Please limit your answer to each question to 400 words or less:
  1. Describe your faith in Jesus Christ. Tell us how you came to personal faith in Christ (i.e. your conversion story) and something about your journey into ministry.
  2. Please describe what compelled you to pursue pastoral ministry and why you desire to be or continue to be a pastor.
  3. What approach to preaching is or will be the approach you follow? Please explain why?
  4. What are two or three of your core strengths? Please share an example of a situation where you utilized your core strengths to move forward the church or ministry you were leading.
  5. What theologians, philosophers, pastors, Christian leaders, or authors have had the greatest influence upon your own life and thought? List up to three and explain your choices.
  6. What is it about the opportunity at DEFC that attracts you to this position?

Please submit your information, including attachments to:

[pastorsearch@defc.net](mailto:pastorsearch@defc.net)