**Elk Lake Baptist Church**

**Pastor Candidate Information Package**

**June, 2015**

**Introduction**

This information package was compiled specifically for the benefit of potential candidates for the longer term position of Pastor at Elk Lake Baptist Church. It is intended to assist potential candidates determine if they are called to lead and serve this congregation. We welcome your interest.

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**Vision Statement**

Our mission is to be an outreaching Christian community that is learning to follow the teaching of Jesus and growing together in passionate, worshipful love of God. Prayerfully listening to God, and energized by the Holy Spirit, we will serve Him where He leads us.

The Three Basics/Core Values around which this vision is pursued are:

***Being a Community***

We value being a church family that is loyal to God’s story. The church family is a sign. We are a sign of God’s presence and work in this world. We are made in the image of God to reflect who God is into this world.

The church family is a foretaste – we are to indicate by the way we love and treat each other how life in God’s kingdom is intended to be. We cross social lines, we stand with those who are suffering, we know people of all races are equally valuable to God and so on. God’s plan is always to give fullness of life and we are, however haltingly and however much we know our own brokenness, a foretaste of God’s kingdom.

The church family is an instrument – God works directly through his church families to get his work done. He chooses to make us his hands and feet.

***Being a Community that Lives More and More Consistently in the Kingdom Way***

We value being a church family/community that lives a kingdom lifestyle.

The culture in which we live drives us to think and act in certain ways, for example, get ahead, stay busy, look out for number 1, make as much money and spend as much money as you can. God’s way runs counter to those ideals and it’s where true life is found. We will encourage a way of living that is God’s way and often counter to the culture of our world.

God’s way, and counter to the culture of our world, is to love God and to love others. This calls us to love and respect all people and to honor the inherent dignity of every person whom God has created in his image. We are striving to live out this ideal.

***Being a Sent Community***

We value knowing that we are a sent people. We are not to be an inward focused self-help group but look for specific ways to take God’s love to the world. The primary task of the church is to bear witness to the reign of God. We are sent into the world as agents of the kingdom of God. God is redeeming all things to himself including his creation. Caring for the poor, proclamation of the gospel and creation care are different ways we bear witness to the kingdom and all are necessary.

**Letter from Board of Deacons to Congregation**

To the Elk Lake Baptist Family: October 2012

From the deacons:

This letter comes to you as we enter the fall of 2012 to let you know what we, the leadership team, are planning for and looking forward to this coming fall and beyond. Questions that are continually before us are: What are we all about as a church? Where are we going? How are we going to get there? How are we being called to be faithful to God this fall and in the next year?

Before we speak of the future, here is a brief word about the last few years. As was noted in the Pastor’s Report in the 2011 Annual Docket, the age composition of our congregation is changing.

In 2000, 53 percent of the congregation was over 70 years of age but in 2011, this number has changed so that now only 34 percent of the congregation is over 70. On the younger side, in 2000, 26 percent of the congregation was under 44 years of age; in 2011 this has changed so that now 42 percent of the congregation is under 44. This means that in the last 10 years, the average age within the congregation has shifted downward quite significantly. There are roughly the same number of people (total of children and adults) who considered ELB their church home in 2011 as there were in 2000 but this change of age composition has an influence on attendance and giving patterns as well as ministry focus and style.

Another important point to make about the last few years is that the Deacons have spent a good deal of time and energy paying attention to the theological insights gained from focusing on the kingdom of God. It is through this process we believe God is communicating his vision for our future. That vision is becoming stronger and more deeply understood and will be extremely helpful to our church family going forward. When grasped, this vision is BIG. It pulls us towards greater faithfulness to the way of Jesus and energizes us into new places of ministry. It calls to both an inward journey of a deepening relationship with God and an outward journey of engagement with the world around us. If we pursue and are obedient to this vision, it will be a real adventure and well worth the ups and downs we might experience along the way!

Here is what is central to this vision.  **The church is called to serve the purposes of the Kingdom of God**. **We are agents of God’s kingdom.** **The church is to be a sign, a foretaste and an instrument for the kingdom of God.** The “kingdom of God” is a way of summing up the story of what God is all about in His creation. It includes everything that God has done, is doing and will yet do to set things right in his world. God has assignments for us in His kingdom, a mission if we choose to accept it, that are the ways he has chosen for us to participate with Him. This is a great honour and privilege which allows the church to be a life-giving movement more than a hierarchal institution. Tuning into those assignments and living them out is why we are here and what the church is all about. Attending worship services and maybe serving on committees is not the whole story of church by a long shot. There is something very spiritually healthy and exciting in understanding that the church exists to serve the kingdom of God. And of course, it is not just about tasks. We serve the kingdom of God best out of love and relationship with God and others.

In order to pursue the vision God is giving us, there are some key characteristics we want to strengthen and continue to build into the life our church. We will revisit these characteristics many times and be enriched, challenged and changed by them.

Characteristic #1: An emphasis on community. Living this vision must be done together versus alone.

Characteristic #2: Embracing the upside down ways of the kingdom (e.g. seeking ways of service instead of ways of getting ahead) and learning to live in those ways.

Characteristic #3: Knowing that God wants us to participate with him in his work on this earth. He ‘sends us’ to specific places and situations where we can make known the good news of the kingdom.

The deacons have grappled intensely with how we can reach out beyond our four walls and communicate the gospel in meaningful ways. C2C has been mentioned in this regard but we realize that for most people, C2C continues to be very much in the shadows and what it is all about is still largely unknown. Please take time to read the brochure on C2C that comes with this letter. It will give you a fuller sense of what is developing in this area and is an important part of being obedient to the vision God is giving us.

How will this vision be developed in our church family this fall and beyond?

**Lectio divina prayer groups (a way of praying Scripture)** – these will allow for the deepening of community as well as prayerful attention to the Holy Spirit.

**Regular C2C reports** – telling the stories of C2C will be motivational, educational and allow us to discern more fully the places God wants to send us.

**Planning a Short Term Mission trip** – this will encourage a more outward looking mood within our congregation. Only a few will go but the whole congregation can share in the experience.

**C2C Group development** - ongoing encouragement and guidance will be given to the C2C groups that exist now and new groups will be started as we are able.

**Adult Sunday School** – this will allow the study of kingdom of God themes and what

they mean for our congregation

**Telling our personal stories** of how we are being led by God in our neighbourhoods, workplaces and families to love people and to embody the gospel.

**Initiating a deeper spiritual life emphasis** once a year with a guest preacher.

**Initiate a Guess Who is Coming to Lunch** in the fall of 2012 to encourage intergeneration relationships within our church.

There is a huge opportunity in front of us to move towards new ways of being the church in our country and at a time when so much of church life is in decline. There is also an opportunity to avoid the individualism and consumerism that mark our culture and to live by a different story.

We want you to know what we as deacons are thinking and planning. We are very excited about this large vision and want you to know that there is lots of room for your input and initiative. You are God’s agent for his love and we want to encourage you in every way possible. We are looking forward to where the Spirit will lead us!

The Deacons

[NOTE: “C2C” refers to “Church to Community” groups, a form of missional small group]

**An Overview of Elk Lake Baptist Church History**

**1947 - 2015**

**Foreword**

By request of the Pastoral Search Committee of Elk Lake Baptist, I am pleased to offer an overview of the God-centered, faith based work of the people of Elk Lake since its founding in 1947. It has been a joy and privilege to familiarize myself with the two existing accounts of Elk Lake Baptist Church's history. Volume I “Founding of Basement Church and Struggles” was written by Isabel Clark and Volume II “Church History 1968-1997” was written by Edna Hibbard. Throughout both of these accounts, there are mentions of many individuals who worked in God's service to build up this church and its people, and I would refer you to the original documents for an inspiring read. This report is comprised of excerpts from these two accounts and a brief history of the ensuing years. Our church has had a fascinating sixty-eight years thus far, and we pray we will continue to grow with God's loving guidance.

**Excerpts from “Founding of Basement Church and Early Struggles”**

Elk Lake Baptist Church began as a Sunday School. In response to a question posed by eight year old Shirley Lee, in 1943, “Why isn't there a Sunday School near here for us to go to?”, Miss Minnie Beveridge from First Baptist Church began a Sunday School in her home on Alderley Street, known as the Bevie-Ridge Sunday School ( a play on her name and Cordova Bay Ridge). As the Sunday School flourished, it wasn't long before people began to dream about starting a new church in this area.

In late 1945 and early 1946 the dream of a church became a definite proposal but there were practical questions to be faced: Who would want such a church and center? Who would support it? How much would it cost and how would the cost be met? Where could suitable land be obtained? Mr. J.N. Edwards came forward with a splendid answer to the last question. He had a quarter acre of orchard land that he could offer at a nominal charge. The answer to the first two questions could only be determined by a canvass of the district. At a meeting chaired by Rev. R. Easter of First Baptist and attended by five individuals, the decision was made to undertake a canvass and request donations towards the building of a basement church. As a result of the canvass and the promises made, action went ahead and on June 18, 1946, a building permit was obtained from Saanich Municipality for the foundation and roof on a basement building. The land was purchased from Mr. Edwards for $150.00 and Rev. Easter obtained the backing of the Provincial Baptist Convention for the new venture at Elk Lake. As donations came in, there was one especially moving donation. The staff and students of Bevie-Ridge Sunday School sent in the sum of $150.00 to cover the cost of the land on which the new church would stand.

One unseasonably drizzly day in the fall of 1946, young Clifford Campbell, then fourteen years old, turned the first sod, after which the Rev. R. Easter conducted the dedication service. Though the sod-turning ceremony was in the fall of 1946, the concrete for the basement church was not poured until April 1947 and not until fall again, was the building roofed. One of the reasons seems almost ludicrous in this vastly forested province of British Columbia. The fact remains. There was an acute shortage of lumber for these post war years, 1946-7, with all the disruption of labour and industry which war causes.

The new basement was a sparse affair. “Pulpit” was a euphemism, since there was no pulpit, not even a platform for the preacher. Appearance was the least of our worries. As in most pioneer projects, active supporters were few and finances were low. The Sunday School still flourished but only a handful of people gathered for evening worship. For many months weekly offerings ranged from $2.00 to $4.15. Donations were slow to come in. Seeing no hope of raising the money locally in time, the church officials applied to the Baptist Convention of B.C. for a $1200.00 loan. It was swiftly granted and an additional grant was made towards the service of a part-time minister. Thus, in April 1948, Elk Lake Church became a Mission Church of the Baptist Convention.

From 1948 to 1952, the church was blessed with the service of a number of visiting and part-time ministers, but struggled to find stability, until Rev. J.N. Clark became the part-time minister, serving until 1958. When, in the middle of the 1950's, talk began of building a Sanctuary church, there were very natural misgivings. The congregation had just emerged from paying off the $1200.00 loan to the Baptist Convention and could have been excused from wanting to undertake another debt. A key officer in the church, then and now, confesses “I admit that I thought the idea crazy and as good as said so to “J.N.”(minister). However, he gave me a little lesson on what faith is all about. The present church is proof that his faith was justified.” In 1954 a Building Fund for the Church was inaugurated and the donations from the community, the city Baptist Churches and the Provincial and Western Boards were all generous.

Many people worked mightily to bring in a special boom of logs, move them, cut them and raise the massive joists. After months of dedicated work, much of which was volunteered, on May 29, 1955, Elk Lake congregation worshiped in its fine new church with a morning service conducted by the minister, Rev. J.N. Clark. In the late 1950's, the church rallied together to pay off its debt to the Provincial and Western Boards of Baptist Churches, and they were successful in paying it off in half the time originally allotted.

The next enterprise was a forward looking one. The church hoped someday to be able to afford a full time minister and would therefore need a manse. With this in mind, in 1959, the deacons and finance board agreed to buy from Mr. J.N. Edwards his house and land immediately adjacent to the church. The cost of this purchase was $9000.00 and once again this remarkable church whose finances seem always precarious, was able to pay off the debt early. It wasn't long before plans were underway for a much needed church hall, and the congregation swung into action with work and prayer.

**Excerpts taken from “Volume II 1968 – 1997” (including some information dating from 1960 to 1968)**

In 1960, our new minister Padre Pike, named Rev. J.N. Clark minister emeritus and this much loved man humbly but emotionally accepted. He had served for many years, a faithful servant of Christ and this church. With much hard work and volunteered efforts, the church hall building was begun in July, 1961 and was finished in the fall of that same year. A happy dedication service was held on February 11, 1962. A most positive financial accounting of the project was given and the final amount was raised in 1962.

Our church continued to grow. Due in part to Padre's wonderful way with children, we had a large and flourishing Sunday School which was favoured with knowledgeable superintendents. The church had become self-supporting and although Padre Pike was paid as a part-time minister, he did a full time job. Perhaps he spoiled us. There were numerous ongoing volunteer projects, including landscaping the grounds, planting shrubs and trees, renovating the manse, building a wheelchair ramp and many more. The first of many family nights was planned by Wesley and Shirley Swan. These were held monthly and usually started with a hymn sing with Padre Pike and his autoharp, or some short devotional. They were fun and certainly melded friendships. The church was a place of happy, outgoing Christianity.

May of 1972 was a sad time for us as our beloved “Padre” gave his resignation. He had served his Lord and his church faithfully and well, built up the church and Sunday School and showed everyone the joy that is to be found in the Christian life. In 1973, our new minister, Rev. Edward Follows arrived from Coventry England. He was our first full time minister. Everyone enthusiastically hailed Padre Harry Pike as our new minister emeritus as Rev. J.N. Clark had passed on. They were both fine examples of Christian gentlemen.

The church had to ask for help again from the Baptist Union to pay the salary of a full time minister. Through 1973 and 1974, the Sunday school was shrinking and the youth group disbanded, despite excellent leaders. In 1974, there was a change that brought the church more in step with the times and we believe with Christ's intentions. There was a vote as to whether or not ladies should be allowed to serve communion. The answer was in the affirmative.

The ladies have always been a strong part of our church. The Women's Auxiliary, now known as the Baptist Women, have supplied many things for the church and their help with church finances has often been a “lifesaver”. Their main concern is to spread the Gospel by supporting missionaries and their projects. There had always been good support for the ladies, but at this time they were struggling to support the missionaries and help the church. Nevertheless, our hard-working ladies had scraped up enough money to have the kitchen updated. We were particularly glad to have hot water.

At this time, Rev. Follows submitted his resignation and Rev. Barton answered the call. Rev. Barton was returning to the church, as years before he had led some services in the “basement church”.

In December, 1977 the church celebrated its 30th anniversary with a lovely banquet. This was a real success and with the good fellowship, one had to feel that we were really accomplishing something for our Lord in this community. The College and Careers group of young people was also flourishing at this time.

Beginning in 1978, many new projects were undertaken, including, beautifying the sanctuary, improvements to the grounds, installation of a church telephone, transforming the back of the church into an attractive room and more. At the same time, Charlotte Ann Sekul was leading a well-attended Vacation Bible School, a small group of people undertook visits to Glendale Lodge, and a men's breakfast club was meeting monthly (with no cooking casualties so far).

At this same time, in step with the changing times, the church decided to have some women on the deacons board. These women deacons are a great asset to our church and we would not have it any other way.

In 1982, Rev. J.C.A. Barton decided to retire from the ministry although he and his wife, Fran, remain as members and continue their good work for our beloved little church. We were very fortunate in being able to call Rev. Leslie Funk from Nelson. He and his wife Lucille, along with their children Maureen and Stephen, settled in nicely. Lucille and Maureen were almost indispensable in the Sunday school.

We had a very active Missions committee at that time. Additionally, the church has always been an ardent supporter of the Canadian Bible Society and its aims and needs were always kept before us by church representatives who gave years of service. As part of our outreach to seniors, “A sixty-more-or-less club” was started. Once a month there was a nourishing luncheon along with a short devotional time and some informative speaker as entertainment provided.

Our church has been the grateful recipient of gifts large and small over the years. But our biggest gift of all was a bequest by Mrs. Eva Simister for $350,000 and this has enabled us to consider building a larger church.

In the summer of 1994, Rev. Leslie Funk decided to retire. We knew that he would be sorely missed, but we began the process to find a new pastor. As the idea to build a new church was definitely on the horizon, the search committee were looking for not only an excellent pastor, but also someone who could lead the complex process of church building. As the congregation was largely comprised of seniors at this time, they also had it in mind to call a pastor who had a family and could hopefully attract new families. Rev. Leslie Biggs was known to some of the members of the congregation and was highly regarded. Additionally, a call to Rev. Biggs seemed to be an excellent fit as he had a BA in geography with a major in urban planning, had been involved with the building of Saanich Baptist Church, and had a lovely wife, Carol and two sons. The Biggs family arrived in the summer of 1995 and were gladly welcomed. At the time of writing he is still our pastor and we are well pleased with his ministry, and all the gifts Carol also brings to this congregation.

In August 1995, the church Planning Committee started looking into the possibility of building a new church. This is a long, slow process which at the time of writing, April 1997, is still unresolved. We do not know what the future holds for our beloved Church-by-the-Lake, but we have faith that with God's guidance we will continue to grow and be instrumental in bringing people to a knowledge and love for Christ, the Saviour of the world.

**Overview of church history 1995 to 2015**

Many meetings and much discussion took place in the mid-1990s regarding the major undertaking of building a new church. During one of the many congregational meetings, a member stood up and said, referring to the provision of church facilities, “Someone did it for us, and now its our turn.” Momentum grew to build for the future of the congregation and a deep sense of purpose took hold. It was decided that pledges would be requested before starting the building, and letters for pledges were sent out near and far. The responses were most generous and work proceeded. David Warner, who designed a number of local churches, was hired as the architect. Planning and decision-making were in full swing. The sod turning ceremony was on April 14, 2002. A contractor was hired and his work was greatly supplemented by the outpouring of volunteer work. There were many newly retired gentlemen who took on large portions of the project.

This was a very rich and active period in the life of Elk Lake. While the congregation was mostly elderly people, they were bringing their grandchildren and their nieces and nephews to the Sunday school. The Sunday school was well attended and had much enthusiasm. Once a month they would have “open sessions” with all the children together and ran it rather like a quiz show, which the children loved. The summer picnics were always a highlight, and were held at the Saanich Artifact Society. When Les Funk returned to create and lead the Easter and Christmas dramas, there was much excitement and activity in the name of Christ.

As the new millennium began, Alison Hawes had been hired as a youth group leader and was running bi-weekly events for the church's four young teens and their friends. The youth enthusiastically attended with their friends, and had many fun evenings playing wild games in the hall and going on outings together. During this time, Alison kept bringing friends from Inter-Varsity Christian Fellowship(UVIC) to help lead the group, especially as a strong male presence seemed to be beneficial to the boys. Many of the university students were charmed by the church's warm welcome and impressed with Les Biggs' teaching, and so, started to attend church services regularly, bringing their friends as well. This developed in to a College and Careers group. Meanwhile, attendance at youth group was quite sporadic, ranging from 25 to 3. At each event, youth shared the highs and lows of their week and discussed spiritual matters in a session which became known as “The Ryan Show”, after Ryan Ellis who had become a permanent co-leader with Alison. As the core group of youth from the church was small, many of the attendees were non-Christians and had copious questions, as well as skepticism towards Christianity. One of our youth kept trying to invite an atheist friend who refused to come, saying she would have nothing to do with “organized religion”. The youth responded, “Don't worry, Ryan and Alison aren't very organized”, which was enough to convince her friend to come. Group discussions were always interesting. After their marriage in 2002, Ryan and Alison continued to run the youth group until 2003, when Joanna Ellis took over, followed by Arwen Holmlund.

During 2003, work on the new church building was well underway. The number of large projects taken on by individuals and families was quite amazing. To name only a few: the grand piano, all the dishes, the pulpit, cross and communion table were hand carved, a drum set, and the sanctuary chairs, were all donated.

Throughout these years, the Baptist Women continued their activities and made significant contributions. The church maintained its support of two missionaries, one in Turkey and the other in Brazil. When these folks retired, we began to support Tom and Grace Mei in their work in China. Additionally, the congregation supported missions closer to home, through the Mustard Seed and Our Place.

On a Sunday in September, 2003, the new building of Elk Lake Baptist church was opened. What a wonderful, joyous day that was for the congregation of the Church-by-the-Lake. The worship service began in the “old” church and halfway through, they all walked up the hill, into the new church and finished the service there. It was a deeply moving testimony of work and service dedicated to God. The official dedication ceremony was held on November 16, 2003. In reflection, the congregation could know that they had always been committed to working together, to “getting along”, and thus had accomplished much, with God's grace!

At the same time as the congregation was settling happily into their new home, the age composition of the congregation was changing quite substantially. As noted in a letter from the Board of Deacons: “In 2000, 53 percent of the congregation was over 70 years of age but in 2011, this number has changed to only 34 percent. On the younger side, in 2000, 26 percent of the congregation was under 44 years old and now that percentage has increased to 42 percent. This means that in the last 10 years, the average age of the congregation has shifted downwards quite significantly. There are roughly the same number of people (total children and adults) who consider Elk Lake their church home in 2011 as there were in 2000, but this change of age composition has an influence on attendance and giving patterns, as well as focus and style.”

While some things changed, other activities, which had been foundational in the church, remained unchanged, such as the Sunday after-worship fellowship time. This opportunity to share conversation, coffee and desserts, has always been a key time to connect as a church family, and maintains a sense of community.

The congregation continued to be inspired by Rev. Biggs' teaching and fully supported him when, in 2009, he took a three month sabbatical to complete his Doctor of Ministry. Upon his return, he worked with the Deacons in developing a central vision of the church going forward. “The church is called to serve the purposes of the Kingdom of God. We are agents of God's Kingdom. We serve the Kingdom of God best out of love and relationship with God and others.”

A number of groups, which embodied this vision began to be formed in 2010 and new groups continue to grow up within the congregation. There are currently three “Church to Community” (C2C) groups. Each having a slightly different theme and format, but all focused on living the Kingdom of God and bringing it to others. Seven Spiritual Companion groups meet, as does a Spiritual Disciplines group. As a part of our desire to reach out to others, we have partnered with Food for the Hungry and thus far have embarked on two most fruitful short term mission trips to Guatemala. Additionally, we support sustainable development in Rio Azul, through the FH child sponsorship program.

At the time of this writing, Rev. Dr. Leslie Biggs has prayerfully decided to take early retirement from full time ministry. We have been deeply blessed to have Rev. Biggs lead us on this abundant journey together. Although he will be deeply missed, we wish him God's peace and comfort in the years ahead.

Compiled by Holly-Anne Stewart

June, 2015

**Congregational Profile**

**Demographics**

1. Numbers: Indicate the approximate number of persons participating in congregational life.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Age** | **Male** | **Female** | **Total** |  | **Age** | **Male** | **Female** | **Total** |
| 0 – 5 | 9 | 4 | 13 |  | 40 - 49 |  | 1 | 1 |
| 6 – 12 | 5 | 5 | 10 |  | 50 – 59 | 2 | 9 | 11 |
| 13 – 18 |  | 1 | 1 |  | 60 – 69 | 10 | 10 | 20 |
| 19 – 29 | 2 | 2 | 4 |  | 70 – 79 | 3 | 9 | 12 |
| 30 – 39 | 8 | 8 | 16 |  | 80+ | 4 | 9 | 13 |

2. Multicultural makeup: Check off the ethnic groups represented within your congregation

|  |  |  |  |
| --- | --- | --- | --- |
| **Region of Birth** |  |  |  |
| North America | √ | South America |  |
| Europe | √ (<5) | Africa |  |
| Asia |  | Caribbean |  |

**Current Ministries**

1. Community Impact:

|  |  |
| --- | --- |
| **Emphasis** |  |
| Neighbour Groups |  |
| Prison Ministry |  |
| Community Sports |  |
| Involvement In Local Schools/Colleges |  |
| Food Bank Support | Donate food/money to Mustard Seed Food Bank |
| Nursing Home Ministry |  |
| Winter Shelter or Inner-city Mission |  |
| Church Sponsored Community Barbeques etc. |  |
| Short Term Missions – in Canada or overseas | With Food for the Hungry in Nebaj Guatemala, also supported via child sponsorships |
| Congregation Reflects Community Demographic | Similar to community (but few members from community) |

2. Luke 4 Ministry: Comment briefly on the following

|  |  |
| --- | --- |
| Relationships between congregants and their neighbours & non-Christ followers | Some congregants have personal ministries to neighbours and family members, but without formal church coordination. One C2C group uses baking as community outreach. |
| Relationship of church with local community leadership / government | Little or none |
| Participation of community in congregational mission | Baptist Women fundraising for charities, Strawberry Tea, Easter breakfast, potlucks |

3. Programmes: Indicate approximate numbers of participants

|  |  |  |  |
| --- | --- | --- | --- |
| **Category** |  |  |  |
| Children 0 -12 | 23 | Adult Sunday School | Occasional |
| Youth 13 – 18 | 1 | Foodgrains Bank (Mustard Seed) | 10 |
| College & Career |  | Mentoring Relationships |  |
| Mothers’ Morning Programme |  | Spiritual Gift Discovery |  |
| Men’s Group |  | Small Groups (C2C) | 25 |
| Women’s Group (Baptist Women) | 15 | Spiritual Disciplines group | 7 |
| Senior’s Programmes (Talents & Treasures) | 10 | Spiritual Companionship groups | 21 |
| Summer Camping (CE Camping weekend) | 25 | Other - |  |

**Financial Realities**

1. Budget:

|  |  |  |  |
| --- | --- | --- | --- |
|  | **2015 Budget Year** | **2014 Budget Year** | **2013 Budget Year** |
| **Budget** | $122K | $118K | $115 |
| **Expenditures** | $36K (YTD April) | $115K | $112 |

Notes: Does not include unbudgeted “pass-through” giving to external missions or charities.

In addition to congregational giving, church revenues include facility rental income (2014: $21K, 2013: $20K).

2. Pattern of Giving:

|  |  |  |  |
| --- | --- | --- | --- |
| **Year** | **Congregational Giving\*** | **Average Attendance (Adults)** | **Yearly Average Giving Per Attendee** |
| 2014 | $105K | 62 | $1694 |
| 2013 | $106K | 59 | $1797 |

Note: Does not include unbudgeted “pass-through” giving to external missions or charities ($2014 = $7K, 2013 = $9K)

3. Debt:

Elk Lake Baptist Church has been debt free for nearly a decade and has a history of retiring debt early.

**Community Profile**

|  |  |  |  |
| --- | --- | --- | --- |
|  | 9350132.03 | 9350132.04 | Combined |
|  | Royal Oak Avenue to Cordova Bay Road | Cordova Bay Road waterfront to Sayward Road |  |
| Population | 6354 | 4198 | 10552 |
| Population change last 5 years | 5.50% | 2.70% | 4.10% |
| Males | 3080 | 1980 | 5060 |
| Females | 3275 | 2215 | 5490 |
|  |  |  |  |
| **Age Distribution** |  |  |  |
| |  | | --- | |  | |  |  |  |
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| **Families** |  |  |  |
| Total number of census families in private households | 2015 | 1310 | 3325 |
| 2 person family | 1165 | 770 | 1935 |
| 3 person family | 380 | 225 | 605 |
| 4 person family | 370 | 225 | 595 |
| 5 or more person family | 100 | 85 | 185 |
|  |  |  |  |
| **Housing** |  |  |  |
| Total number of persons in private households | 6115 | 4175 | 10290 |
|  |  |  |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Languages** |  |  |  |
| English | 4920 | 3460 | 8380 |
| French | 70 | 60 | 130 |
| Punjabi | 165 | 75 | 240 |
| Cantonese | 45 | 80 | 125 |
| Chinese, nos | 190 | 65 | 255 |
| German | 95 | 55 | 150 |
|  |  |  |  |
| **Education** |  |  |  |
| no certificate degree or diploma | 590 | 390 | 980 |
| high school or equivalent | 1315 | 960 | 2275 |
| post-secondary | 3465 | 2360 | 5825 |
|  |  |  |  |
| **Income** |  |  |  |
| average income for people over 15 | 52476 | 52017 | 52246.5 |
|  |  |  |  |
| **Religion** |  |  |  |
| Buddhist | 50 | 60 | 110 |
| Christian | 3000 | 2280 | 5280 |
| Hindu | 10 | 25 | 35 |
| Jewish | 25 | 35 | 60 |
| Muslim | 80 | 0 | 80 |
| Sikh | 240 | 130 | 370 |
| Other | 40 | 90 | 130 |
| No religious affiliation | 2680 | 1540 | 4220 |