

McMicken Heights Church



Pastoral Search
Promotional Packet
2021

Vision Statement

***Our purpose is to love
God, love people, and
make disciples who
make disciples.***

Vision Statement Rationale

1. **Loving God:** Our lives revolve around our relationship with Him. We pursue a deepening relationship with Jesus by reading the Word daily, doing what it says, devoting time in prayer, worshiping Him together in spirit and truth, being led by the Holy Spirit, and selflessly fulfilling His mission.

2. **Loving People:** Out of our love for Christ, we are driven to understand the needs of the whole community around us. So, we take the initiative to generously and wisely meet their physical, emotional, and spiritual needs.

We accept people where they are without thinking less of them because of their sins. With humility, openness and transparency about our own imperfect walk with Christ, we seek to see lives changed as Jesus has changed us.

3. **Making Disciples:** Being led by the Holy Spirit, we intentionally reach out in different ways with the gospel toward all people, and guide them to know how to take steps toward greater maturity in following Christ so that they are able to do the same with others.

Church History

- ▶ McMicken Heights Baptist Church began as a Sunday School outreach meeting in a tent in 1948. It's formal beginning as a church occurred in 1949 where the church met at McMicken Heights Elementary School. Over the years a variety of pastors led its ministry. The attendance peak came in the mid-1950s when the church added on the current sanctuary (which was intended to be the gymnasium until the hoped-for new Sanctuary would be built). During that time frame the church won a Sunday School contest with over 500 children in attendance. There was an active bus ministry that extended the reach of the church to the local kids that had no other way of getting to Sunday school. The church had commissioned multiple missionaries to various fields of service.
- ▶ From the late '50s through the '60s, the church experienced a slow slippage in attendance until 1972 where it averaged 130 weekly attendees. A week of special meetings were held in mid-1973 through which the Lord spurred a number of people to connect with McMicken, peaking at an average of about 240 in 1975. Following that surge, through the 'late 70s, '80's and early 1990s, the church experienced on-going slipping attendance as various pastors tried to lead the church out of its decline.
- ▶ In 1992, Pastor Kurt and Sandy Wolfe and family came to be McMicken's pastor. Through the nineties the church sought to reach out to its community with active visitation, invitations, with film series, and even with outreaches like salmon bakes. The decline in Boeing's economic reign prompted a number of McMicken families to leave the area. As key families moved away, it increasingly impacted the church's ability to serve those who remained. At the same time, major international immigration changed the demographics of the SeaTac environs and made it increasingly difficult for the church to replace those who had moved away.
- ▶ In Fall of 2018, Pastor Wolfe retired, and the church sought the guidance of Jefferson Baptist Church in Oregon regarding what they might do next. A potential pastoral candidate from Jefferson was connected with McMicken until a congregational vote in February 2019 was not sufficient to call him as pastor. The challenges raised through that experience encouraged the church to request the help of the ConvergeNW Conference who recommended that the church consider the hiring of an Interim Pastor. Jeff MacLurg came to serve in that capacity in June 2019 at a time when attendance was averaging about 42 on Sundays.
- ▶ Despite the ups and downs, through all these years, McMicken has faithfully sought to reach its community with the gospel. It has continued to support its missionaries, and has pointed its families to follow Jesus. It has reached children, youth and adults with the Gospel, and still has the same heart to reach people that started the church over 70 years ago.

Church Organization

Jesus Christ

Congregation

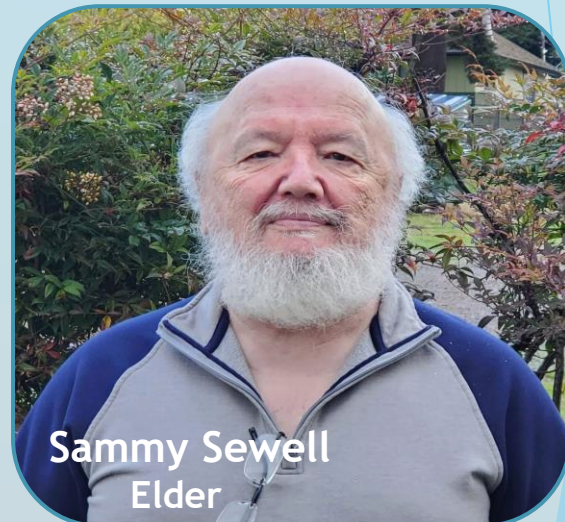
Elder Board

Lead Pastor

Pastoral Staff
Interim Pastor

Non-Pastoral Staff

Church Staff



Staff History

► 1991 - 2018 - Kurt Wolfe - Senior Pastor

Kurt Wolfe was called to the pulpit in April of 1991. He came with his wife Sandi and his three daughters from Florida. All five members of his family were actively involved in ministry. During his tenure, he oversaw a variety of programs. He organized visitations in the neighborhood, revival meetings (with a salmon bake), churchwide studies (40 Days of Purpose, The Truth Project, etc...) and many other ministries. Attendance fluctuated up and down over the years with an average attendance of approximately 50 people. Kurt saw times of growth but oftentimes attendance was stagnant or saw times of decline. Kurt felt that the church's location was a big drawback and hindered any opportunity for growth. Kurt announced his retirement in 2017 and he worked part time for the last year of his ministry.

► June 2019 - Present - Jeff MacLurg - Interim Pastor

Jeff MacLurg took over as an intentional interim pastor in June of 2019. His purpose is to lead McMicken through the process of finding a new pastor while also working on preparing the church for the transition process. He was in the middle of implementing some church strengthening activities when COVID caused the church to close its doors for the spring months of 2020. Jeff has led the church through solid biblical teaching from the pulpit and he has guided lay leaders and support staff during this transition period.

► October 2020 - Present - Jon Kok - Worship Arts Director

Jon joined McMicken during the fall of 2020. He took over the Sunday morning worship organization and presentation. He is using his gifts in music and the arts to bridge the contemporary and traditional to bring a balanced experience to Sunday mornings. He is a part time employee working approximately 10 hours per week. He oversaw the installation of a new digital soundboard and he is currently working with the worship team to consistently bring a more professional presentation. He is being mentored by Jeff as he develops his skills as a worship leader.

Our Community

- Seatac: <https://www.seatacwa.gov/home/showpublisheddocument?id=29962>

Exhibit 23. Population by Race/Ethnicity (2018) (Percent of Total Population)

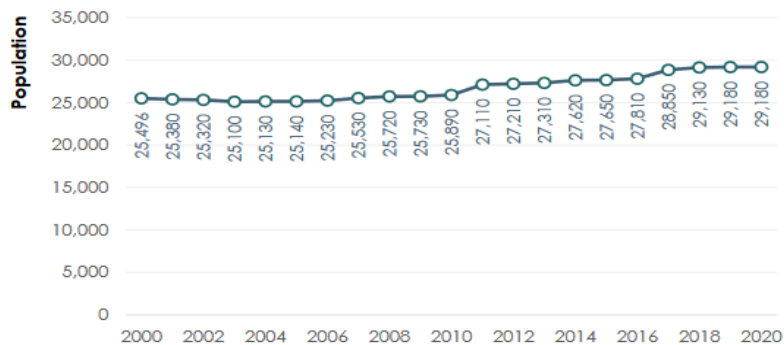
Race/ethnicity	SeaTac	South King County*	King County
White, non-Hispanic	32%	55.1%	60%
Black, non-Hispanic	24%	11.2%	6%
American Indian, non-Hispanic	1%	0.9%	1%
Asian, non-Hispanic	15%	14.2%	17%
Native Hawaiian and Pacific Islander, non-Hispanic	3%	1.4%	1%
Two or more, non-Hispanic	6%	5.1%	5%
Hispanic, any race	18%	11.9%	10%

Source: 2018 ACS 5-Year Estimates Table B03002; *South King County Subregional Housing Action Framework – Task 2 Housing Context Assessment Methods memo, ECONorthwest, Summer 2020 (Figure 7. South King County Households by Race and Ethnicity, 2018). Cities included Auburn, Burien, Federal Way, Renton, and Tukwila.

Population & Growth Trends

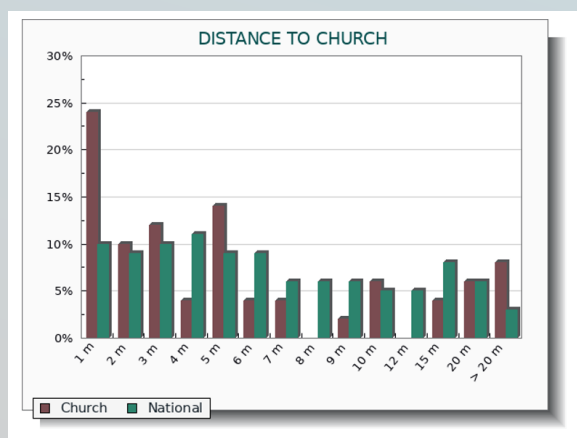
- SeaTac's population has grown by less than 4,000 residents over the past 20 years.
- SeaTac is growing slower than other South King County cities. As a group, South King County cities are growing slower than the county.

Exhibit 2. SeaTac Population, 2000-2020

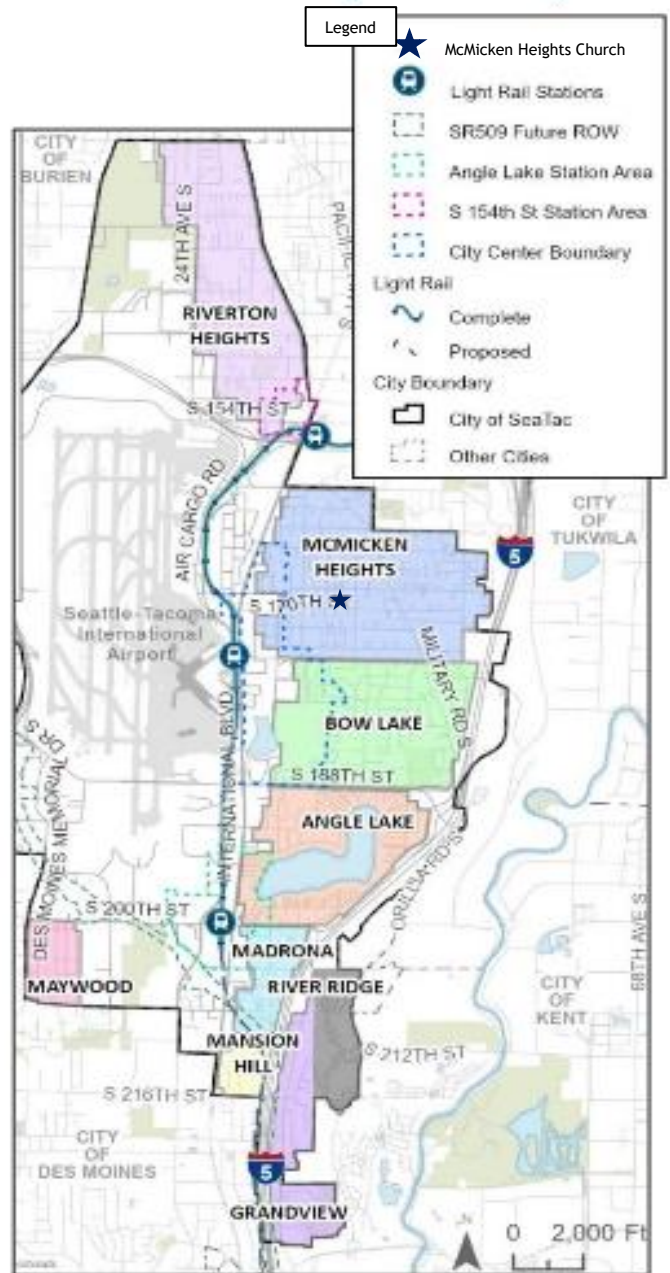


Source: Washington Office of Financial Management, 2020; BERK, 2020.

Attendees distance from church



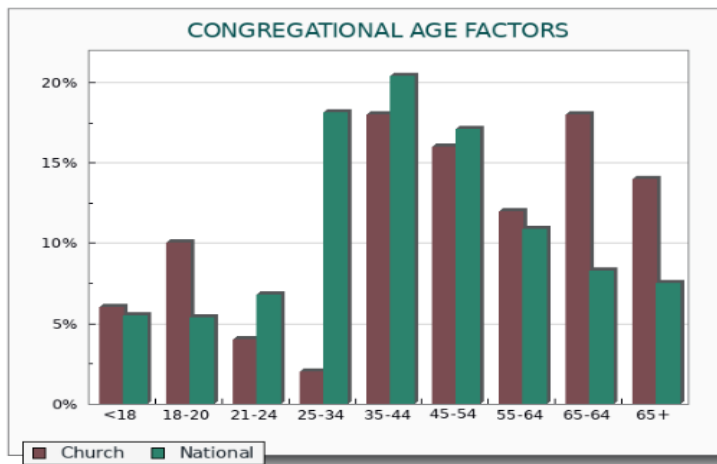
SeaTac Neighborhoods Map



Source: City of SeaTac

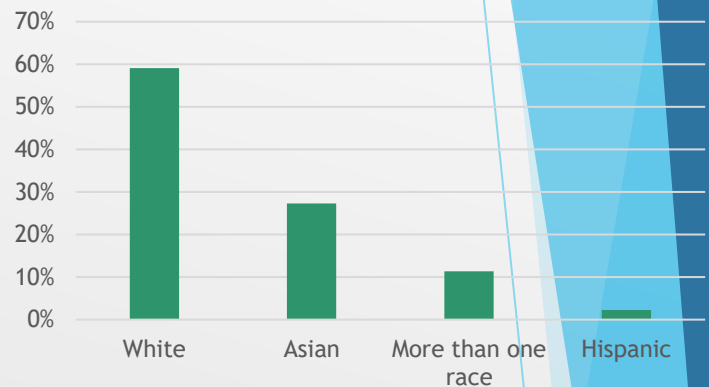
Our Church (Demographics)

Age Distribution

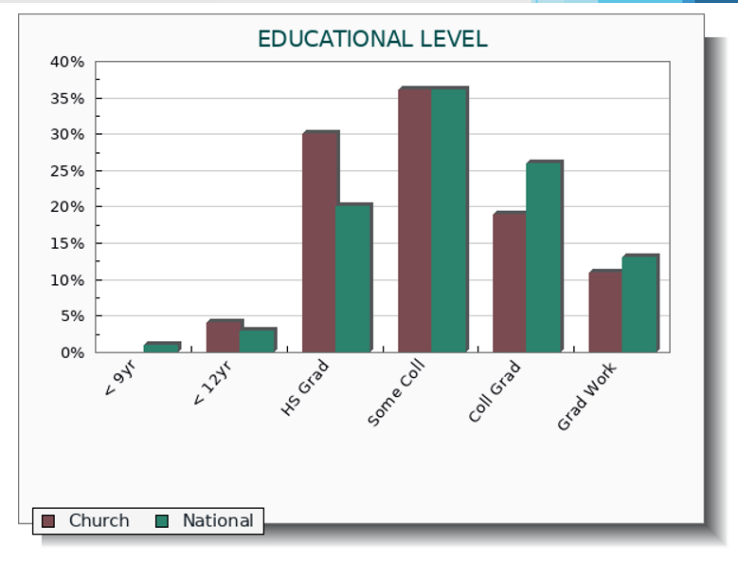


McMicken 52.2 yrs
National Norm 44.3 yrs
Local Norm 35.5 yrs

Distribution of Ethnic Backgrounds

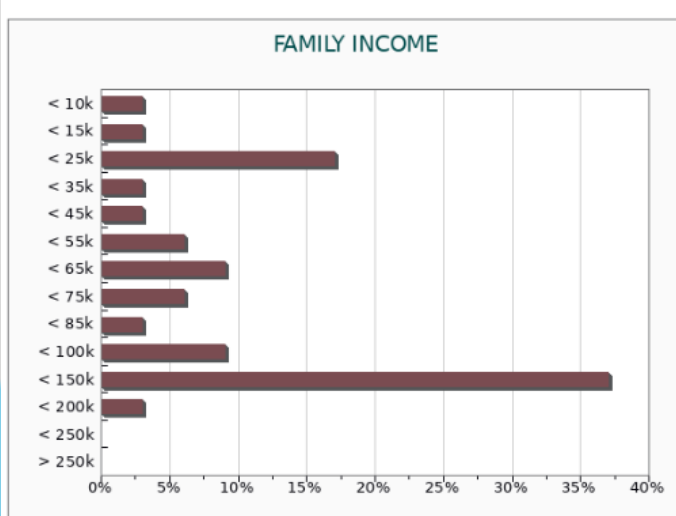


Educational Level



McMicken 14.1 yrs
National Norm 14.3 yrs
Local Norm 15 yrs

Family Income



McMicken 79.7K (in thousands)
Local Norm 63K (in thousands)

Ministries

- ▶ McMicken has a history of a variety of ministries. Over the last year and half, the ministries have been placed on hold due to COVID. Here is a list of ministries that have happened at McMicken in the recent past:

Bible Studies

McMicken has a history of a variety of Bible Studies. Currently there are two weekly Bible Studies hosted by church attenders. Last fall there was a Women's Bible study and a Discipleship program hosted at the church.

Food Distribution

During COVID McMicken was a local pickup location for the USDA food distribution program. We gave away over 200 boxes weekly to community members.

Community Meal & Clothing Distribution

McMicken invited the neighborhood to a monthly meal. There would be food, an opportunity to find clothes in our community clothing bank, and a variety of toiletries that families could take home, all at no cost. The attendance at this event ranged from 10-60 people from all walks of life.

Harvest Fest

McMicken held an annual harvest festival for the neighborhood. The event was free and was a great time for families. Over the years there have been game booths, pony rides, hayrides, apple cider making, pumpkin carving, and a host of other activities.

Music Ministry

The music ministry consists of Sunday morning worship and our Live Stream channel on YouTube. Our small team of committed lay people work to constantly improve and build our Sunday morning experience. We currently have a few beginning musicians who are working with Jon to grow our music offerings.

Children's Church

- Nursery
- Preschool Classes
- Mixed Age Sunday School Class

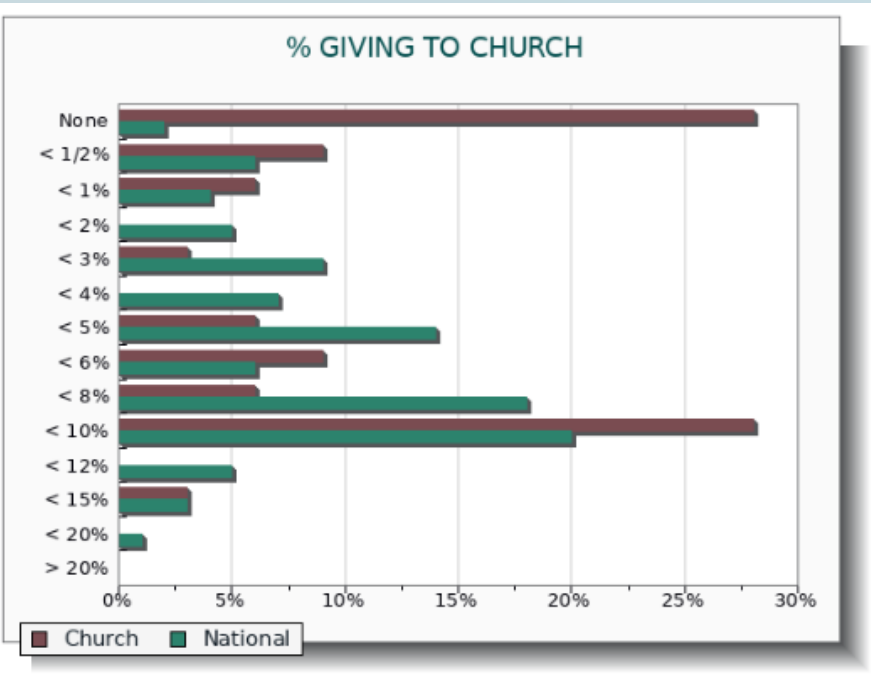
Kids are released after the music portion of service. Children attend class during the sermon and are taught by a rotating group of teachers.

Financial Stewardship

McMicken Financials



% OF INCOME ATTENDEES GIVE TO THE CHURCH



McMicken 4.3%
National Norm 6.6%

McMicken has \$0 debt. We have the church building on a 1.26 acre lot, 2 houses, and a portable.

Church Effectiveness Survey

Top Strengths

Stewardship

Excellent Attraction

Strategic Missions

Pervasive Prayer

Excellent Facilities

Areas for Growth

Church Board Leadership

Children's Ministry

Functional Programming

Leader Training

Empowering Lay Leadership

Affirmation of Faith

1. **THE WORD OF GOD** – We believe that the Bible is the word of God, fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit, and that it has supreme authority in all matters of faith and conduct. (John 17:17; Romans 15:4; II Timothy 3:16-17; II Peter 1:19-21)
2. **THE TRINITY** – We believe that there is one living and true God, eternally existing in three persons; that these are equal in every divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence and redemption. (Matthew 28:19; John 1:1-4; I John 5:7)
3. **GOD THE FATHER** – We believe in God, the Father, an infinite personal spirit, perfect in holiness, wisdom, power, and love. We believe that He concerns Himself mercifully in the affairs of men, that He hears and answers prayer, that He saves from sin and death all that come to Him through Jesus Christ. (John 3:16-17; John 4:24; John 17:5)
4. **JESUS CHRIST** – We believe in Jesus Christ, God's only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people, and personal visible return to earth. (Isaiah 7:14; John 1:14; Philippians 2:5-11; Hebrews 1:2-3; I John 1:7)
5. **THE HOLY SPIRIT** – We believe in the Holy Spirit who came forth from the Father and Son to convict the world of sin, righteousness, and judgment, and to regenerate, sanctify and empower all who believe in Jesus Christ. We believe that the Holy Spirit indwells every believer in Christ, and that He is an abiding helper, teacher and guide. (John 14:26; John 16:7-15; Romans 8:14-17; Ephesians 1:13-14)
6. **REGENERATION** – We believe that all men are sinners by nature and by choice are, therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior are regenerated by the Holy Spirit. (John 1:12-13; John 3:3,16, 17; Acts 20:21; Ephesians 2:1-9; Titus 3:5)

7. **THE CHURCH** – We believe in the universal church, a living spiritual body of which Christ is the head and all regenerated persons are members. We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, ministry and fellowship. We believe that God has laid upon the members of the local church the primary task of giving the Gospel of Jesus Christ to a lost world. (Matthew 16:16-18; Acts 2:38-41; Ephesians 2:19-22; Ephesians 5:25-27)
8. **CHRISTIAN CONDUCT** – We believe that a Christian should live for the glory of God and the well-being of his fellowmen; that his conduct should be blameless before the world; that he should seek to realize for himself and others the full stature of maturity in Christ. (II Corinthians 9:6-8; Ephesians 4:11-16; Philippians 2:14-16; Colossians 3:17-23; I Thessalonians 5:17-18)
9. **THE ORDINANCES** – We believe that the Lord Jesus Christ has committed two ordinances to the local church: baptism and the Lord's Supper. We believe that Christian baptism is the immersion of a believer in water into the name of the triune God. We believe that the Lord's Supper was instituted by Christ for commemoration of His death. We believe that these two ordinances should be observed and administered until the return of the Lord Jesus Christ. (Matthew 28:18-20; Acts 2:41-42; Romans 6:3-5; I Corinthians 11:23-32)
10. **RELIGIOUS LIBERTY** – We believe that every human being has direct relations with God, and is responsible to God alone in all matters of faith; that each church is independent and must be free from interference by an ecclesiastical or political authority; that therefore Church and State must be kept separate as having different functions, each fulfilling its duties free from dictation or patronage of the other. (Acts 4:18-20)
11. **CHURCH COOPERATION** – We believe that local churches can best promote the cause of Jesus Christ by cooperating with one another in a denominational organization. Such an organization, whether regional or district conference, exists and functions by the will of the churches. Cooperation in a conference is voluntary and may be terminated at any time. Churches may likewise cooperate with interdenominational fellowships on a voluntary, independent basis. (Acts 15:22-33; I Corinthians 16:3)

12. **THE LAST THINGS** – We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His Kingdom. We believe in the resurrection of the body, the final judgment, the eternal felicity of the righteous, and the endless suffering of the wicked. (John 5:28-29; Revelation 20:1-15; II Corinthians 5:10; Matthew 25:31-46)
13. **BELIEFS ON MARRIAGE** – We believe that Christian marriage is a sacred covenant ordained of God, “For this cause a man shall leave his father and mother and shall be glued to his wife.” God has given marriage for the happiness and propagation of mankind. Same sex or bestial acts are sinful and unnatural. Adultery and fornication are sinful acts that destroy God’s design for marriage. The marriage covenant is a spiritual and physical union into which one man and one woman may enter for the glory of God and, according to scripture, is to be broken only by death. The term “marriage” is used only in reference to this covenant between the opposite sexes. We believe spouses must choose to maintain this covenant before God so as not to break faith with God and their spouse. We do not believe divorce is God’s solution to marital problems.
14. **BELIEFS ON FORNICATION AND UNNATURAL SEX** – We believe that *heterosexuality* is God’s revealed will for humankind and that a chaste and faithful expression of this orientation (whether in singleness or marriage) is the ideal to which God calls all people. We believe that fornication (which includes adultery), homosexuality and bestiality are lusts that result from the fall of humanity into sinfulness. We believe there is hope for the person dealing with sinful lust and that Jesus Christ offers a healing alternative in which the power of sin is broken and the person is freed to know and choose to live a chaste heterosexual life. We believe that this freedom is attained through a process which includes recognizing lustful behavior as sin (rebellion against God’s desire), renouncing the practice of the lustful behavior, rediscovering healthy, non-erotic friendships with people of the same sex, and in the age to come rising from the dead with a new body free from every sinful impulse. We believe that fornication, homosexuality and bestiality are emotionally and physically unhealthy behavior. We believe these acts to be a counterfeit that devalues the family and the unique role of men and women in their children’s lives. We believe that children are best served living with both their mother and father, and no child should willfully be deprived of these benefits.