

## **Oakbank Church History**

Oakbank Baptist Church began around 1895 when the Ruttig and Krombein families began holding worship services at the Krombein farm. Pastors and lay preachers from the McDermont Avenue Baptist Church supplied the services once a month. All other services were led by members of the congregation. Thus the little church carried on, faithfully meeting in each other's homes, ministering to each other as untrained but dedicated laymen.

The congregation continued to grow and in 1908 they realized that their homes could no longer hold the number of people that came to worship each week. The first Oakbank Baptist Church was built on an acre of land donated by Mike Ruttig. The church became one of the landmarks on Main Street in Oakbank, as they worshipped there for 64 years.

In 1960 the congregation decided that they wanted to call their own pastor and become self-supporting. By April 1964, the church had become financially and entirely self-supporting.

In 1971, the need for more space was recognized. A Lutheran church near Whitemouth was purchased and moved to Oakbank in October of that same year and placed on a full basement foundation at 567 Balsam Crescent. This building was dedicated to the Lord in June of 1972. In November 1974, an education wing and a baptistery were added. The congregation then had the ability to implement a variety of different programs. Pioneer Girls, Christian Service Brigade, Children's Hour on Wednesday evenings as well as Sunday School, Vacation Bible School, and a larger library were all received. Also, the church witnessed for the first time, baptisms within their own church building.

In 1987, the church embarked on yet another building program, which meant another relocation. The site chosen was a five-acre parcel of land on Springfield Road, which was donated by Ron and Myrtle Bredin. The old church was sold and the construction for the new building began on February 2, 1987. The move to the new church took place on September 1, 1987.

Pioneer Girls and Boys Brigade were children's programs that were then started and successfully continued on for many years, followed by the Awana program, which is still a ministry of the church today.

The congregation continues to worship there at this time.

## **Community and Church Profile**

Currently our average attendance is approximately 150. The overwhelming majority of the congregation lives within a 20- minute drive of the church facility and resides in or directly adjacent to the town of Oakbank. Some drive 30 or more minutes and are acreage holders while only a small number derive their livelihood directly from agriculture. The fact that Oakbank is a bedroom community for Winnipeg is reflected in a suburban type of ministry.

Strong family values, evidenced by a high percentage of married households characterize the community at large, and the church fellowship.

The community of Oakbank has experienced a lot of growth in the last five years. Two major residential developments have been added and the number of community members has increased drastically. In the last two years we have also seen growth not only in residential areas but also in our local businesses as well. A Co-op grocery store, hardware store and gas bar, as well as a banking institution have been added to our community. In comparison, our church has also had growth in the last couple of years. However, not on the same scale as our community growth.

The church family make-up according to national and ethnic background in order of percentage is composed of German, Dutch, English, Polish and Ukrainian.

The church families enjoy the same economic advantages as the general population of the greater Springfield area and in near identical proportions. A high home ownership ratio is characteristic of OBC. Occupationally, OBC's members are working individuals, representing both the female and the male population of our church.

Oakbank is considered to be a middle to upper class community where families can enjoy a wholesome living environment in which to raise their families or spend their retirement years.

The overwhelming percentage of the Oakbank population is composed of those who have relocated over the last 25 years. A great number of these have done so in order to escape such big – city problems such as taxes, crime and traffic.

The ministry area of the church is much larger than the immediate town; ministry potential and effectiveness must take into account a population of 14,000 rather than 3,500 living in the town of Oakbank. As the community grows the church also has the potential for growth.

About 1/3 of the church population are under the age of 19. This is also realized in the community. An Elementary School (K-5), Middle School (6-8), and High School (9-12), are located in Oakbank with a total of nearly 2000 students in the facilities each day. OBC attempts to reach these kids through a weekly Awana program and active youth ministry.

# **OBC Congregational Profile**

## **Demographics**

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

<b>AGE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>TOTAL</b>
<b>0-9</b>	<b>7</b>	<b>10</b>	<b>17</b>
<b>10-14</b>	<b>13</b>	<b>8</b>	<b>21</b>
<b>15-19</b>	<b>9</b>	<b>8</b>	<b>17</b>
<b>20-29</b>	<b>15</b>	<b>12</b>	<b>27</b>
<b>30-39</b>	<b>8</b>	<b>10</b>	<b>18</b>

<b>AGE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>TOTAL</b>
<b>40-49</b>	<b>13</b>	<b>16</b>	<b>29</b>
<b>50-59</b>	<b>18</b>	<b>17</b>	<b>35</b>
<b>60-69</b>	<b>11</b>	<b>10</b>	<b>21</b>
<b>70-79</b>	<b>7</b>	<b>9</b>	<b>16</b>
<b>80+</b>	<b>3</b>	<b>3</b>	<b>6</b>

## Current Ministries

**Community Impact:** Apply Check marks where appropriate.

<b>Emphasis</b>			
<b>Small Groups</b>		<b>Community Sports</b>	
<b>Involvement In Schools ISCF</b>	*	<b>Food Bank Support</b>	*
<b>Nursing Home Ministry</b>	*	<b>Winter Shelter or Inner City Mission</b>	
<b>Community BBQ's, Banquets, etc.</b>	*	<b>Short Term Missions In Canada or Overseas</b>	*
<b>Congregation Reflects Community Demographics</b>	*	<b>Other-</b>	
<b>Prison Ministry</b>		<b>Other-</b>	

### **Comment Briefly:**

- Relationships between congregants and their neighbours and non-Christ followers.  
Relationships between congregants and their neighbours is something OBC encourages and the leadership felt that this is positively happening.
- Relationship of church with local community leadership / government / agencies.  
OBC has a positive relationship with the above community leadership / government / agencies.
- Participation of residential community in congregational mission.  
Viewed positively by leadership

**Programs:** Indicate approximate number of participants.

<b>Category</b>			
<b>Sunday School-Children's</b>	<b>50</b>	<b>Small Groups</b>	<b>70</b>
<b>Sunday School-Adult</b>	<b>50</b>	<b>Ladies Time Out</b>	<b>45</b>
<b>Youth Group 13-18</b>	<b>35</b>	<b>Men's Group</b>	<b>10</b>
<b>Senior's Program</b>	<b>18</b>	<b>Awana</b>	<b>40</b>
<b>Spiritual Gift Discovery</b>		<b>Choir</b>	<b>18</b>
<b>Continuing Education</b>		<b>Leadership Development</b>	
		<b>Mentoring Relationships</b>	

## **Financial Realities**

	<b>2009</b>	<b>2008</b>	<b>2007</b>
<b>Budget</b>	<b>\$ 260,000</b>	<b>245,000</b>	<b>\$240,000</b>
<b>Income</b>	<b>\$ 250,095</b>	<b>274,464</b>	<b>\$ 254,571</b>
<b>Expenses</b>	<b>\$ 324,287</b>	<b>253,935</b>	<b>\$ 258,589</b>

Expenses shown include building projects and renovations paid by funds set aside in previous years. Oakbank Baptist Church does not have any debt at the present time and has experienced a budget surplus for the past four years.

# **Natural Church Development** **Process Report**

## **Introduction:**

The Natural Church Development (NCD) process began with a process of 30 members consisting of leadership and lay persons of the congregation. The survey began in the fall of 2007. The survey measures the perception of church strength measured according to eight Quality Characteristics necessary for the church to be successful in the discipleship process which we understand to involve a person from their first contact with the gospel through the point at which they are involved in helping others become fully devoted disciples of Jesus Christ.

The eight Quality Characteristics were:

1. Empowering Leadership
2. Gift-Based Ministry
3. Passionate Spirituality
4. Effective Structures
5. Inspiring Worship Services
6. Holistic Small Groups
7. Need-Oriented Evangelism
8. Loving Relationships

The NCD process focuses on the Minimum Factor, the quality characteristic in which the survey indicated the lowest percentile score. Our churches minimum factor was Passionate Spirituality which is defined as: *A Godly vision accomplished through an optimistic faith that views obstacles as opportunities and turns defeats into victories.*

## **Strengths and Growth Areas:**

There is much to be said for the strengths of Oakbank Baptist Church. The survey indicated that our people are working in the area of their spiritual gifts. However, there seemed to be a lack of support for workers resulting in a feeling of ones' working alone. The discovery of spiritual gifts has not generally been supported and the need for clarity of expectations and understanding of how one's work fits into the larger purpose of the church are needed.

Small groups appeared to be operating in good ways and the growth of additional cell groups seemed to be contributing to increased health in

this area. Existing groups appeared to be somewhat closed, however, and groups were not generally multiplying.

**Inspiring Worship Services** rated high, with most of the high scores being attributed to the worship music. Response to sermons was rated rather low indicating a need for a strong pulpit ministry in the future. In the area of **Passionate Spirituality**, the survey indicated the people were not experiencing the work of God in their lives to a high degree. This resulted in both a lack of enthusiasm for the church and low expectations for God to show His power in the future. While the results indicated that people were personally reading the bible and praying, it appeared that there was less than needed sharing of faith between members.

Leaders had not succeeded in creating a strong enough environment for encouragement and spiritual vitality. People felt like they were on their own. There was the sense that spiritual disciplines had not been adequately modeled and taught. Ministry teams generally enjoyed working together and experienced unity. The survey indicated that there was a need to emphasize the development of leaders who are fully dedicated to training, empowering and releasing others for ministry.

## **Oakbank Baptist Church** **Core Values**

### **1. Scripture**

**We have an authoritative spiritual guide in the Bible, the Word of God. What the bible teaches takes precedence over church traditions or human opinion. We strive to teach God's Word with integrity and authority so that seekers find Christ and believers mature in Him.**

***2 Timothy 3:16, "All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness,"  
James 1:22***

## **2. Commitment/Lordship of Jesus**

**We believe that full devotion to Christ and to his cause should be normal for every believer. We acknowledge Christ as the head of our church and submit ourselves and all our activities to his will and good pleasure.**

***Ephesians 1:22-23, "And God placed all things under His feet and appointed Him to be head over everything for the church, which is His body, the fullness of Him who fills everything in every way."  
Romans 12:1-2; 2 Corinthians 8:5-15.***

## **3. Prayer**

**God has said his house shall be a house of prayer for all people; therefore, we depend on God through private and corporate prayer in the conception, planning and execution of all the ministries and activities of this church.**

***2 Chronicles 7:14, "If my people, who are called by my name, will humble themselves and pray and seek my face and turn from their wicked ways, then will I hear from heaven and will forgive their sin and will heal their land.***

## **4. Worship**

**We value worship as significant for the church to express praise to God, commitment to Him and identification with others. We use a traditional and semi/contemporary style while being sensitive to the current needs and trends in culture without compromising Biblical absolutes.**

***Ephesians 5:19, "Speak to one another with psalms, hymns and spiritual songs. Sing and make music in your heart to the Lord."***

## **5. Lost People**

**We will, by the grace of God, seek to establish a loving environment in which to bring people to a personal relationship with God through Jesus Christ.**

***Romans 3:23, "For all have sinned and fall short of the glory of God."***

## **6. Family**

**We will seek to nurture the family and provide the means of spiritual life, growth and development for each member. We believe in marriage and that the family is a man and woman, husband and wife, as set forth in Genesis 2:20-25 and the children, who are God's blessing to them. Though we do not condone divorce it does happen and we will seek to love and care for those who go through the stress of a broken family. In our changing society there are one-parent families who need special care and encouragement.**

***Ephesians 3:14, 15, "For this reason I kneel before the Father, from whom his whole family in heaven and on earth derives its name."***

## **7. Authenticity**

**We believe that believers should manifest authenticity, and that the witness of our mouth and our life will be the same.**

***2 Corinthians 1:12, "Our lives in this world, and especially our relations with you, have been ruled by God-given frankness and sincerity."***

## **8. Lifestyle/Conduct**

**We believe as believers we are the temple of the Holy Spirit and that our lifestyle/conduct should reflect His presence.**

***Philippians 4:8, "Finally, brothers, whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable – if anything is excellent or praiseworthy – think about such things."***

***1 Corinthians 6: 19, 20; Romans 6:14***

## **9. Service/Giftedness**

All believers possess natural talents and spiritual gifts to do ministry. The church will provide the opportunity and training for them to exercise those gifts and each person should serve in the use of their gifts.

*Matthew 20:28, "Just as the Son of Man did not come to be served, but to serve, and to give His life as a ransom for many."*

1 Peter 4:10

### **10. Innovation**

We will continually adjust our methods in ministry as needed but will not compromise our commitment to the Headship of Jesus Christ and the authority of the Word of God.

*Proverbs 18:15, "The intelligent man is always open to new ideas. In fact, he looks for them."*

### **11. Optimism**

We believe we serve an omnipotent God who is able to do abundantly more than we ask or imagine.

*Ephesians 3:20, "Now to Him who is able to do immeasurably more than all we ask or imagine, according to His power that is at work within us."*

*Mark 10:27*

### **12. Joy**

We believe that the joy of the Lord in our lives is the evidence of our lives lived in victory. "The joy of the Lord is my strength."

*Nehemiah 8:10, "Nehemiah said, "Go and enjoy choice food and sweet drinks, and send some to those who have nothing prepared. This day is sacred to our Lord. Do not grieve, for the joy of the Lord is your strength."*

*Romans 12:15*

### **13. Growth/Small Group**

We believe that both numerical and spiritual growth is important to the life of the church. We will provide the opportunities through various ministries for both to happen in the church. Small groups are a vital part of growth which honours God.

*2 Peter 3:18, "But grow in the grace and knowledge of our Lord and Savior Jesus Christ. To him be glory both now and forever! Amen."*

*1 Peter 2:2; Acts 2:40-47*

### **14. Teamwork/Unity**

We believe our church should operate as a unified community of servants who work as a team in making decisions and in doing ministry.

***1 Corinthians 12:27, "Now you are the body of Christ, and each one of you is a part of it."***

***Romans 12:5***

### **15. Differences/Relevance (Culture)**

**We as an NABC church honour differences (ethnic and generational) and want to be culturally relevant while remaining doctrinally pure and true to our core values.**

***Philippians 2:2, "Then make my joy complete by being like-minded, having the same love, being one in spirit and purpose,"***

***Romans 15:7***

### **16. Response/Feedback**

**We value open discussion when it is carried out in God-honouring manner. We want to foster an atmosphere of love and listening where people feel comfortable approaching leadership with honest concerns and issues.**

***Proverbs 12:15, "A fool thinks he needs to advise, but a wise man listens to others."***

### **17. Relationships/Accountability**

**We believe in cultivating deep abiding and loving relationships within the body of Christ in our local church; to encourage and hold each other accountable in our walk.**

***John 13:55, "By this all men will know that you are my disciples, if you love one another."***

***James 4:17,18***

## Preferred Attributes of an Incoming Pastor Survey Results

<b>Gifting, Passion and Skill</b>	1	2	3	Weighted 1 = 3 points 2 = 2 points 3 = 1 point	Total Votes
<b>Effective communication</b>	<b>31</b>	<b>9</b>	<b>2</b>	<b>113</b>	<b>42</b>
<b>Evangelism</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>11</b>	<b>6</b>
<b>Visionary Leadership</b>	<b>6</b>	<b>4</b>	<b>5</b>	<b>31</b>	<b>15</b>
<b>Shepherding &amp; Pastoral Care</b>	<b>0</b>	<b>6</b>	<b>6</b>	<b>18</b>	<b>12</b>
<b>Ability to relate to people of all ages</b>	<b>1</b>	<b>7</b>	<b>7</b>	<b>24</b>	<b>15</b>
<b>Worship Leadership</b>	<b>0</b>	<b>7</b>	<b>4</b>	<b>18</b>	<b>11</b>
<b>Administration</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>9</b>	<b>6</b>
<b>Training and Developing Leaders</b>	<b>1</b>	<b>3</b>	<b>7</b>	<b>16</b>	<b>11</b>
<b>Servant Leadership</b>	<b>3</b>	<b>3</b>	<b>7</b>	<b>22</b>	<b>13</b>
<b>Spiritual Oversight</b>	<b>7</b>	<b>7</b>	<b>6</b>	<b>41</b>	<b>20</b>

Age	Participants
<b>15 - 19</b>	<b>1</b>
<b>20 - 35</b>	<b>12</b>
<b>36 - 50</b>	<b>10</b>
<b>51 - 65</b>	<b>20</b>
<b>over 65</b>	<b>4</b>
<b>Not Checked</b>	<b>4</b>
<b>Total</b>	<b>51</b>