



## CHURCH & CANDIDATE PROFILE

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### CHURCH NAME

Real Hope Community Church

### CITY

Lake Mills

### STATE

Wisconsin

### CHURCH WEBSITE

<http://www.realhopecc.com>

## THE COMMUNITY

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### POPULATION OF CITY

6,900

### POPULATION OF COUNTY

85,000

### COMMUNITY OVERVIEW

Lake Mills is a beautiful bedroom community east of Madison by about 20 miles. We are right off the of I-94, which bridges Madison and Milwaukee. It is a "Norman Rockwell" like town that has a strong sense of community and sits on Rock Lake where people enjoy boating and water sports in all the seasons. In many ways, it embodies small-town Wisconsin life: micro-breweries, boating in the summer, ice fishing in the winter, and a sense of community through the public school life.

There is a strong Lutheran & Catholic presence in the area, and specifically in Lake Mills, a good-sized WELS Church presence. Rare for a town our size, there are two high schools, Lakeside Lutheran and Lake Mills High School (sports rivals). Lake Mills has many alumni that grew up here and have chosen to come back to live and raise a family. At the same time there is a steady influx of "outsiders" who have become a part of the community and Lake Mills is starting to break out of a small town mentality.

### WHY PEOPLE LIKE LIVING HERE

People enjoy living in Lake Mills because of the lake, the proximity to the interstate and distance from Madison and Milwaukee, and the small-town feel. People are moving out of the Madison area especially to get out of Dane County and live a in smaller community away from the craziness of Madison.

Lake Mills is really a beautiful community and the majority of people pick living here within Jefferson County. The lake and downtown area are a huge draw and because it is a lake community, there are several Illinois residents that summer here either with trailers/cabins or lake homes.

## THE CHURCH

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### **CHURCH HISTORY**

Real Hope Community Church was planted in 2000 in partnership with Converge Worldwide (historically Baptist General Conference) and will be 23 years old this October. The church met at the high school for 14 years before building a permanent facility in 2015. Over that time, the church experienced slow but steady growth and forming deeper roots in the community over that timeframe.

We have always had a good reputation in the community and have served and continue to operate out of our namesake as a "community church" by having a strong presence within every facet of the community. The original pastor/planter served for 10 years (until 2010 before taking a new role as a church planter). The current Lead Pastor, Craig Legel, began serving as an Associate Pastor of Youth/Music in 2005 and took that new role on in 2010 and has continued to serve in that role the last 13 years. Since that time our church has grown from about 125 attendees on a weekend to about 375 as a current weekend average. We currently have about 125 adult members and are swarming with young families and tons of kids.

Our children's and youth ministry have grown rapidly over the last 4 years. We built our current facility in 2021, and added a small addition for fellowship and extra classroom space in 2020, and are making plans to build a bigger auditorium and an additional Christian education wing for our growing ministry. Last year we baptized 22 believers and God continues to grow us in numerous ways. We recently sent our full-time Associate Pastor to New Zealand and desire to add that role back along with another full-time Associate as well.

### **DENOMINATIONAL AFFILIATION**

Baptist (General Conference - Converge)

### **VISION, MISSION, VALUES**

Real Hope's mission has always been to reach lost people and disciple them in a way that produces disciples that know and follow Jesus more faithfully. While we were planted originally with a very attractational style, we have reformed in a way of deeper intentional discipleship, and strategic evangelism.

We have seen a lot of organic growth as our people have reached into their neighborhoods, families and friend circles to share Christ with them. Our vision

is to Love God, Serve People and Tell the World about the Gospel of Jesus Christ.

Recently we developed our 7 core values of:

1. Gospel Transformation
2. Biblical Truth
3. Dependent Prayer
4. God-Glorifying Worship
5. Togetherness
6. Relationship Discipleship
7. Kingdom Focus

**AVERAGE WEEKEND  
ATTENDANCE**

375

**ATTENDANCE TREND**

Growing

**HOW MANY CAMPUSES?**

1

**NUMBER OF WEEKEND SERVICES**

1

**WORSHIP STYLE OF YOUR CHURCH**

Our worship style is Biblical! We gather together as the church to worship and exalt the name of Jesus. We are more contemporary in music style, but also value the historic traditions in worship as we are called to worship through God's Word and the focus on the gathering is for the edification of believers.

We always know that unbelievers will be present, and the Gospel is central every week for that reason. We center everything around the Word of God. We sing the Word, Pray the Word, Preach the Word, Hear the Word, and practice the Word through the Lord's Supper which we hold once a month. We believe the ordinances are for believers only, but we practice an "semi-open table" in the sense of not having to be a formal member of our church to partake.

Our preaching is expositional the majority of the time rather than topical, and our singing is filled with a blend of old or remade hymns to new and modern praise songs as long as they are Christ-centered and not "me-centered."

We have a very welcoming community on a Sunday morning and emphasize what God is doing around the world as well through our Prayer for the Kingdom/Missions highlight during most of our Sunday Gatherings.

### OVERVIEW OF WEEKLY WORSHIP GATHERING

A typical Sunday order of gathering would consist of:

- Welcome and Announcements
- Call to Worship & Prayer
- 2 Songs
- Scripture Reading and Prayer
- Additional Song
- Prayer for the Kingdom/Missions Highlight/Testimony
- Brief Greeting One Another
- Message (typically 40 minutes)
- Lord's Supper (First Sunday of the Month only)
- Closing Song
- Dismissal

### TELL US ABOUT YOUR FACILITY

We built a brand new facility in 2015 and it is very modern with an auditorium that seats almost 300 and a large commons gathering area.

We have a large fellowship addition that we added on in 2020 and it doubles as our youth ministry space on Wednesday nights.

We have dedicated office area and nice area for fellowship in our "coffee corner." Our plans are drawn for a larger auditorium space that will seat 650 and have plenty of land to expand in the future.

### OVERALL BUDGET (THIS FISCAL YEAR)

\$700,000

### OVERALL LONG-TERM DEBT OF THE CHURCH

\$580,000

### OTHER MINISTRY PARTNERSHIPS

We have a very successful AWANA program and are loosely involved with a pastor's fellowship called the Pillar Network.

We are also connected to like-minded churches in our region and try to support and cooperate when possible.

We are affiliated with Converge Worldwide and likely taking steps towards a partnership with the EFCA as well.

### **GOVERNANCE & POLITY**

We are Elder Led, and our Elders are the decision-makers in the church, and take the lead in the majority of the vision and direction. That being said, we strive for unity in the church body and therefore have quarterly membership meetings where we want to gain approval and support for such direction.

There are certain decisions that only the membership can make like taking on certain debt, hiring/firing a senior pastor, and changing the Church Bylaws. We like to say we our model is Congregationally Ruled, Elder Led and Staff Executed. The Lead Pastor will make many day to day operation decisions, however, that do not directly impact the larger vision of the church. The Lead Pastor oversees the staff along with Elder support, and we also have a part-time Associate Pastor on staff who serves as another Elder as well.

## MINISTRIES, PROGRAMS, AND STAFFING

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### **CURRENT PAID STAFFING LEVEL**

Full Time:

- Lead Pastor
- Administrative Director
- Youth & Connections Director
- Associate Pastor (7 months ago we sent out the previous AP to serve in New Zealand)

Part Time:

- Music Director
- Associate Pastor of Member Care

### **MAJOR MINISTRIES OF THE CHURCH**

Besides the normal Sunday morning teams like Greeters, Ushers, Hospitality, Nursery and Security Team, we have Coffee Baristas, Tech teams in Media, Live Streaming and Sound Engineering.

We have a music ministry which includes a youth worship team along with several teams that lead on Sunday morning.

We have a Biblical Counseling Ministry that is in its 3rd round of training counselors that go through an 18-month training/certification program.

Safe Families is a ministry towards families in Crisis. Seeds of Hope is a foster care support ministry.

We have Financial advisors that have helped teach and sometimes lead through material like FPU. (Financial Peace U)

We have a Sunday School program for kids and adults, and a weekly Children's Ministry AWANA program as well as a thriving and growing Youth Ministry program for Middle School and High School.

Building, landscaping, and mowing teams.

We have a food pantry that serves many in our community, especially a Latino population.

We have a discipleship ministry with 50+ adult leaders, and over 130 adults involved in the program.

Mentorship/Leadership Development program which includes interns and Residents in different seasons.

Jefferson County Sheriff and Lake Mills Police Chaplaincy.

In addition, we have short-term missions teams, outreach teams, and are very involved in reaching our community and schools through service.

We have meals teams for those in and out of the church body, prayer teams, and a relationship with Care Net Pregnancy Center.

#### **OUTREACH PROGRAMS OVERVIEW**

We have always been intentional about reaching our community and building a solid reputation of trust and service.

We host annual lunches for teachers and city workers/first responders.

We take a half-week long mission trip to our city and serve families, businesses and non-profits through acts of service. (Home repair, landscaping, etc).

We have hosted Christian concerts for outreach and allow our facility to be used for Countywide and city-wide functions such as the Police "Night Out Against Crime." We serve the schools by meeting tangible needs such as hosting coat drives and back to school superstore events.

We have done movie nights in the downtown park, been involved with parades, hosted block parties and fall festivals, and continue to do our best to reach others with the Gospel through programming. While we do program with events, we most often encourage our people to relational evangelism through building relationships with their neighbors and friends.

We recently launched Missional Communities which are made up of families and members of about 40+ people in 8 certain geographic areas that can be intentional about reaching the lost with the Gospel.



## WINS, OPPORTUNITIES, AND CHALLENGES

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### **BIGGEST CHURCH 'WINS' IN LAST 18 MONTHS?**

We have experienced much growth in the last two years and see new visitors each Sunday. We are on the cusp of breaking the 400 barrier in Sunday attendance and more importantly than numbers, we are seeing people coming to Christ and being baptized.

We are adding more to our discipleship program and our kids ministry is booming through community recognition and families adding children to their own families.

We have also seen great success and usefulness in our biblical counseling ministry where counselors are being trained and deployed and currently counseling several inside and even outside our church body.

We are sending short term mission teams every year and have a group of people who are ready to be sent out to church plant.

### **BIGGEST OPPORTUNITY FOR YOUR CHURCH IN THE NEXT 12 MONTHS**

Our biggest opportunity is to expand both in church planting and in facility expansion. We have become a regional church and are drawing many people from surrounding cities and all over our county.

We want to plant, but we also want to have a space larger enough to meet future ministry needs and perhaps even open a school as the landscape, as the morality of the public schools has changed dramatically.

We are launching a big initiative/campaign to raise money for facility expansion over the next year and deploy our second church plant. To accomplish this we will add staff and develop more leaders through a new training program.

### **CHURCH'S BIGGEST CHALLENGE FOR THE FUTURE**

Our biggest challenge will be to maintain unity in this next season. We are experiencing growing pains in systems and structures while we try and maintain a core conviction of ONE worship gathering. We hope the tension creates more producers/givers than consumers in the church to expand where God wants us to expand. We also need more staff to lighten the load for current staff to not burn out.

We could use more staff so our current staff does not experience burnout. Our great challenge will be to keep up with current growth and move everyone along while keeping momentum.

## THEOLOGY

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### **PUBLISHED THEOLOGICAL STATEMENT**

<https://realhope.church/new/what-we-believe>

### **WHAT THEOLOGICAL HILLS WILL YOU DIE ON?**

The essentials as written in our Doctrinal Statement.

- The Gospel.
- Salvation by faith alone, by grace alone, in Christ alone.
- We are Elder-Led with a plurality of only male leaders that serve on the Elder team.
- We hold a high view of Scripture as the inerrant and infallible Word of God.
- The Holy Spirit indwells the believer and secures Salvation as a sealed deposit.
- True salvation can never be lost. The true believer is sanctified and perseveres.
- We do not have women teaching from the pulpit.
- Two Ordinances (Baptism and the Lord's Supper) are given for believers only.
- The practice of Church Discipline and the purity of the church in accordance with Scripture.

\*While we hold a reformed soteriology, we also don't label ourselves "Calvinists" or push that upon people.

We preach the Word faithfully, and full Gospel and don't want that to be a stumbling block for anyone.

### **HOT-BUTTON SOCIAL/CULTURAL ISSUES FOR YOUR CHURCH**

Homosexuality and Transgenderism and all other forms of Sexual Immorality is a sin. This is a view we hold and isn't really a hot-button within our church, but certainly in our community.

We try and keep politics out of the pulpit and any party affiliation. We teach people to be a citizen in the Kingdom first and in the USA second.

We have a very affluent community, a large population of upper/middle class, but also a demographic of lower income families that often gets overlooked or ignored.

**DESCRIBE YOUR CHURCH'S POLICIES ON PARTICIPATION OF LGBTQ INDIVIDUALS IN THE LIFE OF YOUR CHURCH**

We believe all have sinned and fallen short of God's glory which includes same-sex attraction, and a homosexual or transgender lifestyle (along with all the other letters/sexual preferences). We want people to encounter the Gospel of Jesus Christ and be set free from their sin and transformed. Our hope is that we will reach people through love who are caught in such sin, but believe the Gospel is clear in calling for repentance and change.

While those struggling may not hold leadership positions and perhaps even membership (assuming there is true saving faith and repentance) we welcome those to attend Sunday Services and are committed to loving people well with the Gospel. No professed believer and member would be allowed to live in such sin without discipline and correction according to the Bible.

## THE POSITION

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### **POSITION TITLE**

Associate Pastor/Church Planter

### **FULL TIME POSITION?**

Yes

### **OVERALL DESCRIPTION OF THIS POSITION**

The position is an Associate Pastor/Elder & Church Planter.

We would like to hire someone who can serve in the Associate Pastor role for a year while developing relationships with a core church planting team and learning the DNA of Real Hope and its discipleship structures and programs before being launched out with a solid group of leaders/families to plan a new church in a neighboring community that is 10 miles away.

The position would have flexibility with gifting, and require pastoral function, church planting capacity, and preaching and teaching capabilities.

### **REPORTING RELATIONSHIP**

This position reports directly to the Lead Pastor who oversees all staff, on behalf of the Elder Team. Because this role also includes that Associate Pastor as an Elder, there is mutual submission to the Elder Team as a whole.

### **GOALS AND EXPECTATIONS**

Our hope is to get someone who will be capable to develop leadership and teaching gifting here while shepherding and developing a planting team of about 30-40 (which includes families/kids).

There will be opportunity and expectation to learn the Real Hope Culture and preach on a strategic rotation so that we can send out the planter and team when the time is right.

While we are saying one year from the date of hire, this time can be flexible depending on the situation and person. There is a lot of room for someone with some pastoral experience and church staff experience to grow here at Real Hope and develop before being launched out on their own with the core team.

**DO YOU HAVE A JOB DESCRIPTION FOR THIS ROLE?**

ASSOCIATE PASTOR/ELDER/CHURCH PLANTER  
REAL HOPE COMMUNITY CHURCH, LAKE MILLS, WI

Position Vision: As a part of the pastoral leadership team, the Associate Pastor complements the responsibilities of the Lead Pastor and executes the vision for discipleship, while preparing to launch a new church plant with a core group of leaders from Real Hope. All responsibilities will be fulfilled through prayerful dependence on the Holy Spirit to glorify God in all things.

Qualifications: Those outlined in Scripture of an elder/pastor (1 Tim. 3:1-7; Titus 1:6-9; 1 Peter 5:1-4)

Education: Bachelors, seminary trained or pursuing seminary degree.

Execute the vision of the church through the following means:

Church Planting (40%) – Develop Relationships with Core Team and strategize Church Plant Launch

- Begin meeting regularly with Johnson Creek Missional Community for Growth and Discipleship
- Strategize timeline and approach of new church plant launch
- Help coach and mentor future pastors, church planters, and leaders entrusted to Real Hope

Discipleship (20%) – Lead Real Hope to be a church that makes disciples who make disciples.

- Help oversee and execute our comprehensive Discipleship Strategy
- Equip our church to execute our Personal Discipleship Strategy
- Develop evangelistic engagement strategies and foster a culture of evangelistic networking
- Plan and execute Equipping Classes and other corporate teaching settings

Leadership (20%) – Assist the Lead Pastor in executing the mission of the church by equipping the saints and leaders for the work of ministry.

- Help lead Real Hope to healthy and comprehensive growth according to a biblical vision of the local church
- Assist in setting and communicating the mission and vision of the church in concert with the Lead Pastor, Elders & Staff

- Prepare and preach sermons regularly during corporate worship (8~12 Sundays) and help execute details related to Sunday morning ministries
- Help establish, communicate, and oversee the execution of the annual vision for Real Hope
- Serve as a liaison between Real Hope and kingdom partnerships, as well as local community partners

Pastoral Care (10%) – Care for the flock of Real Hope through fulfilling elder/pastoral responsibilities.

- Execute shepherding strategy for member care and encouraging the fulfillment of our church covenant
- Provide counseling to Real Hope members and others within the church as needed
- Oversee and Encourage Missional Community Leaders and meet associated shepherding needs
- Provide an example to the flock in the areas of disciple-making, evangelism and leadership in the home

Personal Growth and Development (10%) – Pursue holiness and ministry growth in comprehensive fashion

- Meet regularly with other for accountability and overall personal spiritual health
- Regularly meet with other missional leaders for sharing ideas and mutual encouragement
- Attend conferences, engage in intentional study & continuing education, and receive coaching from ministry mentors

## SKILLS, PERSONALITY, AND EXPERIENCE

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### **WHAT SKILLS ARE YOU LOOKING FOR SPECIFICALLY?**

We are looking for a highly relational and self-motivated Shepherd who has gifts in Leadership and Teaching.

We desire the candidate to be well-versed in Theology and a Disciple-Making leader.

We welcome various personality styles as long as those gifts are present.

Stuart Briscoe regards pastoral ministry in this way: " A pastor must have the mind of a scholar, the heart of a child, and the skin of a rhinoceros." We agree with this.

### **WHAT TECHNICAL ABILITIES (IF ANY) ARE REQUIRED?**

None specific - general professional technical knowledge.

### **BUDGET AREA SUPERVISION**

This particular role will serve alongside other Elders to oversee the general budget. As a Church Planter we anticipate this will stay the same.

### **PERSONAL CHARACTERISTICS DESIRED**

- Worshipper and lover of Jesus
- Transparency
- Humility
- Authenticity
- Servant Leadership
- Handles conflict biblically
- Team Player
- Accountability
- Patience
- Wisdom
- Compassion towards the lost and hurting
- Godly husband if married
- Godly Father if they have kids
- Possessing all the fruit of the Spirit
- Self-Starter and Self-motivated
- Hard-worker...but also knows wisely when to rest



#### **WHAT WOULD IMMEDIATELY DISQUALIFY SOMEONE?**

- We would not hire someone who is unteachable or uncoachable.
- We would not hire someone who came off as proud or arrogant in anyway.
- We would not hire someone who had areas of disagreement with our core theology or practice, but also would not hire someone who believes they are right about every area of theology.
- We don't want someone who is tribalistic in the evangelical community or one who "majors on the minors".
- All other disqualifications would be ones that would similarly disqualify someone from the characteristics of an Elder spelled out in 1 Timothy 3.

#### **OTHER "MUST HAVE" SKILLS**

None other than previously mentioned.

#### **OTHER "NICE TO HAVE" SKILLS**

We want the best possible candidate and God's man for the job. We would love someone with previous experience in church planting, discipleship, evangelism and pastoral ministry.

#### **DESCRIBE THE PERFECT CANDIDATE**

We would love someone who has church planted before and has a minimum of 5-7 years of church staff experience. (Ideally in a multi-staff setting and a church body larger than 200.)

This candidate would be seminary trained and have a young family.

He is a highly relational and a gifted preacher.

## PUBLIC JOB POSTING PAGE

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### **PUBLIC JOB POSTING**

REAL HOPE COMMUNITY CHURCH  
ASSOCIATE PASTOR/CHURCH PLANTER  
LAKE MILLS, WISCONSIN

Real Hope Community Church in Lake Mills, Wisconsin, is looking to add an Associate Pastor/Elder & Church Planter to their team. They would like to hire someone who can serve in the Associate Pastor role for a year while developing relationships with a core church planting team and learning the DNA, discipleship structures, and programs of Real Hope before being launched out with a solid group of leaders/families to plan a new church in a neighboring community 10 miles away. The position would have flexibility with gifting, and require pastoral function, church planting capacity, and preaching and teaching capabilities.

#### WHAT YOU'LL BE DOING:

- Developing relationships with core team and strategize church plant launch
- Strategizing timeline and approach of new church plant launch
- Leading Real Hope to be a church that makes disciples who make disciples
- Assisting the Lead Pastor in executing the mission of the church by equipping the saints and leaders for the work of ministry.

#### SKILLS YOU NEED TO HAVE:

- Worshipper and lover of Jesus
- Humility
- Servant Leadership
- Team Player
- Hard-worker, but also knows wisely when to rest

#### THE AREA:

People enjoy living in Lake Mills because of the lake, the proximity to the interstate and distance from Madison and Milwaukee, and the small-town feel. People are moving out of Madison area especially to get out of Dane County and live in a smaller community away from the craziness of Madison. Lake Mills is really a beautiful community and the majority of people pick living here within Jefferson County. The lake and downtown area are a huge draw and because it is a lake community, and there are several Illinois residents that summer here.

**WE'D LOVE TO HAVE YOU APPLY!**

<https://bit.ly/45YAGAm>