

SALEM CHURCH OF ASHLAND

CHURCH & COMMUNITY

400 Salem Drive Ashland, WI 54806

WWW.SALEM-CHURCH.ORG



Salem Church
of Ashland

We find ourselves in a time of transition as our beloved pastor is retiring after over twenty years of humble servanthood to our community. Advancing the good news of Jesus Christ is our primary focus and the purpose of Salem Church of Ashland. We fully acknowledge and trust that God is sovereign and will bring into our church family a man with a passion for an intimate and growing relationship with the Lord that will spill forth in his preaching and leading of the congregation.

Following is a glimpse into Salem's family of believers, its current in-house ministries, as well as the outreach ministries we support. This profile also includes an overview of the Senior Pastor position along with information regarding the local community and region. We prayerfully ask God that this profile will stir an interest in potential candidates to seek additional information and consider this position.



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MISSION

To see people transformed into totally devoted followers of Jesus.

VISION

Salem Church of Ashland exists to bring glory to God by helping people become fully devoted followers of Jesus Christ here in the northwoods of Wisconsin and to the ends of the earth.



STATEMENTS OF FAITH

We believe 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. 2 Timothy 3:1, 6-17; 2 Peter 1:21

We believe there is one living and true God, eternally existing in three persons, God the Father, God the Son, Jesus Christ, and God the Holy Spirit; 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 3:16; 2 Corinthians 13:1-14

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 prayers, and that He saves from sin and death all who come to Him through Jesus Christ. John 1:1-4; Matthew 28:19-20

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 visible return to earth. Matthew 1:23; 1 Corinthians 15:1-4; John 14:1-3

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 14:16-17; Matthew 28:19; Romans 8:9, 14, 16, 27

We believe that all men are sinners by nature and by choice and are, therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior are in a new life from God through the Holy Spirit. John 1: 12-13; Romans 10:8-13

We believe that a Christian should live for the glory of God and the well-being of his fellow men; that his conduct should be blameless before the world; that he should be a faithful steward of his possessions; that he should seek to realize for himself and others the full stature of maturity in Christ. Philippians 2:15; 2 Peter 3:14-18

For Salem's complete Statements of Faith, please visit Salem's website, <https://www.ashlandsalembaptist.com/statement-of-faith-1>.



SENIOR PASTOR POSITION DESCRIPTION

We are seeking a Senior Pastor who is a mature, dedicated, and passionate follower of Jesus Christ, confident in his calling to ministry, and committed to the Great Commission. The ideal candidate should possess strong expository Bible preaching and teaching skills, along with excellent communication and interpersonal abilities. As the Senior Pastor, you will lead and encourage both staff and lay ministry leaders in fulfilling our church's mission.

Qualifications

- Faith and Calling: A mature follower of Jesus Christ, with a clear sense of calling to pastoral ministry
- Preaching and Teaching: Demonstrates experience in delivering expository Bible preaching and teaching with a strong commitment to personal and corporate prayer
- Leadership Abilities: Strong leadership skills to guide and energize both staff and lay ministry leaders
- Experience: At least five years of full-time pastoral ministry experience, with a preference for candidates holding a master's degree from an accredited evangelical seminary
- Doctrinal Alignment: Agreement with and adherence to the doctrinal statements of the Church
- Spiritual and Moral Character: Consistent demonstration of spiritual and moral qualities in harmony with scriptural qualifications as outlined in 1 Timothy 3:1-7, Titus 1:5-9, 1 Peter 5:2-4

Ministry Functions and Responsibilities

- Coordination of Worship Ministries
- Spiritual Direction of the Church
- Oversight and Supervision of the Staff
- Fulfillment of Pastoral Duties

The Senior Pastor will play a crucial role in shepherding our congregation, providing spiritual guidance, and ensuring the church continues to fulfill its mission while growing in faith and love.

A full position description can be found on the church website: www.salem-church.org



OVERVIEW OF SALEM

Salem Church of Ashland exists to bring glory to God by helping people become fully devoted followers of Jesus Christ here in the Northwoods of Wisconsin and to the ends of the earth. We prioritize the death and resurrection of Jesus Christ, the Word of God, spiritual growth, and reaching our community with the good news of the gospel.

Salem is affiliated with Converge Great Lakes, comprised of approximately 110 churches in Upper Michigan, Wisconsin, and eastern Minnesota. Converge works to help people meet, know, and follow Jesus by starting and strengthening churches together.

Salem is a church fully committed to the Great Commission with a strong history of missionary support in the area, throughout the country, and across the globe. It also believes in church planting having initiated a church plant in Drummond, known as The Oaks, and is currently involved in offering services at our extension church, The Rock, in Mellen.

CONGREGATIONAL DATA

Sunday Worship Avg. Attendance	285
Wed. Family Night Attendance	150

Staffing

Current staffing includes the following positions and duties:

Senior Pastor serves as the primary teaching pastor while providing leadership to the rest of the staff and operations. He also works with the Elder Board to provide the overall vision for church growth and kingdom impact.

Family Life Ministry Co-Directors oversee Adult Discipleship, Small Group Ministries, as well as the discipleship of children.

Music Ministry Director oversees Salem's music and technology.

BAYNET Youth Director leads the middle school and high school ministry.

Office Administrator provides support for all daily church operations including administrative support, maintaining databases, and coordinating/scheduling the use of our facilities. This person would also manage verbal and visual communications for Salem including our online presence.

Building and Grounds Director manages repairs and upkeep of the facility, care of the grounds, and assists in the set-up of all events as needed.

Custodian provides cleaning of the facility as well as set-up for events and miscellaneous needs of the church.



OVERVIEW OF SALEM

Facilities

We moved into our new facility located at 400 Salem Drive in the summer of 2019. The building was constructed following a fire that destroyed our former building on October 31, 2015. The new 36,000-square-foot building includes a 500-seat sanctuary, offices, meeting rooms, and classroom space in addition to a large kitchen. The building is located on 34 acres of land providing outdoor space for a proposed pavilion and playground as well as plenty of land for future needs.

The facility also includes an attached 10,000-square-foot gym providing an open area for our youth activities, additional ministry opportunities, and other gatherings including conferences and weddings. The gym remains one of the most used portions of the facility.

The building and facilities are used daily for church-related activities as well as community activities and events such as the Ambleside school and homeschool co-op. The Salem church facility is regarded as one of the premier facilities in the region serving as the community *stand by facility* for city and regional events in case of rain or other bad weather.

Through God's provision Salem paid off its building loan several years ahead of schedule and now owns the facility debt-free.



CHURCH LIFE

Sunday Worship

- **9:30 a.m. Worship Service:** Conventional service, with a blend of contemporary and traditional music.
 - The sermon is available on Facebook the following day, <https://www.facebook.com/SalemBaptistChurchOfAshland>
 - Nursery and toddler care is available during the service as well as Junior Church for K-5th Grade.
- **11:00 a.m. Equipping Hour:** Classes for all ages are offered and designed to equip everyone for the work of ministry and to build up the body of Christ.

Wednesday Family Night at Salem

- A mid-week opportunity for all ages to connect with one another and grow in faith together.
 - 5:15 p.m. Church Family Meal. The whole family is invited to enjoy a meal together provided by volunteer staff.
 - 6:00–7:30 p.m. Adult Class and prayer groups.
 - 6:00–7:30 p.m. Kid's Club. Children PreK–5th grade September–April to learn about Jesus with their friends. Includes teaching, fellowship, games, food, and fun.
 - 6:30–8:00 p.m. Baynet. Empowering youth 6th–12th grade to live Christ-centered lives through experience, growth, and leadership.

Missions

- Salem's commitment to bringing the gospel to the ends of the earth is evidenced in our annual budget. Our national/international missions' budget for 2023 was \$124,120, making up 19% of our total budget. When combined with our outreach and satellite missions, the total amount was \$192,420, making up 29.5% of our budget.
- The combined mission's budget is the second highest budgeted category of our budget with personnel/staffing being first.
- When personnel/staffing is excluded, missions and outreach/satellite ministries make up over 50% of Salem's budget.



CHURCH LIFE

The Table

Ministers to college-age students and young adults in the Chequamegon Bay Area. The vision is to know Christ and make Him known. Through discipleship, they seek to glorify God by seeing laborers raised up on the campus, connected to the church and commissioned for the proclamation of the Gospel to the ends of the earth.

Vacation Bible School

Held each year in June in collaboration with a local community church, attendance is approximately 200 children.

Adult Ministries

- **LIFE** (Living Intentionally For Eternity) **Groups**: Salem places a high value on connecting people through small groups that meet on a regular basis.
 - A variety of options are available, and all are invited.
- **Freedom in Christ**: Equips individuals and church leaders to overcome whatever is holding them back from living the abundant life in Christ and then help others to do the same.
- **Bible Studies**: A variety of studies for men and women.
- **Annual Events**: Mother's Day Banquet, Men's Conference, wedding and baby showers, etc.
- **Mercy Meals**: Meal assistance for those with short-term and long-term needs.

Seasonal Ministries

- **Jewels**: An annual small group ministry that brings together new moms and mature Christian women for fellowship, food, and mentoring
- **All Church Camp**: Annual camping weekend, Thursday-Sunday in June, packed with activities, speakers and fun
- **Annual Church Picnic**: Pot-luck meal and fellowship on the shores of a local lake highlighted by testimonials and baptisms



SALEM'S HISTORY

Swedish missionaries conducted a preaching mission in northern Wisconsin in the early 1880's and a Swedish Baptist Church was organized in Ashland on July 8, 1883. A disagreement in the church led to a split so a meeting was called for mutual confession and forgiveness, and it was agreed to dissolve both congregations and start anew. On December 14, 1890, Salem Baptist Church was born with 45 members. Salem or "shalom" stands for peace.

After much discernment and prayer, a property on Beaser Avenue was purchased and in 1982 Salem moved into its newly constructed facility. Throughout the next thirty years, God continued to use Salem in numerous ways to reach the Chequamegon Bay region. The focus of the church during this period was on families, particularly children, while still celebrating all those who follow Christ or desire to move forward on their spiritual pathway. A highlight during this season was Salem partnering with the Bay Area Youth Network, known as Baynet, to minister to teenagers in the Bay Area.

On October 31, 2015, an arsonist set fire to the Beaser Avenue building destroying it and launching Salem into a new season. After meeting in school gymnasiums, Salem broke ground on Farm Road in 2016. Like the experience of building in 1982, the oneness of spirit and unity was evident.

We are committed to sharing our new church building with the Ashland community as we continue to pursue the mission for which we hold fast, *To see people transformed into totally devoted followers of Jesus*. We look forward to many more years of fruitful ministry where God is glorified.



COMMUNITY OUTREACH

Salem has always prioritized serving the Ashland area, we see it as an extension of our commitment to missions. Upon moving into our new building, we found ourselves in a position to open our facility more often, hosting large and small events. We want to bless others the way God has blessed us, we are humbled by the opportunity to do so often.

Our facility has been made available to weekly, monthly, and annual events. While there are too many events to list them all, the following show the diverse commitments we have made on an ongoing basis to share our building.

Ministries

Ambleside School is a Christ-centered school Salem hosts Monday through Thursday. Grades kindergarten through ninth graders are guided and empowered to think with the mind of Christ to author a life rich in relationship to God, self, others, ideas, and all of creation. <https://www.ambleside.org/>



55 n' Better reaches a more experienced crowd. Every month parishioners and the community are invited to enjoy a speaker, music, and a delightful meal together. This time around the table always proves to be an enjoyable event.

Red Cross Blood Drives, hosted at Salem. The gymnasium and kitchen provide a spacious site to host these events. <https://www.redcross.org/>

Ruby's Pantry gathers overages and surpluses of food items and bundles them for a \$25 contribution. Food distribution events occur monthly through Salem. Volunteers unload and organize food to be distributed in an efficient manner. <https://www.rubyspantry.org/>

The Rock is an extension of Salem, located in Mellen, where the mission is to "Prioritize the death and resurrection of Jesus Christ, the Word of God, spiritual growth, to lovingly reach our community with the good news of the gospel."



COMMUNITY OUTREACH

Salem is also committed to supporting ministries established within the community. By working together with a likeminded goal, kingdom work is more fully realized.

Chequamegon Pregnancy Center comes along side of pregnant woman to provide science-based information to empower them to make a wise decision regarding the choices they have before them. In addition, the Center provides practical services to support the belief in life.

<https://cpcashland.com/>



S4G (Sportsmen for God) is a movement of Christian sportsmen who are committed to the expansion of Christ's Kingdom. This group of men is committed to using their gifts and passions to see other individuals young and old come to know Christ by using their love of hunting, fishing, and the outdoors as fuel for ministries that strengthen the church and make disciples.



Northwoods Creation Association is committed to help people know God better through understanding the Bible and science.



Respawn Gaming Ministry is a ministry focused on fellowship through gaming, discipleship, and seeing young lives changed. Respawn believes that we can reach a forgotten generation by coming alongside teen boys in our community and providing a welcoming, loving environment that reflects the love of Christ.



Brick Ministries is a faith-based, non-profit organization serving low-income residents of Ashland and Bayfield Counties to provide a variety of assistance to those in need.



AREA INFORMATION

Ashland, Wisconsin is a city located near the head of Chequamegon Bay on the pristine shores of Lake Superior. The population of Ashland is approximately 8,000 and serves as the county seat of Ashland County. Ten miles north of Ashland is the city of Washburn which serves as the county seat for Bayfield County. Ashland and Bayfield counties make up the greater area that Salem serves.

The nearby Chequamegon Forest includes hundreds of thousands of acres in Ashland and Bayfield counties providing endless recreational opportunities including fishing, hunting, gathering, camping, exploring, hiking, and boating. The vastness of public lands and wilderness combined with the four distinct seasons of spring, summer, fall, and winter in the Northwoods make the area a truly beautiful place to live and grow. These abundant lands and its extraordinary natural beauty provide visitors with unparalleled nature-watching opportunities in this exceptional area of northern Wisconsin.

Additionally, the area is a winter paradise serving as a premier winter sports destination for the state and region. Endless trails provide nordic and alpine skiing, hiking, and snowshoeing. Ice fishing and snowmobiling also serve as popular winter sports for local residents as well as visitors.

Both Ashland and Bayfield counties are considered rural counties with low population densities as compared to other areas. Ashland County consists of 668,781 acres while Bayfield county is made up of 945,280 acres.

DISTANCE FROM MAJOR CITIES

Superior, WI	65 miles
Duluth, MN	65 miles
Eau Claire, WI	162 miles
Minneapolis, MN	195 miles
Green Bay, WI	256 miles
Madison, WI	301 miles
Milwaukee, WI	347 miles

COUNTY DEMOGRAPHICS

<u>Ashland</u>		<u>Bayfield</u>
16,039	Population	16,608
83.5%	White	86.1%
11.6%	American Indian	9.8%
\$55,070	Median Income	\$62,589
62.6%	In labor force	55.7%
93.8%	High School Ed.	95.4%
19.1%	Bachelor or higher	33.5%

AREA INFORMATION

Schools

The Ashland School District manages four public schools serving 1,871 students with a student/teacher ratio of 13:1. The schools include Primary and Elementary School (PreK-Grade 5), Marengo Valley Elementary School (PreK-Grade 5), Middle School (Grades 6-8), and High School (Grades 9-12). <https://www.ashlandk12.wi.us>

Our Lady of the Lake Catholic School (PreK-Grade 8) currently serves 123 students. <https://www.ourladycs.org>

Ambleside School of Ashland (K-Grade 9) Christian school with grades 10-12 being added over the next three years. Currently serves 100 students. <https://amblesideashland.org/>

Chequamegon Christian Co-op meets at Salem on Fridays during the school year. The homeschool co-op exists to come alongside one another as families who educate their children at home. The Co-op provides opportunities for children from nursery through grade 12 to grow in the Lord while pursuing academic excellence in a group setting.

Northland College is a private liberal arts college with a progressive focus on the environment and sustainability. <https://www.northland.edu>

Northwood Technical College serves the northwest region of Wisconsin with multiple locations and offerings, including career-focused degree and certificate programs. <https://www.northwoodtech.edu>

Hospital and Medical Clinics

Tamarack Health: Ashland Medical Center is a top-ranked acute care Critical Access hospital with 25 in-patient beds and 24 pre/post OP outpatient surgery rooms. It is a regional medical referral center and has 64 full-time physicians and 600 employees. The Family Birthplace has large, private rooms and offers a personalized birth experience, Multiple specialties are represented including but not limited to orthopedics, urology, gastroenterology, ENT, ophthalmology, and behavioral health. Urgent Care provides immediate, convenient care seven days a week. The Emergency Department is staffed by physicians and nurses 24 hours a day. Air and ground ambulances are available for those requiring a higher level of care. <https://ashlandmmc.com>

The Northwest Wisconsin Cancer Center offers comprehensive cancer care including the very latest in treatments and technology. NWCC provides expert care by providing both Medical Oncology and Radiation Oncology treatments. <https://ashlandmmc.com>
Ashland has medical clinics associated with large integrated health systems as well as a community clinic.

Essentia Health <https://essentiahealth.org>

Chequamegon St. Luke's <https://slhduluth.com>

North Lakes Community Clinic <https://nlccwi.org>

Main Street Clinic

AREA INFORMATION

Community Organizations

Crossroads Outreach is a faith-based ministry working together to build healthier communities...by coming alongside churches, ministries and individuals.

Health and Fitness

Fitness Centers: Snap Fitness, Chequamegon Health and Fitness, Ignite Fitness Studio.

The Ashland Waterfront Trail: At 11.5 miles, this asphalted multimodal system is open to bikers, walkers, and runners. The trail follows Lake Superior's shoreline, past historic structures, public art displays, fishing piers, public beaches, playgrounds, and other recreational amenities.

The Ashland High School Field House Walking Track is open to community members seven days a week with open gym hours three evenings a week at no cost.

Mt. Ashwabay is a ski hill and outdoor recreation area in Bayfield. Ashwabay offers activities for all seasons: alpine skiing, snowboarding, nordic, classic, & and skate skiing, skijoring and dog trails, snowshoeing, mountain biking and fat tire biking, and hiking in a beautiful setting overlooking Lake Superior and the Apostle Islands.

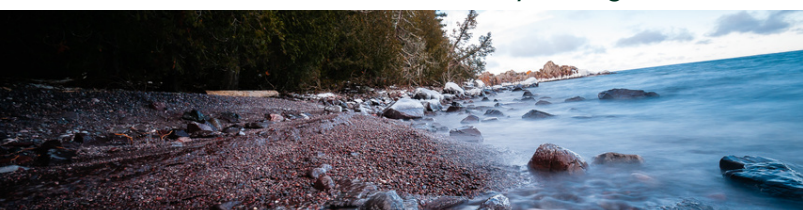
Local Attractions

The **Apostle Islands National Lakeshore** (24 miles north of Ashland) is a national lakeshore consisting of 21 islands and shoreline encompassing 69,372 acres on the shore of Lake Superior. The islands are well known for their collection of historic lighthouses, sandstone sea caves, a few old-growth remnant forests, and natural animal habitats.

Freshwater sandy beaches abound in the area along Lake Superior's south shore. Local beaches in Ashland include Maslowski Beach, Kreher Park, and Bayview Beach. Other popular beaches in the area include Big Bay Town Park, Friendly Valley Beach, Little Girls Point, Friendly Valley Beach, Meyers Beach, and Cornucopia Beach.

Twenty-one waterfalls are located within 60 miles of Ashland. Some of the most spectacular waterfalls in Wisconsin are located along the south shore of Lake Superior. Popular waterfalls include Copper Falls, Morgan Falls, Lost Creek Falls, Big Manitou Falls, Superior Falls, Potato River Falls, and Saxon Falls.

The **Bad River Band of Lake Superior Chippewa** is a federally recognized Tribe located eleven miles east of Ashland. The Tribe has 6,945 members with 1,545 members living on the reservation. The reservation includes 124,459 acres and contains almost 500 miles of rivers and streams, over 30,000 acres of wetlands, and 38 miles of Lake Superior shoreline. It was established by the 1854 Treaty of LaPointe. The Bad River Band is one of six Ojibwe bands in Wisconsin that are federally recognized tribes.



AREA INFORMATION



Local Events

The **Whistlestop Half and Full Marathon** takes runners along the Tri-County Corridor where runners enjoy a wooded trail that is both flat and fast. The Whistlestop is a qualifying race for the Boston Marathon. It takes place in October, providing the fall colors as a spectacular backdrop along the route.

Book Across the Bay The 10-kilometer course, which is groomed for both classic-style and skate skiing, follows a route not on land, but over the frozen surface of Lake Superior, the world's largest lake. The event is held at night, and the course is lit by the stars above and up to 1,000 candles in ice luminaries that line the entire route.



Bay Days is an opportunity to celebrate the Ashland community in the middle of the beautiful summer. The long weekend is packed full of activities, competitions, food, crafters, and music ensuring there is always entertainment for everyone.



AREA INFORMATION

Surrounding Community Events

The **Bayfield Apple Festival** (24 miles north of Ashland) is an annual, three-day festival, held the first weekend in October. Touted by USA TODAY as one of the ten Best Fall Harvest Festivals in the nation and by Wisconsin Trails Magazine as Wisconsin's Best Festival, over 50,000+ visitors attend Apple Festival yearly.

The **Big Top Chautauqua** (20 miles north of Ashland) is a year-round non-profit performing arts organization. This unique venue operates an intimate 900-seat, all-canvas, state-of-the-art tent theater, producing and presenting fifty-plus summer-season events. Concerts, lectures, and highly acclaimed professional local acts perform original multi-media musicals in the tent and on tour. The Big Top was previously named "The Best Outdoor Concert Venue" by the Minneapolis Star Tribune.



The **Chequamegon Fat Tire Festival** (40 miles south of Ashland) is the largest mass-start mountain bike race in the country. The annual race takes place in mid-September and runs from Hayward, WI to Cable, WI.

The **American Birkebeiner** (58 miles south of Ashland) is the largest cross-country ski race in North America. The race takes place in February and runs from Cable, WI to Hayward, WI. It is considered the premier cross-country race in the nation, attracting the finest cross-country skiers throughout the nation and across the globe.

