



# Senior Pastor

## Dryden Free Methodist Church

### Full-Time Ministry Position

Dryden Free Methodist Church is seeking to find a full-time senior pastor, who along with the board of directors will provide shepherding, discipleship, and leadership to the congregation. DFMC is known for its relationships, friendliness, heart for others. We seek someone who has a heart for discipleship and shepherding and will partner with us to pursue opportunities where the gospel can flow from our church to our neighbours, our city, and our world.

Located on the Trans Canada Highway Dryden is part of a network of other communities that make up the district of Kenora in Ontario. Dryden specifically is a hub of services, healthcare, education, and shopping for surrounding communities. Dryden residents enjoy a vibrant community with endless lakes, forest, trails, and outdoor adventures at their fingertips.

We seek a candidate who holds the authority of the Bible and the necessity of the gospel message in high esteem. An individual with spiritual and personal maturity that comes from their relationship with Jesus and their study of scripture molding and directing their life. Someone who appreciates the uniqueness of Northwestern Ontario and is excited by the potential for gospel growth in our church and community.

#### **The successful candidate will:**

- Have a heartfelt, and personal understanding of the gospel, namely the person and work of Jesus.
- Be in alignment with and advocate of how biblical truth informs us as to how we live life, love others, and conduct our relationships.
- Be an individual with experience in co-operation. A person who knows how to collaborate and work in partnership with other congregations and ministry partners in our community.
- Be a confident leader who is able to strike the appropriate balance between being rooted in our past while assisting us as we move towards our future.
- Be able to steer our church members into becoming disciples who have the confidence and knowledge to follow God's plan, and to encourage them to become an active disciple in our community.

#### **Key Responsibilities include:**

- Preaching - Sunday morning messages.
- Teach - Lead or delegate Adult/Teen Sunday School from the weekend after Labour Day in September to the end of June each year.
- Prayer Leader – Lead the congregation in times of prayer throughout the year and provide oversight to the Prayer Point person for the denomination.
- Evangelism trainer/equiper
- Visitation - Endeavor to visit all congregation members at least once per year. Follow up on new attendees and those who have not attended regularly.
- Promoting the unity of the people
- Taking initiative if problems arise.
- Communicating goals and expectations.
- Communicating the Vision, Mission, and Values of the church





# Senior Pastor

## Dryden Free Methodist Church

### Full-Time Ministry Position

- Encouraging and recognizing accomplishments.
- Main contact for the Church - checking phone messages, answering emails and correspondence.

#### **Qualifications will include:**

- Spiritual and personal maturity that comes from scripture to molding and directing their life.
- 3 - years of experience in pastoral ministry, missions, or parachurch ministry.
- A degree or certification in Biblical studies, pastoral leadership, or missions.
- Alternatively, those with a combination of spiritual and personal maturity, experience, and education will be considered.

Benefits package includes extended health benefits, retirement savings, and vacation time. The range of starting annual salary for the position of Senior Pastor at DFMC is \$63,000-\$70,000 and will depend on qualifications and experience.

For more extensive information on the position, church, and community please refer to our: **Ministry Profile** which you will find accompanying this job description. **You can also visit our website at:** <http://drydenFM.church>

**Interested applicants are invited to submit their resume by email to: [Lorilee.bishop@fmcic.ca](mailto:Lorilee.bishop@fmcic.ca)**

**\*Please address your cover letter to Derek Enns – PLTF Chair at Dryden FMC\***

**Resumes will be accepted until 4:00PM EST on Tuesday Nov. 26th, 2024**



# DRYDEN FREE METHODIST CHURCH

## Ministry Profile

261 Van Horne Avenue

Dryden, Ontario

P8N 2C3

Phone: 807-223-2755

Website <http://drydenfm.church>

Email: [drydenfmc@shaw.ca](mailto:drydenfmc@shaw.ca)

Facebook: [www.facebook.com/drydenfmc/](http://www.facebook.com/drydenfmc/)



## Table of Contents

|   |    |
|---|----|
| INTRODUCTION  | 2  |
| POSITION DESCRIPTION  | 2  |
| MAJOR RESPONSIBILITIES  | 3  |
| 1. Major Responsibility: Spiritual Development                          | 3  |
| 2. Major Responsibility: Ministry Manager                               | 3  |
| 3. Major Responsibility: Outreach Director                              | 4  |
| 4. Major Responsibility: Team Builder                                   | 4  |
| KEY PERFORMANCE INDICATORS: To be determined with successful candidate. | 4  |
| CORE COMPETENCIES   | 4  |
| VISION, MISSION & CORE VALUES STATEMENTS                                | 5  |
| VISION  | 5  |
| MISSION STATEMENT   | 5  |
| CORE VALUES   | 6  |
| CHURCH PROFILE  | 6  |
| MEMBER INFORMATION  | 6  |
| INTERNAL RELATIONSHIPS AND MORALE                                       | 8  |
| FACILITIES INFORMATION  | 8  |
| ORGANIZATION AND ADMINISTRATIVE STRUCTURE INFORMATION                   | 9  |
| PLTF INVENTORY  | 9  |
| PERSONNEL EMPLOYED BY THE CHURCH  |    |
| PASTORAL RELATIONS  | 11 |

## INTRODUCTION

The Dryden Free Methodist Church is searching for a Pastor who is as Christ centered and focused as the congregation members are, and can guide us as we continue to grow in our relationship with Christ. We desire a Pastor who has a clear, heartfelt, and personal understanding of the gospel, namely the work and person of Jesus. And that the work of the gospel is central in preaching, teaching, and day to day ministry. We desire a Pastor who is graciousness is modeled by the grace God has shown His children, but who is also not afraid to be assertive when necessary and who understands these characteristics are not at odds with one another; an individual who is passionate, authentic, and approachable. The successful candidate will be an outgoing and confident leader who is able to strike the appropriate balance between being rooted in our past while assisting us as we move towards our future.

We desire an individual who has the creativity and energy to assist us in adapting our church to become a place that can address the changing needs of those in the Dryden area; who is perceptive to these needs, both obvious and veiled.

In a small community such as Dryden, co-operation amongst those different from us is often required. We need a Pastor who desires to work with other congregations in the interest of proclaiming the kingdom of God, whenever possible. Someone who is gentle and humble enough to acknowledge that there are many ways to achieve the goal of declaring God's glory without compromising on core church doctrine.

We desire our pastor would have a vision of how the great commission motivates and guides our actions in the church, the broader community, and the world. We are seeking a Pastor who can steer our church members into becoming disciples who have the confidence and knowledge to follow God's plan, and to encourage them to become an active disciple in our community; they will provide guidance that will facilitate our desire to be a church engaged in our local and global communities.

## POSITION DESCRIPTION

|  |                              |
|--|------------------------------|
| <b>Position</b>  | <b>Church/Department</b>     |
| Senior Pastor (Full Time)                              | Dryden Free Methodist Church |
| <b>Name (or Incumbent)</b>                             | <b>Location</b>              |
| Vacant   | Dryden, Ontario              |
| <b>Reports to</b>                                      | <b>Date of last Revision</b> |
| The Official Board of the Dryden Free Methodist Church | 2023                         |

## MAJOR RESPONSIBILITIES

1. Spiritual Development (Priority Responsibility)
2. Ministry Manager
3. Outreach Director
4. Team Builder

### 1. Major Responsibility: Spiritual Development

| Key Activities  |
|---|
| <ul style="list-style-type: none"><li>● Preach - Sunday morning messages.</li></ul>   |
| <ul style="list-style-type: none"><li>● Teach - Lead or Delegate Adult/Teen Sunday School from the weekend after Labour Day in September to the end of June each year.</li></ul>  |
| <ul style="list-style-type: none"><li>● Prayer Leader - Be the Prayer Point person for the denomination. Co-ordinate the prayer email chain and lead the congregation in times of prayer throughout the year.</li></ul> |
| <ul style="list-style-type: none"><li>● Model</li></ul>   |
| <ul style="list-style-type: none"><li>● Visitation - Endeavor to visit all congregation members at least once per year. Follow up on new attendees and those who have not attended regularly.</li></ul>                 |

### 2. Major Responsibility: Ministry Manager

| Key Activities  |
|---|
| <ul style="list-style-type: none"><li>● Communicating goals and expectations</li></ul>  |
| <ul style="list-style-type: none"><li>● Main contact for the Church - checking phone messages, answering emails and correspondence.</li></ul> |
| <ul style="list-style-type: none"><li>● Taking initiative if problems arise.</li></ul>  |
| <ul style="list-style-type: none"><li>● Encouraging and recognizing accomplishments.</li></ul>  |

### 3. Major Responsibility: Outreach Director

| Key Activities   |
|--|
| <ul style="list-style-type: none"> <li>● Evangelism trainer/equiper</li> </ul>           |
| <ul style="list-style-type: none"> <li>● Taking initiative if problems arise.</li> </ul> |
| <ul style="list-style-type: none"> <li>● Follow-up Overseer</li> </ul>                   |

### 4. Major Responsibility: Team Builder

| Key Activities  |
|---|
| <ul style="list-style-type: none"> <li>● Encouraging the people</li> </ul>                  |
| <ul style="list-style-type: none"> <li>● Promoting the unity of the people</li> </ul>       |
| <ul style="list-style-type: none"> <li>● Communicating the mission of the church</li> </ul> |

KEY PERFORMANCE INDICATORS: To be determined with successful candidate.

### CORE COMPETENCIES

The operationalized core competencies, which the incumbent must demonstrate in order to be effective in this position are listed below:

| Core Competency                            | Operationalized Competency  |
|--|---|
|  | <b>“What does this look like on the job?”</b>   |
| <b>Leadership</b>                          | Able to influence the actions and opinions of others in a desired direction; to exhibit judgment in leading others to worthwhile objectives.  |
| <b>Communications – Spoken and Written</b> | Able to clearly present information through the spoken word; influence or persuade others through oral presentation in positive or negative circumstances; listen well: able to write clearly and effectively present ideas and to document activities; to read and interpret written information |
| <b>Decisiveness</b>                        | Able to make decisions quickly on available information and take action; make commitments and not change decisions when challenged; deal with emergencies as necessary.   |

|                          |   |
|--------------------------|---|
| <b>Developing People</b> | Coaching people; helping them build capabilities needed now and in the future.                                      |
| <b>Goal Setting</b>      | Able to define realistic, specific goals and objectives; to prioritize objectives.                                  |
| <b>Interaction</b>       | Able to communicate with others in a warm and helpful manner while simultaneously building credibility and rapport. |
| <b>Team Building</b>     | Able to work with people in such a manner as to build high morale and group commitments to goals and objectives.    |

### OFFICIAL BOARD APPROVAL

This is to certify that the Official Board of the Dryden Free Methodist Church has approved the Job Description to be included in the Church Profile.

Done by order of the Official Board of the Dryden Society of The Free

Methodist Church in Canada at Dryden this 22nd day of June, 2023.

Larry Robinson, *Chairperson of the Official Board*

## VISION, MISSION & CORE VALUES STATEMENTS

### VISION

It is our vision to be a loving, developing and reproducing church.

### MISSION STATEMENT

Our mission is:

- To magnify God through Christ centered opportunities of worship
- To mature believers through biblical preaching and teaching as well as encouraging and exemplifying Christ-likeness through group fellowship.
- To equip for ministry through developing, resourcing and training believers
- To be involved in mission through reaching out to the eternally lost of our community, country and world.
- To bring into membership those who would commit themselves to this part (Dryden Free Methodist Church) of the Body of Christ.



## CORE VALUES

- We believe that people everywhere are searching for purpose, hope, peace and a freedom from their fears; this can only be found in and through a personal relationship with Jesus Christ.
- We believe that all need to be growing daily and deeper in their walk with God.
- We believe this growth will reflect authentic and real Christianity.
- We believe that in order to have any success in fulfilling the Great Commission we must pray and work together as a team.
- We believe that in order to be fulfilled in this teamwork ministry, all believers should understand how God has uniquely designed them, with a passion, spiritual gifts and a personal style.
- We believe that there are levels of intimacy in church life and that cell, congregation and city-wide celebration represent those levels.
  - We believe that great things are happening throughout the world through the re-discovered ministry of cell (small) groups. Cell groups provide meaningful opportunities for caring.
  - We believe that people need a place to belong, a place where people know each other by name. This takes place in gatherings of our congregation.
  - We believe that God is glorified and the body of Christ is edified when Christian congregations join together for city-wide celebrations.
- We believe that God cares about our community and if we prayerfully and carefully listen and follow His leading, He can use us to make an impact in Dryden and beyond.

## CHURCH PROFILE

### MEMBER INFORMATION

#### ***Membership:***

Total Membership .....35

Number of new members in the past five years .....10

Number of families in your Church Directory/ mailing list.....55

#### ***Average Attendance:***

Morning Worship.....58

Discipleship Ministries:

Christian Education Classes.....28 (19 adults, 9 children)

Friday Prayer Meeting.....5

Mens Group.....4

Small Group .....5

***Age Distribution of Members and Adherents:***

Age 0-4.....4

Age 5-14.....7

Age 15-17.....0

Age 18-29.....8

Age 30-39.....3

Age 40-49.....8

Age 50-59.....12

Age 60-69.....21

Age 70-79.....25

Age 80+.....7

***Occupation of Primary Income Provider and Contributing Household members:***

4 Business                      4 Agriculture

3 Trades                        1 Education

1 Clerical                       2 Government

2 Professional                1 Manufacturing

3 Health Care                 2 Forestry

1 Food Service      41 Retired

|                    |                   |
|--------------------|-------------------|
| 1 Custodian        | 1 Engineering     |
| 1 Finance          | 4 Homemaking      |
| 3 Service Industry | 4 Social Services |
| 2 Student          | 4 Unknown         |

**INTERNAL RELATIONSHIPS AND MORALE**

Are there problems or tensions?            No

**FACILITIES INFORMATION**

Age 50 years

Mortgage:                                        No

**Seating Capacity of:**    Sanctuary/Multipurpose Area                        120

***Do the facilities include?***

|     |   |
|-----|---|
| No  | Recreational Facilities                             |
| Yes | Pastor's Study                                      |
| No  | Other Offices                                       |
| Yes | Kitchen   |
| Yes | Nursery   |
| Yes | Elevator  |
| Yes | Multi-purpose room (Sunday School classrooms, etc.) |

***Any plans for expansion or relocation?***                        **No**

Please explain: Not at Present; we do not have a need for this at the present time.

***Is a parsonage provided?***    **No**

Does the congregation maintain day care, other income generating programs, or community based programs? **No**

**Church Neighborhood & Community Life**

**Please describe the neighbourhood where the church is located:**

Both old and new residential buildings A mixture of rental and owned homes, both apartment and single family dwellings. Close to public schools. Close to multi-residential buildings.

Are the church people involved in community life? **Yes**

**List community organizations and activities engaged in by the congregation members:**

Food Bank, Adult & Teen Challenge, Princess Court (Nursing Home),

**Church Led Community Outreach and Engagement**

- Halloween Outreach
- Bethlehem Market – Christmas Outreach
- Kids Club – Weekly Children Outreach

**ORGANIZATION AND ADMINISTRATIVE STRUCTURE INFORMATION**

**Name of Board Chair:** *Larry Robinson*

Is the membership list current? **Yes**

Are there published annual reports to the congregation? **Yes**

Is the Pastor’s Cabinet active and effective? **Yes**

**PLTF INVENTORY**

| <b>THIS CONGREGATION HAS A BOARD APPROVED:</b>       | <b>YES</b> | <b>NO</b> |
|--|------------|-----------|
| 1. Concrete vision statement projected two years out |            | x         |
| 2. Mission statement                                 | x          |           |
| 3. Budget (Core giving is at 10 %)                   | x          |           |

|  |   |   |
|--|---|---|
| 4. Systems for:  |   |   |
| Assimilating new people (from first contact to membership)   |   | x |
| Membership (Base 1)  |   | x |
| Maturity (Base 2)  |   | x |
| Ministry (Base 3)  |   | x |
| Mission (Base 4)   |   | x |
| 5. Ministry teams for:                                       |   |   |
| Small Groups   | x |   |
| Care ministries (Visits to poor, shut-ins, seniors)          |   | x |
| Maintenance  | x |   |
| Crisis   |   | x |
| Missions   | x |   |
| Worship  | x |   |
| Men's Ministry   | x |   |
| Children's Ministry  | x |   |
| Women's Ministry   |   | x |
|  |   |   |
| 6. Staff Development Plan – JDPAS for major ministry leaders |   | x |
| 7. Mission Development Plan directed towards:                |   |   |
| Community (crowd events)                                     |   | x |
| Specific Target Groups                                       |   | x |
| "...And Beyond" initiatives                                  |   | x |
| Meeting Social Needs   |   | x |

|   |            |           |
|---|------------|-----------|
| 8. Performance Appraisal Systems  | x          |           |
| 9. A System of Governance using Governance Model  | x          |           |
| 10. An Organizational Chart   | x          |           |
| <b>THIS CONGREGATION ALSO HAS:</b>  | <b>YES</b> | <b>NO</b> |
| 11. Knowledge of our management temperaments and styles   |            | x         |
| 12. Spiritual sensors (prayer partners, intercessors, regular reports on spiritual victories, etc.) |            | x         |
| 13. Emphases for the month, quarter, year, 5 years, 10 years  |            | x         |
| 14. Minimum factor (NCD) identified (Holistic Small Groups)   |            | x         |
| 15. Highest NCD score identified (Effective Structures)   |            | x         |
| 16. Life Plan completed in 2012-14  |            |           |

## PASTORAL RELATIONS

### ***How long have previous Senior Pastors served?***

- |                    |                   |                  |
|--------------------|-------------------|------------------|
| 1. John W. Hyndman | (founding Pastor) | No. of years: 17 |
| 2. Brian Eschbach  |                   | No. of years: 6  |
| 3. Doug Wightman   |                   | No. of years: 15 |
| 4. Dorian Powell   |                   | No. of years: 4  |

### ***Under what conditions did they leave?***

1. John Hyndman retired in 1995.
2. As per the Manual at the time, the church initiated a pastoral confidence vote every three years. In 2001 a majority of individuals voted to support a low confidence motion. As such Brian Eschbach resigned and became an O.P.P. constable, living in the community.
3. Doug Wightman became our Pastor in June 2002 and retired in May 2017.
4. Dorian Powell became our Pastor in January 2019. In August 2023, The Official Board unanimously passed a motion of 'non-confidence' in Dorian Powell's leadership and was terminated in September 2023. There were some concerns expressed about the action of the Board, however almost everyone supported the decision and attendance has remained stable.
- 5.

***Has the church been divided over pastoral leadership in recent years?*** No.

## **LOCAL COMMUNITY INFORMATION**

The City of Dryden and surrounding rural population is a community of 11,000+ souls nestled half-way between Winnipeg and Thunder Bay in the heart of the Boreal Forest. It is considered a 'business hub' for our region and as a result families from the northern reserves as well as overseas are moving into our community.

Dryden is branded as "The Wilderness City" due to close proximity to thousands of lakes and endless expanses of forests to explore. Our location allows its community members to take full advantage of the majestic wilderness that God created and enjoy His creation.

Many individuals from the smaller communities and First Nations Territories that surround Dryden visit to take advantage of the services that are provided here. Dryden regularly hosts hockey tournaments, farmer's markets, fishing derbies, baseball tournaments and other events that are well attended by Drydenites and people from the surrounding communities.

Dryden offers a strong economic base, consisting of a large industrial facility as well as locally owned independent business, and well-known franchises that serve our residents and visitors. Our community is set to grow with several resource sector developments in the planning stages, which will bring new residents to our community over the next 5 years.

While our City is secluded, it is well connected by highway and air. Inside the city limits you'll find an integrated and innovative Regional Health Centre, first class educational facilities, a community and performing arts theatre, and an excellent selection of affordable residential properties.

### **Economy and Employers**

**Principal Employers:** Dryden Fibre Canada (Pulp mill), Raleigh Falls Timber, Dryden Regional Hospital, Keewatin Patricia School Board, Kenora District Services Board, Wilson's Business Solutions, MNRF Regional Fire Centre

**Type(s) of Business:** Forestry, Food Services, Consumer Goods, Office Equipment, Government Ministries.

### **Educational Facilities**

- Confederation College - Dryden Campus
- Dryden High School
- Open Roads Elementary School
- New Prospects Elementary School
- St. Joseph's Elementary School
- Enfant-Jesus Catholic School - French Language Elementary School
- True North Christian Academy – Private Christian Elementary School

# Local Church Annual Report

## The Free Methodist Church In Canada

**Church Name** Dryden Free Methodist Church **ON** **Report Year** 2022

---

**Pastor** Dorian Powell

**Network Leader**

### Church Statistics

|                    |               |                              |                  |
|--------------------|---------------|------------------------------|------------------|
| Weekend Attendance | <b>60</b>     | AvgAttendancePandamicMonths: | <b>0</b>         |
| Homes in Directory | <b>41</b>     | SundayServiceTypes:          | <b>In Person</b> |
| No of SmallGroups  | <b>2</b>      |                              |                  |
| Adult conversion   | <b>2</b>      |                              |                  |
| Child conversion   | <b>0</b>      |                              |                  |
| Adult Membership   | <b>39</b>     |                              |                  |
| Operating Budget   | <b>88,329</b> |                              |                  |
| Global Ministry    | <b>0</b>      |                              |                  |
| Church Development | <b>0</b>      |                              |                  |

### Ministry And Church Development:

Regarding Life plan our church is **6. Has started next cycle**

NCD Average **0**

Last NCD Date

Another Health Survey

### Personnel:

Is the lead Pastor bi-vocational? **No**

Has any member of the pastoral staff taken a sabbatical this year? **No**

If yes: Name and start and end dates of sabbatical?

Has the Form 5 [delegate's report from the PA for all pastors serving under conference appointment] been filed with the Director of Personnel office this year? **Yes**

Have all ordained and commissioned ministers (optional for retired) completed at least one Continuing Education Unit (CEU) for this year? **Yes**

Have the CEUs been documented and filed with the Director of Personnel office for this year? **Yes**

Please list all licensed Lay Ministers :

Does your church have a "Child protection policy" in place? **Yes**

### Ministry Recruitment referrals:

#### Short Term Missions

#### Potential Pastor or CP

#### Lifeplan

#### Notes

**Delegates** Lead Delegate-Jack Harrison, 



# Local Church Annual Report

The Free Methodist Church In Canada

Church Name Dryden Free Methodist Church

ON

Report Year 2022

---



**Missions/ Intercultural Engagement:**

**Missions Budget for next year**

**International Engagement:**

**Local Engagement:**

**ICCM Engagement:**

**Story-Self:**

**Story-Church:**

**Story-Community:**

# Local Church Annual Report

## The Free Methodist Church In Canada

Church Name **Dryden Free Methodist Church** ON Report Year **2023**

---

### Pastor

### Network Leader

### Church Statistics

|                    |                |                              |                  |
|--------------------|----------------|------------------------------|------------------|
| Weekend Attendance | <b>58</b>      | AvgAttendancePandamicMonths: | <b>0</b>         |
| Homes in Directory | <b>58</b>      | SundayServiceTypes:          | <b>In person</b> |
| No of SmallGroups  | <b>7</b>       |                              |                  |
| Adult conversion   | <b>0</b>       |                              |                  |
| Child conversion   | <b>2</b>       |                              |                  |
| Adult Membership   | <b>35</b>      |                              |                  |
| Operating Budget   | <b>114,799</b> |                              |                  |
| Global Ministry    | <b>4,437</b>   |                              |                  |
| Church Development | <b>0</b>       |                              |                  |

### Ministry And Church Development:

Regarding Life plan our church is **3. Started LifePlan this year**

NCD Average **0**

Last NCD Date

Another Health Survey

### Personnel:

Is the lead Pastor bi-vocational? **No**

Has any member of the pastoral staff taken a sabbatical this year? **No**

If yes: Name and start and end dates of sabbatical?

Has the Form 5 [delegate's report from the PA for all pastors serving under conference appointment] been filed with the Director of Personnel office this year? **NA**

Have all ordained and commissioned ministers (optional for retired) completed at least one Continuing Education Unit (CEU) for this year? **NA**

Have the CEUs been documented and filed with the Director of Personnel office for this year? **NA**

Please list all licensed Lay Ministers :

-

Does your church have a "Child protection policy" in place? **Yes**

### Ministry Recruitment referrals:

**Short Term Missions** NA

**Potential Pastor or CP** NA

**Lifepan** We are in the process of updating our current Life Plan

### Notes

**Delegates** Lead- Jack Harrison 

# Local Church Annual Report

The Free Methodist Church In Canada

Church Name Dryden Free Methodist Church ON Report Year 2023

---

Reserve-Larry Robinson

**Missions/ Intercultural Engagement:**

**Missions Budget for next year**

**International Engagement:**

**Local Engagement:**

**ICCM Engagement:**

**Story-Self:**

**Story-Church:**

**Story-Community:**