

CHURCH PROFILE

Church Information

1. Name: **First CRC, Ripon, CA**

Address: **305 Boesch Drive, Ripon, CA 95366**
 Telephone: **(209) 599-3225** Classis: **Central California**

2. Search Committee Chairperson: **Allen Sipma**

Address: **Allen Sipma 9151 West Ripon Rd., Ripon, CA 95366**
 Telephone: **(209) 499-5366**

3. List all paid staff positions:

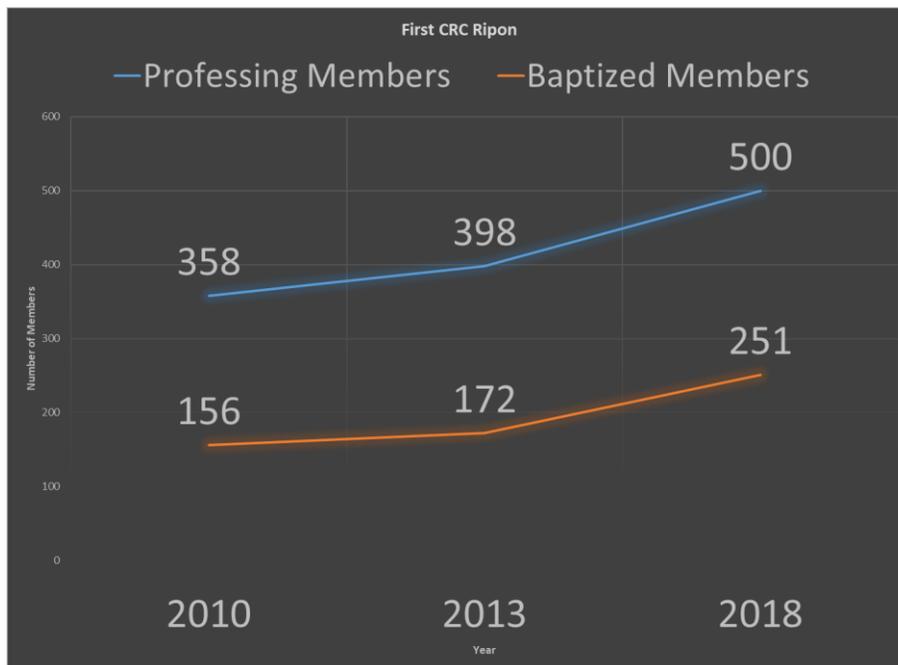
Senior Pastor	Full-Time	X	Part-Time	_____
Associate Pastor	Full-Time	X	Part-Time	_____
Director of Youth Ministries	Full-Time	X	Part-Time	_____
Director of Worship	Full-Time	X	Part-Time	_____
Director of Biblical Counseling	Full-Time	X	Part-Time	_____
Office Administrator	Full-Time	X	Part-Time	_____
Custodian	Full-Time	_____	Part-Time	X
Office / Custodian Assistant	Full-Time	_____	Part-Time	X
Director of Seniors Ministries	Full-Time	_____	Part-Time	X

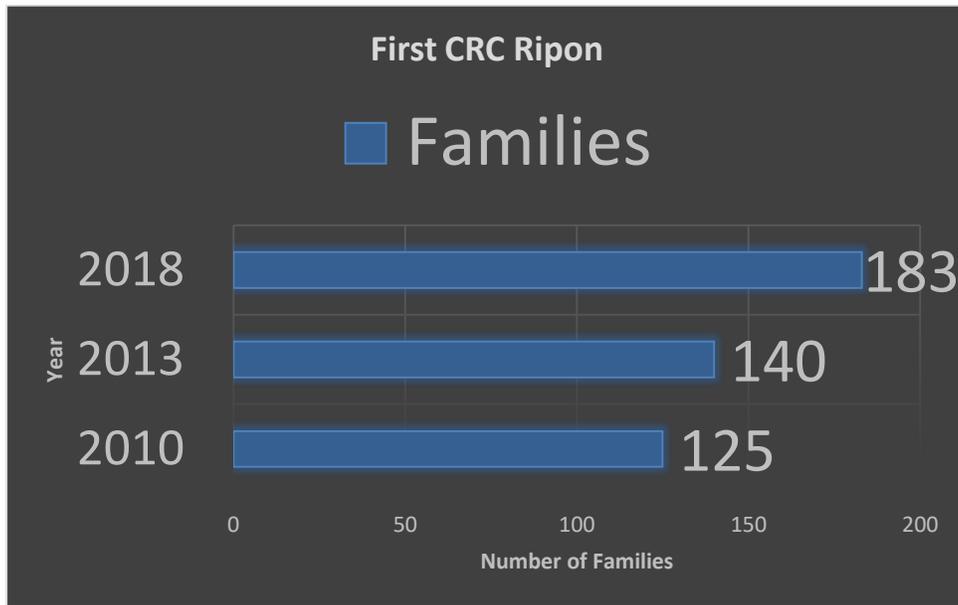
Position Available: **Associate Pastor**

Date of vacancy **new position**

4. Membership

a. Number of church members (families):

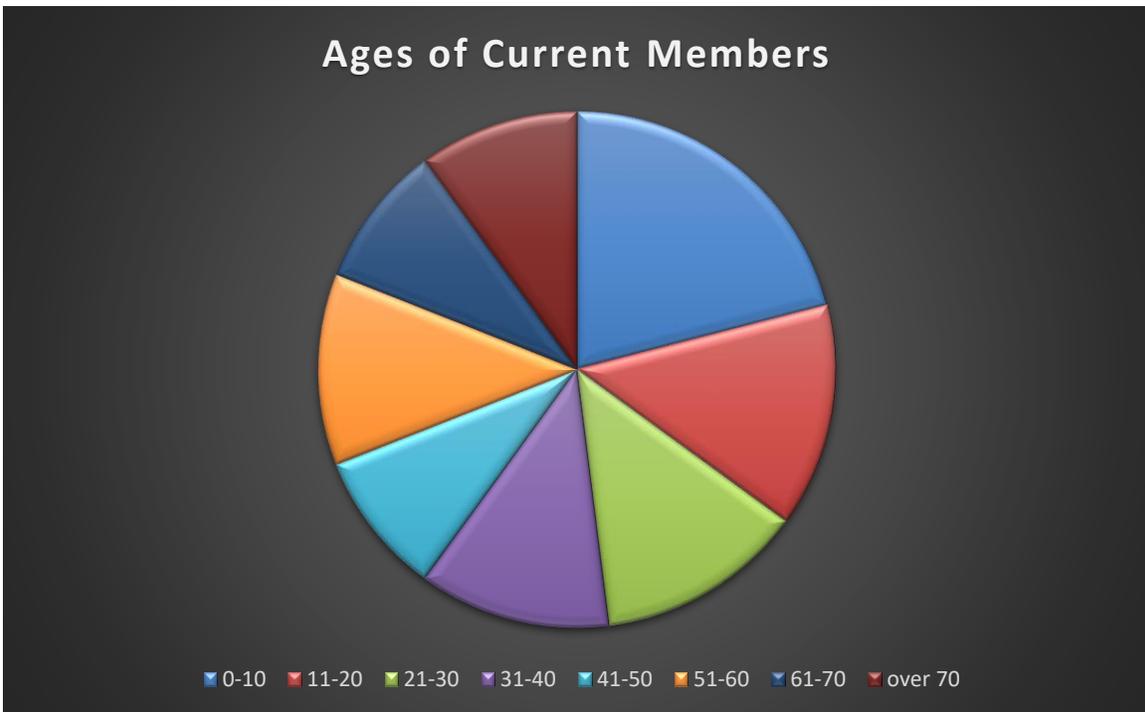




b. Profile of church members:

Age:

21% (0-10)	14% (11-20)	13% (21-30)	12% (31-40)
9% (41-50)	12% (51-60)	9% (61-70)	10% (over 70)



c. Racial/Ethnic composition of congregation:

1 % Asian 1 % Hispanic <1 % African American 97 % Caucasian

5. Worship

a.	Time	Average Attendance
	10:00 AM	<u>460</u>
	6:00 PM	<u>125</u>

b. Frequency of communion celebration: **7 per year**

c. Style of liturgy used in your worship (e.g. traditional, contemporary, variety):
Variety, depending on church calendar

d. Type of music used in worship (e.g. traditional, contemporary, variety):
Blended worship, seeking to use the best of traditional hymnody as well as the best of contemporary music while submitting all lyrics to biblical faithfulness. A variety of instruments are used: piano, keyboard, organ, guitars, bass, and percussion.

6. Church/Sunday School

- a. Average attendance in Church School (under 18 years): **60-80**
- b. Average attendance in Adult Education (Sunday): **10-15**

7. Community Setting (check as many as apply):

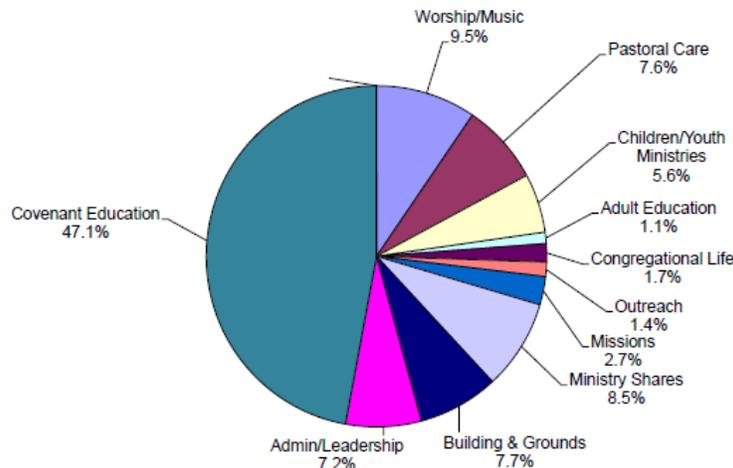
a.	Location	Function	Growth
	<input type="checkbox"/> Rural	<input type="checkbox"/> Industrial	<input checked="" type="checkbox"/> Growing
	<input checked="" type="checkbox"/> Small Town	<input type="checkbox"/> College / University	<input type="checkbox"/> Static
	<input type="checkbox"/> Metropolitan	<input checked="" type="checkbox"/> Agricultural	<input type="checkbox"/> Declining
	<input type="checkbox"/> Suburban	<input type="checkbox"/> Recreational	
	<input type="checkbox"/> Inner City	<input type="checkbox"/> Military	
	<input checked="" type="checkbox"/> Bedroom Community		

b. Approximate population of community: **15,000 (aggregate nearby urban populations = 600,000)**

c. Racial/Ethnic composition of community:
4.8% Asian 23.7% Hispanic 0.9% African American 66.7% Caucasian
3.9% Other (please specify): American Indian, Native Hawaiian, Other Pacific Islander, Other

Building/Financial Information

- 1. Present annual budget **\$2,303,082**
Last year's annual budget **\$2,041,650**



2. Percentage of financial obligations met (last complete year reported):

Budget **96%**

Ministry Shares **96%**

3. Amount contributed for Missions and other outside ministries not a part of First Church. For example, Modesto Pregnancy Center, Stockton Gospel Rescue Mission, etc. (last complete year reported):

\$495,000

4. Property owned by church:

a. Describe buildings and property (other than parsonage): **Worship center; prayer room, staff offices; classroom space, nursery, Cadet building and youth room; offsite Fellowship building used for small groups**

b. Are your buildings adequate for your present program? Yes _____ No X

c. Is a building program projected? Yes X No _____

If yes, describe what and when: A Facilities Expansion Committee is currently meeting with an architect to determine feasibility and costs.

5. Compensation:

a. The salary range we are prepared to offer our Associate Pastor is:

Commensurate with education, experience, and family needs

Recent Church History

The last 8 years have been exciting at First Church.

In **2011**, we took three important ministry vision steps. One, we transitioned from a part-time worship director to a full-time worship director. Two, we moved our weeknight children and junior high ministries (which met on different nights) to Wednesday night and began "Wednesday Night Live" with the goal of expanding the ministry to bless our community. Three, the elders opened the Bible to answer the Question, "What are core values we should lead by and minister by?"

In **2012**, we finalized those core values and Pastor Glenn preached a series of sermons explaining to the congregation each of the core values. (You can find that series of sermons on our website.) We also continued to make plans to expand Wednesday Night Live.

In **February 2013**, the Council (elders and deacons) felt led to have a time of prayer and fasting during which we asked God for wisdom and direction to bless and impact our community for Christ. God answered and started to take us down a path toward Biblical Counseling.

In **September 2013**, we added adult classes to Wednesday Night Live. The first classes were on parenting. The classes were well-received.

In **January 2014**, our congregation approved an expansion of our facilities. We decided to increase the size of our nursery, add classrooms and rooms for our ministry to boys called Cadets, and create a prayer room. (The expansion was completed in 2015).

In **February 2014**, we invited Harvest USA to our church for a conference called Homosexuality and the Bible. The goal of this conference was to help our church show love to people struggling with same sex attraction while remaining faithful to God's Word. This conference was so well received, we had a follow-up webinar for parents who wanted more information about how to keep their children safe from internet temptations. We also started to work together with Harvest USA to begin a ministry to people struggling with sexual temptations.

In **September 2014**, we offered two adult Classes on Wednesday nights: Financial Peace University and Christianity Explored. Both classes were full, and we ended up with a waiting list of people wanting to attend Financial Peace University.

In **January 2015**, we asked Steve Mawhorter (who has a well-established Biblical Counseling ministry in Walnut Creek) to teach a class on Wednesday nights called Biblical Help for Common Struggles. We were hoping for 40 people to attend. Over 80 attended.

In May 2015, our congregation voted to hire a full-time Biblical Counselor.

On **September 1, 2016**, David Lee began as our Director of Biblical Counseling. He started to offer Biblical Counseling to members of First Church and our community. He helped expand our Wednesday Night Live ministry to adults by becoming one of our teachers.

On **November 8, 2016**, David Lee began the first class of a formal 2 year lay counselor training program. Some students are auditing the class; others are seeking to be accredited through ACBC (Association of Certified Biblical Counselors).

In **May 2017**, we met with a New Church Development Consultant to discern our weaknesses. After the consultation we started to focus on improving in the following areas: Prayer (getting our practice of prayer to match our beliefs), Evangelism (getting our practice of evangelism to match our beliefs), Relationships (getting our practice of reconciliation to match our beliefs), Organizational Structure and Communication (Council assisting committees and communicating to committees and congregation), Use of Spiritual Gifts (individuals understanding and using their spiritual gifts). Based on the surveys we completed, the consultant projected we would grow to a church of 800 in attendance within 10 years. Depending on how well we address our weaknesses, he projected the number would increase.

In **November 2017**, we started to discuss our lack of space in the sanctuary as ushers were having a hard time seating everyone. Do we go to two services? Do we plant a church? Do we build a bigger sanctuary? What do we do in the meantime?

In **March 2018**, we started to use alternative seating due to lack of space in our sanctuary.

In **April 2018**, our congregation gave approval to hire an architect to assist us in determining the cost and feasibility of expanding our current facilities to accommodate both current and projected growth. These plans could include the possibility of a new sanctuary. We will use the information from the architect to continue the discussion.

At this same meeting the congregation overwhelmingly approved the job description for and the hiring of an Associate Pastor.

In **September 2018**, one of our Wednesday Night Live adult classes will be Financial Peace University taught in Spanish. We are looking forward to seeing if and how this helps us connect with the Spanish speaking members of our community.

Throughout all of these eight past years our small group ministry (Life Groups) has continued to increase. This is another vital part of our ministry.

We are excited to see what God will do in our church and community with our next steps of ministry.