

First Presbyterian Church Fresno, California

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First Presbyterian Church Fresno
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Denomination:

Evangelical Presbyterian Church (EPC)
Presbytery of the West

Search Committee:

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Current Staff:

Rev. Joel Eidsness, Interim Senior Pastor
Rev. David Abdo, Executive Pastor
Rev. Lana Roberts, Associate Pastor
Rev. Paul Armstrong, Parish Associate
Rev. H. Spees, Pastor at Large

Program Staff:

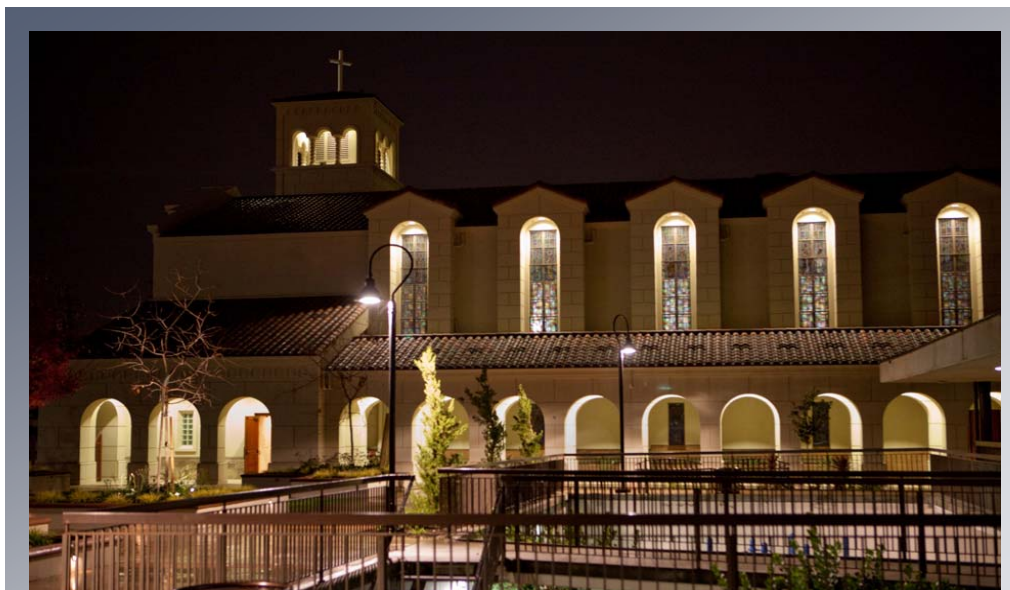
Bob and Rosemary Avery, Chaplains
Craig Blodgett, Youth Director (Jr. High & Interns)
Dr. Julie Carter, Director of Worship & Music
Sarah Crantz, Children's Director (Birth - Pre-K)
John Ellenberger, Management Assistant
Susan Glover, Pastoral Visitation and Management
Terry Jaurena, Mission Director
Marcie York, Children's Director (K - 6)

First Presbyterian Church of Fresno, California is an 800-member church in the heart of Central California seeking a Senior Pastor. We are a body of followers of Jesus Christ and are Reformed in our theology and Presbyterian in our polity. Our belief is in the authority of scripture. We believe that a deepening, dynamic, personal relationship with Jesus results in right relationships, biblical literacy, worship, evangelism, prayer, missions, outreach, service, community and joy. Our goal is for every person in our church body to be welcomed, to have the opportunity to share their story, to have a place to serve and worship, to know others and to be known, and to be edified, encouraged and connected to others regardless of where they are in this amazing journey with God.

We seek a Pastor who:

- Seeks after God's own heart; has a deep, abiding love relationship with the Father, Son and Holy Spirit; is sensitive to the Spirit's leading and hears God's calling to First Presbyterian Church.
- Is a bold, expository, biblical truth preacher; loves the word of God and is passionate in communicating the truths of the Bible in a way that connects the Word of life to transformed lives.
- Delights to be with God's people; is warm, welcoming, encouraging, and relational.
- Demonstrates leadership and the ability to shepherd gifts around a common vision.
- Has a sense of his uniqueness in Christ.
- Desires to walk alongside us as we go deep into God's word and as we minister to each other, our neighbors, and the world through mission.
- Believes in equipping the laity for ministry and actively supports congregational and youth ministries.

We are a praying congregation, and we pray with great expectation for our next Senior Pastor.



PART 1 - CHURCH INFORMATION

MEMBERSHIP

Current Membership - 823 members, Membership 5 years ago - 896 members

Current average Sunday attendance is approximately 500 people: 200 in the traditional first service and 300 in the contemporary second service. We have a committed older generation, an increasing number of young families, a fast-growing children's age group, and many multi-generational families with a long history at our church.

WORSHIP

8:30 Worship. We worship the Living God through Jesus Christ in services led by our beautiful pipe organ and Chancel Choir. Our praise to Him uses the great hymns of the church, contemporary choruses, Scripture readings and sermon, and the classic creeds.

9:40 Christian Education Hour. We offer children, youth, and adult Christian Education classes.

11:00 Worship. This service is led by one of our worship teams, featuring both contemporary music and hymns.

The Lord's Supper is celebrated on the first Sunday of each month.

ANNUAL BUDGET

\$1,400,000

LEADERSHIP

Elders (male and female). Including the Clerk of Session, we have 20 elders serving in the following areas: Christian Education(3), Adult Nurture(3), Worship(2), Finance(1), Personnel(1), Outreach(3), Prayer(1), Church Care(2), Missions(2), Equipping(1), Nominating (1), Clerk of Session.

Deacons. We have 19 deacons serving in the following areas:

Communion, Communications, Food Closet/Neighbors aRe Us, Love INC, Meal Support, Memorial Receptions, Special Events, Shepherds, Transportation.

Some of the Many Ministry Groups within the Church include:

Youth Ministry. The Youth Director oversees part-time assistant directors for both Junior High and Senior High. Junior High averages 15 and High School about 30 students on Wednesday nights and Sunday morning. Both student groups attend separate winter retreats, summer camp, and Easter week mission service trips. We have a dedicated group of volunteer advisors and an active student leadership program.

Children's Ministry. Led by our 3/4 time Kindergarten to Sixth Grade Children's Director and part-time Birth to Preschool Director, there are Sunday morning classes for all ages. Wednesday nights are Awana night. In four years, this preschool to sixth grade ministry has grown to 150 students each week. Summer

ministries include bubble studies, Vacation Bible School, and more. Children's ministry continues to be a blooming area in the church.

Mission. Our mission ministry is very active in our congregation, including missionary highlights every Sunday during worship, family service opportunities at our Neighbors aRe Us monthly dinner ministry to neighborhood families, as well as yearly opportunities to serve internationally.

Networkers. Networkers ministry is our summer internship program for 6-12 college-age students to work with the youth and other ministries of the church. Networkers live with families in the church, work alongside staff to lead youth and other ministries, and train with mentors from among the congregation.

Adult Education. Sunday classes typically include two tracks. One track is frequently a lesson from a specific section of Scripture and the other is a topic-based discussion format. Men's and Women's retreat weekends are a long-standing tradition and well-attended.

Music. All types of music are celebrated in our congregation. We have a chancel choir, two children's choirs, youth and multiple worship teams, bell choir, brass ensemble, organist, special seasonal choirs, opportunities for individual performances, and children's musicals with over 100 people involved in music ministry.

Sharing in Ministry. We are sharing our facilities with two local neighborhood ministries.

- Bethany Inner City Church is a local neighborhood congregation that holds bilingual worship services in our youth building on Sundays. This mainly Hispanic congregation of about 75 includes mostly young families and children.
- Founded by a current member of our congregation, Hope Now for Youth is a local ministry that helps gang members find jobs and hope through Jesus Christ. This ministry uses our youth facilities as their office for weekly classes and meetings. Their own worship service, Hope Now Bible Church, also meets weekly on our campus.

House Churches. Meeting in members' homes, these small groups vary in format, based on group choice; some have been meeting for many years, and some are recently formed.

CHURCH HISTORY AND FACILITIES

Founded in 1884, First Presbyterian Church has been at its current downtown Fresno location since 1922. Recently, the acquisition of a neighboring building for youth, and the remodel of our sanctuary and grounds have made our campus a lovely, welcoming presence in the downtown community. We are a regional church with members commuting from surrounding areas. Many of our members work in ministries in the downtown area and several families have felt called to relocate to the downtown area to better minister to the church's neighbors. We have a long history of teaching, training and sending our members into ministry and mission. Our two most recent Senior Pastors were Jamie Evans, 2000-2010, and Doug Rumford, 1988 - 1999. In 2009, we transitioned from PC USA to the EPC. Our congregation, location, and history form a dynamic combination that allows our senior pastor to guide our church and influence our city.

Some of the many strengths of our congregation include:

Congregation - "We are about the business of 'one-anothering'"

We are prayerful, mature, committed, Christ-loving believers caring for one another in a number of ways and we have a long history of "hands-on" ministry. We are intentionally multi-generational, encouraging activities, desiring input and involvement from all ages, and reserving the front pews for youth.

Facility and Location - "Great location in the middle of great need"

We have a beautiful regional church located downtown. Our location reflects our desire and our commitment to continue to work for the revitalization of the downtown area.

Lay Leadership - "A history of making things happen"

We have a long tradition of competent and committed believers who encourage one another to begin ministries and serve in ministry within the church. We are committed to developing the gifts of our congregation to better serve the Lord in our church and community.

Mission - "Jerusalem, Judea, Samaria"

We are a sending church involved in local, national, and world-wide ministries and mission.

Children's and Youth Ministry - "The 'Treasure Chest' of our church"

Our Children's and Youth Ministries are thriving because of solid leadership, support and investment from our entire church family.

Pulpit - "Strong preaching pastors in love with Jesus Christ"

We have a history of strong biblically-based preaching that challenges our congregation to go deep into God's Word and encourages us to serve.

Music - "Sing to Him a new song, play skillfully and shout for joy"

Our congregation is blessed to have many gifted musicians and worship leaders of all ages and seeks to provide opportunities for these gifts to be shared.

STRUGGLES/CHALLENGES/DESIRES

As we work together to heal from the tragic loss of our beloved Senior Pastor, we are learning a deeper walk by faith. Jamie's death was followed closely by the death of our dear organist, and by the departure of our much-loved youth pastor for a new position in Colorado. Both the congregation and our remaining leadership have felt the strain of loss and the challenge of moving forward with a diminished staff. Under the skillful care of both our short and long term interim pastors, and with the diligence and care from our staff, we are healing. We wait expectantly to see how God works in and through us as we care for one another and the needs of our community.

Other growing edges for our congregation include the desire to improve our communication and collaboration regarding the life of the church, the need to weave new attendees into the fabric of church life and ministry, the desire to be more intentional about small group development and church family fellowship, and the need to grow our evangelism training.

OUR COMMUNITY

Fresno is located in the San Joaquin Valley, the heart of the Golden State. It is a rich, agricultural valley, surrounded by lovely, quaint, foothill communities and the majestic Sierra Nevada. Fresno is a rapidly expanding city of nearly a half million people, but retains a "community feeling." We are located approximately three hours from Los Angeles and San Francisco. Yosemite, the jewel of the National Park system, is only a short drive from Fresno, as are Sequoia and Kings Canyon National Parks, home to the world's largest trees. Our location affords easy access to lakes, water sports, snow skiing, beaches, and theme parks.

Our community is culturally diverse. There are many ethnic specific celebrations in almost every part of the year, ranging from Armenian food festivals, to the Taco Festival, to the Hmong New Year celebration, and many more. There are also many educational opportunities in our Valley. California State University Fresno offers a strong academic program for just under 20,000 students. CSUF sports, including basketball, football, soccer and national champion softball and baseball teams, are a highlight of valley life. Additional educational opportunities are available at Fresno City College, Fresno Pacific University, and other private national universities. Fresno Pacific University is home to the Fresno Pacific University Biblical Seminary, which has a world class library and the first M.Div. in Christian Community Development anywhere in the nation.

There are many entertainment and cultural events in our area. The Save Mart Center at Fresno State, which opened in 2003, is a major multi-purpose arena, seating up to 18,000. The Save Mart Center hosts Fresno State sporting events, big-name concerts, and other events. Fresno's convention center hosts concerts and sporting events on a regular basis. The William Saroyan Theater is home to the Fresno Philharmonic and offers many concerts, ballet, and theatrical performances, including Broadway productions. The Tower District is the trendy and "artsy" center of our city, and includes many coffee houses and restaurants, as well as theaters where semi-professional local productions are presented. Other entertainment attractions in our city include Arte' Americas Museum, The Fresno Art Museum, The African American Cultural Historical Museum, and the Chaffee Zoological Gardens.

Other traditions in our city include Christmas Tree Lane, a sort of winter wonderland during Yuletide, Huntington Boulevard's Candlelight Christmas, the Clovis Rodeo, and many farmers' markets where local farmers sell their vegetables and fruits. In the springtime it is a favorite activity for many to drive on the Blossom Trail amidst nectarine, peach, almond and plum trees, which are aflame with color.

Medical facilities in our community include Children's Hospital Central California, St. Agnes Medical Center, Kaiser Permanente medical facility, and Community Medical Centers, which includes a regional medical center with a modern burn unit and trauma center within a mile of the church campus.

Fresno has a Mediterranean climate with hot summers moderated by low humidity, warm autumns and springs, and mild winters. Snowfall is rare on the valley floor. The rainfall average is 10.24 inches annually, 67% of which falls between December and March.

OUR NEIGHBORHOOD

The area right around the church is intriguingly diverse. There are blocks that are primarily commercial and others that are purely residential. Some are both. All are historic. Many well-known citizens of our city (including some from our church) are working to form what is being called "Uptown" in the neighborhood of our church, hoping to bring economic and cultural revitalization. The idea has caught the imagination of the city and is moving ahead.

Just a couple blocks to the north of us is the Lowell Neighborhood, named after the elementary school there which has recently been the focus of special revitalization efforts that have had an impact on the safety and appearance of the area. Residents there are primarily Hispanic (70%) and Southeast Asian (20%). It is a needy neighborhood with lots of children, many of whom are growing up with all the problems that often surround poverty. We're excited that several of our church families have responded to a growing vision of God's love for that neighborhood and have moved there intentionally to reach out to neighbors. These families and individuals have formed a network of support for one another and overlap their lives and ministries. The church embraces and supports their mission to the people of Lowell.

These families also work with agencies in ministries of compassion and Christian community development, including World Impact (an inner-city mission), Fresno Institute for Urban Leadership (www.fiful.org), Hope Now for Youth, Evangel Home (Christian based women's shelter), and the Fresno Rescue Mission. Our church has also set aside a large apartment complex on our campus ("The Pink House") as a ministry training center, with the purposes of Leadership Development, Urban Ministry, and Biblical Community. The church works in partnership with InterVarsity Christian Fellowship in filling the house with students who want to commit to grow in those areas.

PART 2 - POSITION DESCRIPTION SUMMARY

Position

Senior Pastor. Responsible to the Session and Presbytery.

Qualifications

- Vibrant, living relationship with Jesus Christ
- Currently ordained, or ordainable in the Evangelical Presbyterian Church
- We are looking for someone with Associate or Senior Pastor experience.

Responsibilities and Activities

Primary Preaching Pastor. Leader and developer of staff.

Pastoral priorities to include:

- Proclamation of the Word
- Spiritual development of members
- Congregational Communication
- Administrative Leadership
- Congregational Fellowship
- Mission in the local community
- Evangelism teaching and training
- Key participant in congregational life and implementation of vision
- Corporate Worship and Administration of the Sacraments
- Teaching

Leadership Expectations

Giftedness in Preaching - This is key to who we are and whom we seek. We desire bold, expository, biblical truth preaching that connects with the congregation whether churched or unchurched. We want passion for Christ from the pulpit, changed lives in the pews, and empowerment for evangelism beyond our doors.

People Skills - We seek a warm and welcoming person who enjoys being with God's people.

Team Building Ability - We seek a Senior Pastor committed to discipling and mentoring elders, deacons and the congregation, someone who knows his strengths and weaknesses and surrounds himself with people who complement these areas. We desire a pastor who believes in shared leadership, is a strong leader for staff, and can lead conflict management and resolution.

High Moral Character - We seek a humble person with a pastor's heart, who lives a transformed life and exemplifies faithfulness in relationships.

High Expectations - We desire to have someone help us continue to find what it means to be Christ's church in the world, someone who will help us further develop a downtown vision, and shows strong support for lay and youth ministries.

Compensation

We will offer a competitive compensation and benefits package.