

CHURCH PROFILE + LEAD PASTOR POSITION DESCRIPTION

*Tulare
Community
Church*



A MINISTRY OF THE REFORMED CHURCH IN AMERICA

This packet is designed for potential candidates for the Lead Pastor position available at Tulare Community Church. This packet provides an overview of the position, of our church, and the community at large, and is intended to help you prayerfully determine whether our church home might be a good fit for you as well. While much of the important information is in this packet, you will find more information on our website. Thank you for taking time to read the enclosed material. We hope you will find it helpful and that God will lead you in your pursuit of His will for your life. May God bless you and guide you in your search process.

In Christ,

Tulare Community Church Search Team



— Who We Are —

Tulare Community Church was founded by a determined group of 10 families in 1972. Over the last 46 years, we have grown to 255 families (combining members, committed disciples, and regular attendees) under the leadership of seven Senior Pastors. TCC is a member of the Central California Classis of the Reformed Church in America (RCA). Currently, we have an average Sunday morning attendance of 361 between our two campuses.

Our congregation sprouted from a Dutch/agriculture heritage, but has since expanded out from there. We have grown more diverse in the last decade, and feel called to minister to the changing community in which we live. Understanding that the Church is not a building but members of the Body of Christ, we are focused on growing and serving within the Body while also reaching out and serving in the community around us. In service to this focus, we have continually sought out ways to spread the name of Christ, not just through our various church plants, but also by investing in the lives of local residents and their children. We believe each individual member of the Body has been gifted by the Holy Spirit to participate in the Mission and Vision of our church, and are committed to helping them discover and grow their gifts.

We have two places of worship on our property. Both meet for a weekly Sunday service, where the Word of God is boldly taught. South Campus meets in the Worship Center at 8:30 am. Our Worship Center was renovated in 2006 and seats 530 people, with an outdoor covered patio area for fellowship before and after the services. North Campus meets on Sundays at 10:00 am in the Activity Center. We recently renovated the Activity Center, which has a full kitchen, and can seat over 550 people for community events, large worship services, etc. We have a separate building that houses our offices.

Throughout the week, we have various ministries and opportunities on our 5.5-acre campus for adults, youth and children.

TCC firmly believes in the importance of church, home, and school; and as such, is one of the founding and supporting churches of both Central Valley Christian School and Sierra Village Christian Retirement Community, both located in nearby Visalia, California.

Believing strongly that we are to be salt and light in our community, TCC started Reaching Higher in 2008. This is a community-based, youth outreach program that mentors and tutors at-risk kids. Reaching Higher has expanded to five sites across Tulare and is serving over 100 kids each day. Each summer we send approximately 80 of these youth to Christian summer camp.

With our vision to impact the communities around us, we have planted over 30 churches, including two church start-ups in Ensenada, Mexico. Many of our church plants are now self-sustaining and self-governing.

In 2016, we developed the Reach Out Team, with the purpose of intentionally serving and loving our community. The Reach Out Team has four main focus areas: continuing our long-time relationship with Love Inc., developing a relationship with the Tulare Police Department, “adopting” Roosevelt School, and continuing to support Reaching Higher.

We are excited about where God is taking TCC in this season!

TCC Guiding Principles

Mission Statement: Be disciples and make disciples.

Be one • Make one

Matthew 28:18-20

Essential Values:

Community of Worship – gathering with repentant hearts to worship God

Stewardship – becoming a surrendered people in alignment with God

Prayer – learning to listen and give to God in relationship

Word and Spirit – receiving the Kingdom for it to live through us

Mission – having eyes and hearts for the world as God does

Multiplication – equipping people and establishing the gospel for others

Sabbath Rest – seeking and celebrating the rest/peace of God's presence

Belief Statements (based on the Nicene Creed):

We believe that Jesus Christ is God, always was God, having no beginning, and that he is God's only Son.

We believe Jesus Christ was born outside of sin miraculously of a virgin and came in the flesh to teach us how to live out God's mission, and give his life to make a way for us to be reconciled with God.

We believe we were born into sin and that we need a Savior from this condition of being separated from God.

We believe Jesus died as the only solution for our sins and is a complete and sinless sacrifice for those who trust this very thing about him for their salvation.

We believe that Jesus was resurrected bodily to new life; that he ascended to heaven and is the only mediator (high priest) for us; that he and the Father sent the Holy Spirit as One just like Him so that we can live in his power, presence and authority; and that one day Jesus will return to judge the living and the dead and make all things new.

TCC Staff

Steve Duyst – Pastor of Care & Reach Out, Interim Lead Pastor

Ty Davis – Director of Operations & Expansion, Student Ministries & Director of Reaching Higher

Johanna Weerheim – CFO

Gwen Schrank – Director Children's Ministries & Connections

Shaun Davis – Director of Worship & Communication

Jake Pitts – Student Ministries Coordinator, Reaching Higher Site Leader

Shane Miller – Media & Story Producer

Lani Gorzeman – Worship Arts Coordinator (Part-Time)

Bekah Dykstra – Jump 56 Coordinator (Part-Time)

Darlene Wininger – Secretary (Part-Time)

Leslie Weerheim – Custodian, Events Coordinator (Part-Time)

Paul Sweeney – Custodian, Maintenance (Part-Time)

— Ministries For All Ages —



South Campus: Our 8:30 am Sunday morning service is designed with tradition in mind. This service has an introspective feel and provides a more classical worship experience.

North Campus: Our 10:00 am service is marked by its modern worship and missional focus. It celebrates a

wider variety of worship styles, more casual attire, and gears toward newer members and community outreach.



Kids' Church: During both of our Sunday services, our kids have the opportunity to attend a service with worship and teaching geared specifically to their level.

Mid-Week: Wednesday evening program for the whole family. Each week the church body comes together for a family dinner, followed by Bible studies and programs designed to best reach and teach each age group. Each week, dozens of community children are bussed onto our campus for this ministry.

TCC Kids: Birth through 4th Grade

TCC Teens: 5th Grade through 12th Grade

20's & 30 Somethings: Our Young Adult Ministry that gathers a few times a year to do life together.

Women's Ministries: A Tuesday morning and Wednesday evening bible study for all women.

Stephen Ministry: Stephen Ministry consists of compassionate and trustworthy well-trained Christians who walk alongside hurting individuals in a Christ-centered way. They faithfully listen, empathize, pray with and for the care receiver, providing one-on-one, high-quality, confidential care and support as long as necessary.

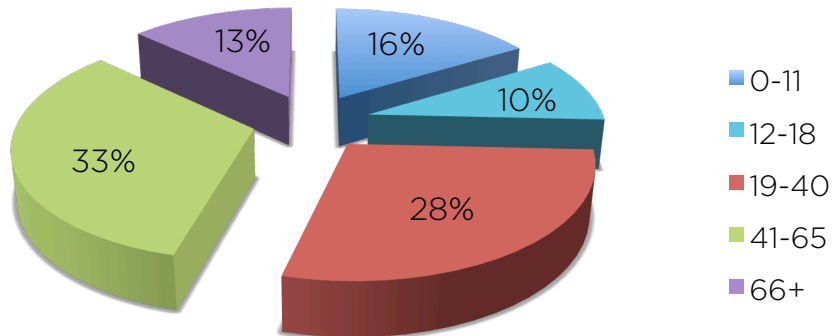
Reach Out Team: This group of leaders was formed with four focus areas in mind: Love Inc., Tulare Police Department, Roosevelt School, and Reaching Higher. This team also puts on events throughout the year that are designed to reach out into the community and show the love of Christ, as they listen and discern where God is calling them to go.

Vacation Bible Camp: Held each summer for Pre-K through 6th Grade, this two-week day camp has an emphasis on bringing in community children and sharing the love of Christ.

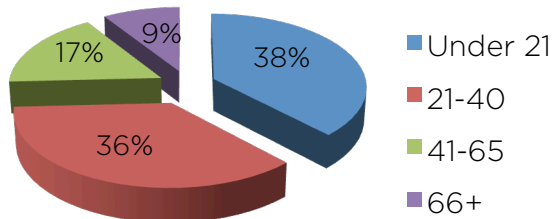
Reaching Higher: Our after-school outreach ministry for at-risk kids, K-12th Grade. Tutoring, mentoring, a meal, and bible stories are provided at each of our five sites.

Demographics

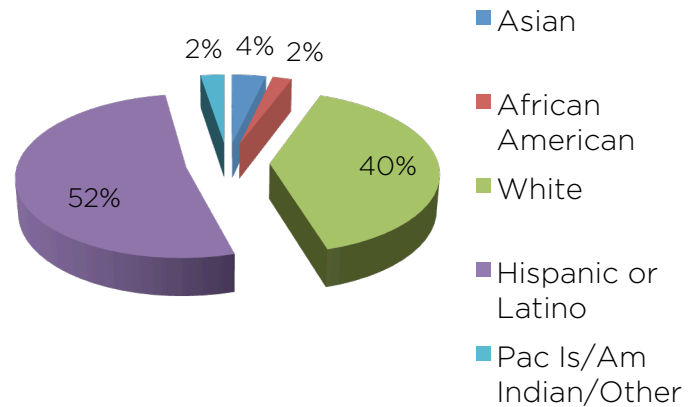
TCC Age Groups



Age Groups City of Tulare



Race/Ethnicity City of Tulare



City of Tulare

Population	60,109
Households	13,696
Median Age	29
Median Income	\$46,832
Median Home Price	\$205,000

Average Household Incomes

of Tulare

Average Household Income	\$65,142
Median Household Income	\$50,548
Per Capita Income	\$20,534

All City of Tulare data taken from 2010 Census.

— Lead Pastor Position Description —

Contributions

- **Preaching** and teaching in a dynamic fashion, convicting, guiding, and encouraging the church from a biblically-based foundation, through the power of the Holy Spirit.
- **Leading** to unify and equip the congregation and staff to fulfill Tulare Community Church's Mission and Vision to be disciples and make disciples (Matt. 28:18-20).
- **Developing** leaders and the congregation to be intentional about connecting and inviting all people groups and generations into Tulare Community Church's community of faith.
- **Modeling** for the congregation and community how to serve in ministry and mission with a servant's heart.

Responsibilities

- **Worship and Teaching**
Oversee and work in conjunction with the worship team for harmonious and inspirational worship experiences. Develop preaching series and build a Spirit-led, biblically-based teaching team.
- **Spiritual Leadership**
Seek to be a fully-devoted follower of Christ in your personal life, family, and relationships. Lead from a spiritual center with integrity and godly character. Cast the vision for evangelism and discipleship, speaking truth with grace while serving with the Elders for the unity, purity, and discipline of the church.
- **Equip Leaders / Build Teams**
Provide general oversight and leadership to the staff and Consistory. Identify, attract, lead, and equip leaders who will build gift-based, passion-driven ministry teams who are learning, loving, and serving to fulfill Tulare Community Church's mission.
- **Cultural Architect**
Lead the congregation to be future thinking and forward moving while honoring history, rooted relationships and treasured traditions. Nurture a caring congregation that lives out the Great Commission through the Great Commandment. Celebrate the diverse expressions of God's people for a united expression of Christ in community.
- **Build Bridges**
Regularly build bridges with those in the church, as well as with those in the community. Engage and encourage those in the larger Christian community, civic leaders, and those who work on the farms and in the marketplace to seek the welfare of the city.

Requirements:

- Candidates will demonstrate evidence of a personal and growing relationship with Jesus Christ, and will meet all the qualifications of an Elder found in 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:1-5
- Seminary graduate or other equivalent theological education
- Has served as a Pastor with staff leadership experience
- Believes, accepts, and supports the Mission and Vision of Tulare Community Church
- Values church planting and church planting movements
- Will preach a minimum of 30 Sundays per year
- Strong leader, highly adept communicator, a man of humble character, a team player who is prepared to listen first, and will continue to grow along with the church he leads

Relationships:

- Classis of Central California: Be a contributing member in good standing
- Board/Consistory: Be a visionary leader guided by their collective counsel and wisdom
- Staff: Oversee, lead, and develop a God-honoring, high-functioning team

Compensation

- Compensation includes salary, housing allowance, retirement, child education, and expenses. Insurance will go along side of RCA standards.
- Study Leave as approved by the Consistory.
- The Lead Pastor's salary will be commensurate with their experience. The Consistory will discuss those details at the appropriate time in the process.

— Application Process —

If you believe you can contribute to the next chapter of Tulare Community Church's story, we would like to hear from you.

A candidate will be considered when we have received the following:

- Letter of introduction and a picture
 - References: Minimum of 3 (We won't contact references without giving you prior notice.)
 - Resume
 - Link(s) or DVD(s) to view three sermons or other teachings
 - Completed questions (Please submit your brief responses to the following questions.)
1. How do you maintain your spiritual vibrancy and daily walk with Christ?
 2. What do you enjoy most about leading a Church? Why?
 3. Please tell us something personal about yourself. (i.e. hobbies/interests/etc.)
 4. If you had the ability to do anything in the world, what would it be and why?

Submission:

search@tccalive.org
(Please send in PDF format only)

OR

ATTN: Search Team
Tulare Community Church
1820 North Gem Street
Tulare, CA 93274

We will confirm receipt and contact candidates to determine next steps.