Our Church Profile provides summaries of our community, history, congregation and ministries. Immanuel CRC is excited to enter a new chapter serving God and his kingdom. Our past is rich in history and our future is full of promise. We are seeking a new Pastor who will journey side by side with us to fulfill God’s mission for our church.

As you review this information, please prayerfully consider if God is calling you to be our next Pastor. We trust the Holy Spirit will speak to you and guide you. Pray with us and for us as we listen to and discern the Holy Spirit’s direction for Immanuel CRC.
History of Immanuel Christian Reformed Church

Immanuel Christian Reformed Church is located in Ripon, California. The church is a member of the Christian Reformed denomination, and a member of the Classis Central California.

In 1946 a group of Dutch immigrants began looking to establish a second Christian Reformed Church in the town of Ripon, apart from the mother church. That same year Immanuel CRC church was built on the corner of Orange and 4th Street, where the church campus remains today.

Over the years Immanuel CRC has grown with the city of Ripon. Immanuel CRC is a strong supporting church to Ripon Christian Schools (K-12) and we look to be actively involved in the community through Adult and Youth Ministries. Currently, Immanuel’s Sunday morning worship service incorporates both traditional and contemporary worship elements. A Worship Director works with our Lead Pastor to plan our worship services.
Our Community

The city of Ripon is a relatively small community located in the middle of California's central San Joaquin Valley. The population of Ripon is about 16,613. This city was given the motto “The Jewel of the Valley” and prides itself on its traditional values, low crime rate, and access to many recreational activities. Students are served by five public K–8 elementary schools and one public high school. Ripon Christian Schools offer K-12 education as well. The climate of Ripon is typical of the Central Valley, with hot and dry summers and cool and moist winters.

Throughout the year, various organizations host annual events that provide activities for the whole family to enjoy. The Chamber of Commerce hosts an annual Almond Blossom Festival to celebrate the city’s agricultural identity. A wide variety of service organizations raise funds to support youth activities and improve the general welfare of the community. Giving back to the community is a high priority of the people of Ripon.

Ripon with its small-town atmosphere, is restful and friendly, but still offers a wide variety of activity within a couple hours drive. Day trips to San Francisco, Sacramento, the wine region, Monterey Bay, Yosemite, Lake Tahoe and the mountains on the coast or the Sierras are just a few of the options providing a wide-range of entertainment and outdoor activities.

Ripon has a high concentration of churches. There are 13 churches, three of them being Christian Reformed, one Reformed and one United Reformed Church. All five of these churches are supporters of Ripon Christian Schools.
Ministries and Community Connections

Congregational Care

*Shepherding program — An intentional method of connecting with and caring for our members at Immanuel CRC. Shepherd leaders connect with individuals in their group on a regular basis through a visit, email, text, card, or conversation, seeking to be good listeners, to develop relationships, and to be available in times of need.

*Compassion Elder — A person with gifts for mercy, compassion and encouragement and a desire to come alongside others to seek their well-being by listening, encouraging and supporting. This elder will primarily focus on visiting the homebound, the hospitalized and senior members who desire elder contact.

*Compassion Deacon — A person with gifts and passion for mercy and benevolence who is able to work with the Shepherding Team to oversee and deliver concrete expressions of mercy and benevolence to anyone in our shepherd groups.

*Service Deacon — A person with gifts and passion for service who is able to work with the Outreach Team to mobilize Immanuel CRC’s local and global response to disaster and development needs.

*Helping Hands — A group of volunteers who, on a monthly basis, coordinate the provision of meals, rides, and help with household tasks and other needs that become known to them through the Immanuel family.

Children’s and Student Ministries

* Children’s Worship — Children ages 3 through 2nd grade meet for their own time of worship during part of the weekly morning worship service.

*Church School classes are available for those in grades PreK through 12, after church on Sunday mornings.

*GEMS — a club for girls in grades 3-8 who meet midweek for worship, fellowship, and encouragement in developing a living relationship with Jesus.
*CADETS — A club for boys ages 3rd through 8th grade, teaching them about Christ’s love and their growing in their relationship with Him. Boys learn valuable skills through fun activities and the earning of merit badges.

*IM209 — Groups for middle school and high school students. Leaders come alongside to support and help grow teenagers into firm Christian believers and leaders through Bible study, discussion, fun, and fellowship.

**Adult Ministries**

*Friendship Club — Adults with special needs meet bi-weekly for conversation, activities, and prayer.

*Adult Education — Educational classes for all adults, at various times of the year.

*Coffee Break — Weekly Bible study for women, with morning or evening option. Includes nursery during the morning sessions, as well as Story Hour for preschoolers.

*Morning Seekers — Small group Bible study for women to learn from the Bible, get to know each other, and be challenged in their faith walk.

*Seasoned Saints — A Bible study for those 65 and over, traditionally led by the pastor.

*Men’s Bible Study — Men’s weekly meeting for Bible Study and fellowship.

*Let’s Connect — A ministry that encourages the development of meaningful relationships among the women of Immanuel CRC by planning events that allow for social connections and spiritual growth.

*The Orchard Men’s Ministry — A ministry that plans social, community building and service events during the year for the men of Immanuel CRC.

*Women in the Word — An evening small group Bible study for women to learn from the Bible, get to know each other, and be challenged in their faith walk.

*2030 Small Group — A small group of young adults looking to create and maintain a sense of belonging with each other and their community.

*Book Club — A group that meets monthly to discuss pre-selected books.
**Music Ministries**

*Choir — A diverse group of singers who want to give glory to God through song, using various styles of music. They meet together in preparation for 4-6 weeks prior to celebratory events such as Easter and Christmas.

*Chimes — A group of music-loving volunteers who enhance our worship through the use of chimes in our church service music at various times of the year.

*Worship Team — Groups of adult and teen vocalists and musicians who help lead our morning worship service each week.

**Community Connections**

*Family Promise — Members of Immanuel help provide meals and lodging at church during Host Weeks to local families experiencing homelessness who are seeking support to become independent through the Family Promise Network.

*Trunk or Treat — An annual event that allows Immanuel Members the opportunity to interact with families in our community.

*Love Ripon — Immanuel CRC is a supporter of this community-wide volunteer day. People volunteer and engage in a variety of projects, including offering food to the hungry, visiting convalescent homes, donating blood and working in city parks and schools, among other opportunities.
Lead Pastor Job Description

Administration
➢ Works with the staff team to lead and implement the ministries of Immanuel
➢ Leads the Staff Team in weekly meetings to provide:
   • mutual accountability
   • support and direction
➢ Serves as a member of the Governing Council, Administrative Committee, Education Committee, Worship Committee and Shepherding Team
➢ Works with the Church Administrator and the Governing Council Chair to establish monthly Admin Committee and Governing Council meeting agendas
➢ Encourages the congregation to use their gifts to serve the church and community
➢ Gives monthly reports of his work to the Governing Council

Preaching, Teaching, and Worship
➢ Preaches and/or leads regularly at worship services, including special holidays and services established by Governing Council
➢ Works with the Worship Director to plan and lead worship
➢ Ensures leadership training for those involved in worship
➢ Teaches New Membership classes, Adult education classes, and other faith formation groups as determined in consultation with the Education Committee

Governing Council
➢ Works with the Council chair to provide leadership to the Governing Council
➢ Works with the Governing Council to cast vision for the ministry of Immanuel
➢ Works with the Elders to oversee the faith and life of Immanuel Church
➢ Participates in the ongoing work of the Elders and Deacons where needed
➢ Strives to provide training for Elders and Deacons as needed
➢ Works with a Nomination Team on an annual basis to secure needed office-bearers

Pastoral Care
➢ Provides pastoral care through personal visits as appropriate, particularly in times of crisis, hospitalization and death
➢ Guides the Care Elder in the work of prayer and visitation for members
➢ Provides pre-marital counseling and officiates at weddings as requested
➢ Conducts funerals and grief counseling upon request
➢ Works with the Shepherd Elder, District Shepherds, and Shepherd Leaders to maintain a contact ministry of prayer and support for every member of the church

Denominational Work
➢ Represents the congregation as part of a team (Elder, Deacon, Pastor) at Classis meetings
➢ Engages in Denominational work (e.g., Synod, Committees, Classical Committees/Duties) with the approval of the Governing Council
Application Process

If you believe you can contribute to the next chapter at Immanuel CRC and would like to enter the search process, we would like to hear from you.

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

- **Letter of Introduction**
- **3 to 5 References** – Please include personal and professional (We will not contact references without giving you prior notice).
- **Resume**
- **Link(s) to view two or three sermons or other teaching venues**
- **Please submit a brief response to the following question:**
  - We recently sent out a survey to our congregation asking what they hoped the vision of Immanuel would be in the next 5-10 years. Ninety percent of our congregation told us they felt people attended Immanuel CRC because of the fellowship and community we have at Immanuel. They also told us that two of the biggest areas that could use the most improvements were 1) First impressions and retention and 2) Connecting with younger generations. It was also important to our congregation that we don’t grow by having members switch churches, but by reaching out to the community and building relationships with those who do not currently have a church home. After reviewing the detailed profile, the position description and the website, how do you believe your specific gifts, experiences and calling might fit Immanuel CRC?

Send your application material to:

**Visionteam@immanuelcrc.org**

Please submit all written documents as PDF files. For additional information or questions, please contact Craig Kootstra at the above email address.

We will receive applications until a qualified applicant has been selected.

Incomplete profile packages will not be considered until all information has been received.