



<http://www.evfreefullerton.com>



# Opportunity Profile

## Senior Pastor

Presented by

Bruce Dingman, President

Dr. Rich Kidd, Vice President



## INTRODUCTION

Since its beginning in 1955, God has blessed the people and the work of the First Evangelical Free Church of Fullerton in amazing ways. Rich in kingdom stories and poised for exciting new ministry opportunities ahead, EvFree Fullerton is seeking its fifth Senior Pastor.

How can one best tell the story of God’s provision and grace to this local church family? On Sundays, the family gathers to celebrate God’s goodness, welcoming 3,000 adults in worship, along with 500 youth and 1,000 children. During the week, the campus of EvFree Fullerton hums with a constant flow of people and activities—beginning in the morning with parents from the community bringing their kids to the preschool and ending in the evening with a variety of groups and classes. This dynamic fellowship has been active for decades as God grew it to meet the needs of the community. A history of generosity inspired by God’s goodness is reflected in their annual general fund budget of \$7.75 million and an extensive campus with lots of potential for future ministry. EvFree Fullerton is a home where families grow together and a place that connects all generations to the Good News of Jesus Christ.

This vibrant church with historic roots looks forward to their next Senior Pastor: a Bible teacher who will communicate, lead, unify, and love with the heart of a shepherd, both within the church and outward to the community.

## EvFree Fullerton CHURCH PROFILE

*Thankful for the past, embracing the present, and hopeful for the future*

### THANKFUL FOR THE PAST

#### ***Wes Gustafson***—Foundation of discipleship, sacrifice, and missions

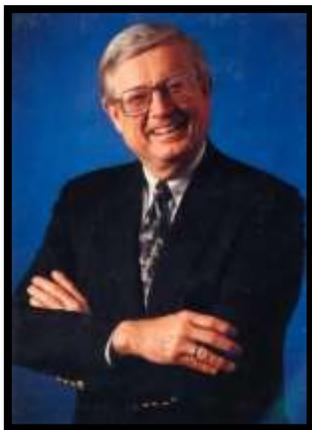


In the spring of 1953, the Los Angeles Free Church saw the need for a church in Orange County, and committed \$10,000 to establish one. On September 11, 1955, thirteen families planted EvFree Fullerton and held its first service in the Veterans of Foreign Wars building dubbed “The Green Monster.” Following the regular VFW Saturday night dance, folks came early on Sunday morning to help clean-up the ashtrays and liquor glasses before church.

Soon, with some members even mortgaging their homes, the congregation purchased a 1,500 square foot former Mormon ward building for \$40,000. They called Wes Gustafson from Free Church Missions and InterVarsity Christian Fellowship to be the first Senior

Pastor. The little church grew and a series of building programs ensued. The church members made many sacrifices. In fact, at one point, the sanctuary had hard wooden benches, no heat, and only canvas for walls! Within a few years, the church helped start daughter churches in Garden Grove, Yorba Linda, Diamond Bar, Orange, and Huntington Beach. During this time, EvFree Fullerton's core characteristics of discipleship, sacrifice, and world missions were established. By the time Wes Gustafson left in 1969, the church had grown to Sunday worship attendance of nearly 1,000 people.

### ***Chuck Swindoll***—Exceptional preaching and a team of leaders



The church called 37 year old Chuck Swindoll as their next pastor in 1971. Chuck's strength was founded in his exceptional skill as a Bible teacher. He had a warm, pastoral style from the pulpit, and the ability to glean principles from the Scriptures and convey them with penetrating illustrations. Chuck gathered a highly gifted and capable team of staff and volunteers, and delegated the responsibilities of administration, visitation, and counseling so he could invest the majority of his time in pulpit ministry and shepherding the staff. Before he left in 1994 to become President of Dallas Theological Seminary, Chuck had become a leading voice in the evangelical church in America, giving EvFree Fullerton and its expanding ministries a national platform.

During Chuck's time, the church initiated an ambitious building campaign to construct the facility the church occupies today. An 11.6 acre parcel of land was purchased at the corner of Brea Boulevard and Bastanchury Road in Fullerton, and construction began in 1977 on a 5-building campus including a 41,000 square foot sanctuary building and chapel, staff offices, classrooms, amphitheater, and gymnasium. The first services were held in this new facility in the spring of 1980. In addition, the church purchased a property across the street which became its North Campus—home to High School, Junior High, and other ministries.

### ***Dale Burke***—Enhancing the priesthood of believers and lay leadership

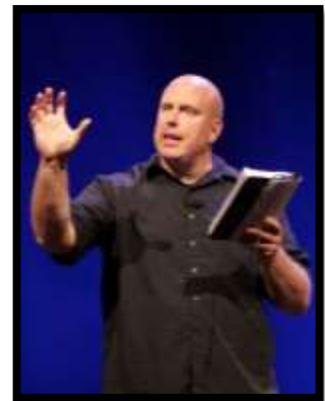
In 1995, Dale Burke was called to be EvFree Fullerton's third Senior Pastor. He provided a fresh vision to facilitate new kingdom initiatives and mobilize the congregation while respecting and building on the historical strengths of the church. He conveyed accessibility from the pulpit, and later brought in a second preaching voice to target younger people. Looking to the future, the church expanded its facilities, constructing the Commons multi-purpose building and the three-story



parking garage to prepare to reach the next generation. The Rolling Hills 50-unit apartment complex across the street was also purchased during this time. Global outreach initiatives such as Africa Hope and Love Morocco sent hundreds of church members to various African nations to build schools and churches, support in-country missionaries, and share God’s love with some of the poorest of the poor. Dale also grew the church’s community involvement and outreach through programs such as Serve Day and Grace Works, and significantly expanded lay leadership for shepherding and congregational care. Dale served until 2010.

### **Mike Erre—Outstanding teaching and expanding community engagement**

Mike Erre was called to pastor the church in 2012, and saw an immediate and overwhelming need for the church to reach the local community with the gospel. To that end, he established relationships with other local churches, municipalities, the government, and helped to form the non-profit OC United. This gave EvFree Fullerton an unprecedented opportunity to provide gospel-centered ministry off campus and collaborate with local businesses and organizations. His continued focus on relevant, exceptional, expositional teaching—together with a renewed passion to reach the next generation—resulted in growth from 2,500 to over 4,000 adults in Sunday worship attendance. This growth coupled with rapid and significant change required a collaborative leader who could unite the congregation in a common vision, effectively manage change, and shepherd all generations. In the end, Mike felt he was not the one to lead EvFree Fullerton into the future. Mike’s last Sunday was in September, 2015.



## **EMBRACING THE PRESENT**

Today, EvFree Fullerton is a multi-generational family *following* Jesus as disciples, *connecting* with others as a part of spiritual community, and *going* into the world as missionaries. Together with the church’s vision statement, these three mission initiatives of “*follow, connect, go*” set the overall direction for both the budget and the staff. As individuals, the people of EvFree Fullerton have been shown grace and extended salvation from God. As a community, they are united by their identity and enriched by their ethnicity, background, and diversity of age (some families have as many as four generations worshiping together on any given Sunday!). They believe church is who they are, not where they are.

## MINISTRY DISTINCTIVES

### *Follow:*



- Sunday services. There are three morning services, each marked by solid biblical teaching and worship. The average attendance is 1,000 adults per service.
- Worship. Unity is encouraged by integrating all generations together in worship, which includes praise songs and hymns, plugged and unplugged instruments, a mix of musical styles, and a variety of ensembles. Worship at EvFree Fullerton offers something new and something familiar each week. The church family is at its best when grandparents, parents, and children are all able to engage their mind's attention and heart's affection in passionate, God-centered worship.
- Prayer. EvFree Fullerton has an active email prayer team, various prayer teams who meet regularly throughout the week, and Elders and other intercessors who are available after each service for prayer.



**Connect:**



Host Ministries. This ministry welcomes guests and establishes connectedness through serving opportunities such as Communion Teams, Traffic Team, guest welcome and follow-up, weddings, memorials, and other events. Each warm welcome is done with a desire to help draw others closer to Jesus.

- Community Groups. Each week, over 1,200 adults meet in 23 Sunday Community groups, and many others meet in homes in mid-week community groups. These groups are caring communities of people who meet to strengthen and challenge one another to reflect the character of and participate in the mission of Jesus.
- Rooted. Over 1,000 people have gone through the life-changing 10-week “Rooted” spiritual growth experience. Rooted facilitates fresh encounters with God, His Word, and the purpose He has for His people.
- Women’s Ministry. Over 1,000 women come to the campus each week to participate in MOPS, prayer groups, Bible studies with live teaching, mentoring groups, and support groups.
- College/Young Adult Ministries. The college and young adult ministry recently began a Sunday evening event, with over 115 attending on the first night.
- Student Ministries. Many families will say that one of the things that brought them to EvFree Fullerton was the vibrant student ministry for junior high and high school students. Over 500 of these students attend Sunday services and mid-week activities, with scores serving in the community and participating in local and international mission trips. The goal of student



ministries is to see students live lives that make much of Jesus!

- Children's Ministry: The EvFree Kids ministry (birth-6<sup>th</sup> grade) provides valuable resources and activities to parents to assist them in the journey of Christian parenting, and on Sundays sets the stage for the Holy Spirit to speak to the children. EvFree Kids believes that no matter what stage of life these kids are in, the Holy Spirit wants to work in their hearts.
- Senior Adult Ministries. Senior Adult Ministry works with people in this stage of life, helping them grow in their faith, relationships, and ministry. Closer Walk is a mid-week study with several hundred seniors in attendance.
- Marriage Ministries. "Thriving Relationships" offers a variety of resources and classes for healthy couples desiring to go from good to great, for hurting couples in need of hope and encouragement, for premarital preparation (including marriage coaches), for stepfamilies, and an off-campus class reaching out to the community teaching healthy relationship skills for individuals and couples.
- Peer Counseling and Support Groups. Over twenty support groups provide encouragement and healing for those tackling issues such as mental illness, domestic violence, abortion, divorce, foster care and adoption, and more. In addition, over 100 members have been trained in spiritual counseling principles and are equipped to provide support and counseling services through the Peer Counseling program.
- Special Needs Ministry. This ministry includes: Sunday morning life groups for children, teens, and adults with mild to severe disabilities; HoopStars community basketball league for players with disabilities; Rainbow Express one-week Vacation Bible School type day camp for students with special needs and their peers; and a beloved Christmas performance by students in the Special Needs ministry.



**Go:**



- **Front Door Experiences.** Key outreach events encourage members to invite friends and neighbors to become acquainted with the church. In 2016, these included the Good Friday Service, Easter, an Angels baseball game, a Family ministry picnic, and VBS. The biggest planned community event this year is called “Christmas Blvd,” reaching out to the community to experience a walk through Bethlehem. The church is praying for 10,000 people from the surrounding area to attend the “Christmas Blvd” event, many of whom will be visiting the campus for the first time.
- **OC United and Unite for Cities.** A major initiative of the church is the non-profit OC United. Launched in 2013 as an extension of EvFree Fullerton’s ongoing efforts to serve the homeless, at-risk children, and its neighbors, OC United has provided an unprecedented platform to impact the city. In 2016, the Unite for Cities movement involved over 6,500 people from more than 100 local churches and schools, local businesses, and city government in a simultaneous six city, one-day service party.
- **Global Missions and Training.** Love Europe, the 2016 Global Missions initiative, sent over 200 people to Europe on 25 short term teams, with hundreds more answering the call to Pray, Give, Go, and Adopt. Teams also traveled to Rwanda and Vietnam, continuing multi-year relationships. Additionally, the church currently supports 71 Career Missionaries on five continents. And for those pursuing a career in missions, EvFree Fullerton’s Missionaries in Training group meets monthly to provide instruction,



mentoring, and prayer support for dozens of future missionaries who are presently in this group.

- Local Missions. Throughout the year, people from the EvFree Fullerton community serve the homeless as part of the Acts of Kindness ministry, spend a week as counselors at Royal Family Kids camp for kids in the foster care system, tutor and mentor at-risk kids at Maple Elementary School, and serve meals to families living in local motels. The International Student ministry is dedicated to befriending and supporting the over 2,000 international students in the Fullerton area attending local colleges and universities. In addition, programs such as “Come (to my) Home For Christmas” and “Vacation Bible School Backyard Blitz” help people build community and talk about Jesus in their own neighborhoods.

## HOPEFUL FOR THE FUTURE

Over the past few years, EvFree Fullerton has struggled to find a balance between reaching younger age groups and positioning the church for future growth, while remaining a community where both older and younger generations can grow and thrive together. This struggle has led to challenges in unity, identity, and direction. To meet these issues honestly and openly, the Elders conducted a four-month listening tour, hosting congregational meetings, meeting individually with members, and listening intently to the EvFree Fullerton community. A church-wide survey was also conducted to assess the needs and the heart of the people. Through this time of listening, confessing, healing, and restoration, God’s grace and faithfulness to EvFree Fullerton has been made evident in a fresh way.

With a strong history of biblical preaching and teaching, a dynamic community of Christ-followers who have grown together in ministry over the decades, vibrant student and children’s ministries, and a robust outreach to local and global neighbors, EvFree Fullerton seeks God’s continued favor as it looks to the future. This community is praying for a shepherd who will love them and lead them in their call to follow Christ, connect with other believers, and go out into the neighboring communities to share the Good News of God’s extravagant love.

## POSITION DESCRIPTION

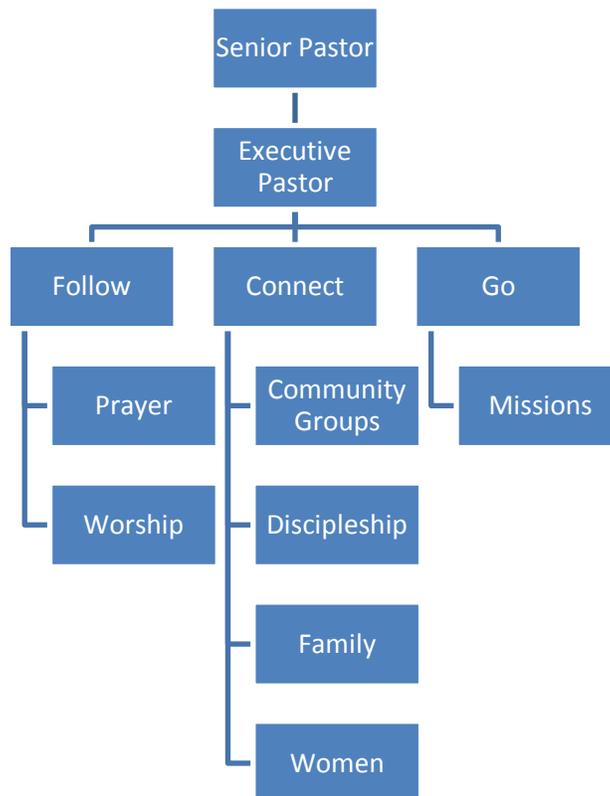
The Senior Pastor of EvFree Fullerton will provide the directional leadership for the church and work with the Elders to develop and articulate the vision, mission, values, and ministry initiatives, which in turn will guide ministry decisions and priorities regarding staffing, programming, and budgeting. The Senior Pastor is empowered to manage and direct the staff, resources, and ministries of the church, as agreed-upon by the Elder Board, to accomplish the mission and set the long-term direction of the church.

EvFree Fullerton is organized in a congregational church structure. Under this structure the

congregation has the highest level of authority in the church, and is directly involved in a few key strategic decisions. While the church values collaboration when making key decisions, the congregation delegates most of this authority to the Elder Board. This Board is composed of eight to ten elected Elders, the Senior Pastor, and the Executive Pastor, and is responsible to ensure appropriate direction and oversight. The Senior Pastor oversees the Executive Pastor.

In the current structure, the Senior Pastor and Executive Pastor oversee the Strategic Team which currently includes the areas of Worship, Missions, Groups, Family, Women, Discipleship, Interns, and Prayer. The staff reports to the Executive Pastor through those department heads. The current staff and volunteer leaders of EvFree Fullerton consists of 24 Pastors and Ministry Directors, 70+ Support Staff, 20+ Preschool teachers, 10 interns and six ministers in training, 15 Ministry Lead Teams, and scores of Ministry Teams.

### CURRENT STAFF ORGANIZATION CHART



## QUALIFICATIONS

The candidate will most likely have experience as a Senior Pastor at a large, multi-service or multi-campus church, with weekend worship attendance of more than 1,500 adults and a contemporary or blended style of worship. Alternatively, the candidate may be a teaching pastor in a larger church, or be serving in some other leadership role which has prepared him for this role as Senior Pastor.

### *Life Standards*

The Senior Pastor, in accord with the EvFree Fullerton constitution, “shall be a man of true Christian experience and established character. He shall qualify for his office according to the standards of I Timothy 3:1-7, and operate in a manner consistent with the Senior Pastor Empowerment, Responsibilities, and Limitations policy, as approved by the Elder Board.” He should fully support the Statement of Faith of the EvFree Fullerton Church (see below).



### *Core Competencies for the Senior Pastor—a leader of leaders*

A successful candidate for Senior Pastor will be, first and foremost, an exceptional biblical communicator whose expository teaching will reflect Christian character of depth and integrity, and will demonstrate full alignment with the church’s doctrine and practice. And, with various degrees of giftedness, be:

- A shepherd who knows the condition of the flock and can bring God’s Word to them with warmth, and in a way that is straightforward and vulnerable; one who is personable and loves the congregation.
- A visionary who is able to connect to all generations; appreciative of the church family’s rich history yet desiring to remain relevant to future generations of Christ followers.
- An experienced leader with the demonstrated ability to work with a large group of congregational leaders and gifted staff in mutual submission toward a common goal.

In addition to these core competencies, the following qualities would help a candidate become most successful in this role as Senior Pastor:

## ***Desirable Qualities***

- Has ten to twenty years of pastoral experience, has worked with churches that have developed diverse and effective ministries, and has ten to twenty years left to give as a Senior Pastor.
- Earned a four-year college degree and a Master of Divinity degree. An earned doctorate would be an additional positive qualification.
- Has the skill to mentor and coach leaders to become more effective in their own ministries and calling, and possesses the Emotional Intelligence (EQ) to motivate others as needed in each situation.
- Has the humility to “know what he doesn’t know” and looks to others to minister in areas where they are strong and he is weak.
- Conveys authenticity, transparency, and humility—and even brokenness—in his preaching and his daily walk. Views himself as “chief among equals” with his staff team.
- Engages diverse people and groups, and has the heart of an ambassador, sharing vision with various constituencies in order to achieve buy-in on long range initiatives.
- Is secure and confident in his own calling, treasures constructive feedback, and creates a high-functioning, collaborative team. This translates into patience and proven character that exhibits a “let’s go together” style of inclusive collaboration.
- Envisions a long-term commitment, as the Lord leads, to see EvFree Fullerton grow into the future God has for it.



## THE FULLERTON AREA

Fullerton, California is a prosperous city of 135,000 in north Orange County (population of 15+ million within a fifty mile radius). Located just 35 miles east of Los Angeles (and 7 miles north of Disneyland), its two largest employers are educational institutions and medical providers. Each day, over 50,000 people drive to Fullerton to work or study at its four colleges and universities. Fullerton has become a popular destination for people, young and old, who are attracted by its many restaurants, recreational activities, arts, historic architecture/atmosphere, and educational opportunities. Fullerton's downtown features museums, art, parks, and unique specialty restaurants, and is located approximately two miles from the EvFree campus. Living here gives people access to big-city resources while enjoying the beauty of a hometown environment. One could literally go to the beach in the morning, the mountains in the afternoon and the desert in the evening.

Church ministries draw people primarily from contiguous cities, but also from cities throughout Orange, Riverside, Los Angeles, and San Bernardino Counties.



### ***Nearby Colleges and Universities***

The California State University in Fullerton has the second largest campus population of the CSU system at 39,000 students, and is the largest school in town. Within walking distance from Cal State Fullerton resides Hope International University, a private Christian university with a peaceful and architecturally unique campus. Fullerton College, a community college, is right in town, and prepares over 22,000 students a year for workplace development. In addition, Marshall B. Ketchum University (college of optometry, physician assistant studies, and pharmacy) is in Fullerton as well. Each of these campuses is within 3 miles of the church. Nationally ranked Biola University and Talbot School of Theology are located in nearby La Mirada and have historic ties with EvFree Fullerton.

## THE SEARCH AND SELECTION PROCESS

EvFree Fullerton has retained The Dingman Company to assist the Search Committee in this effort. The Dingman Company will explore a broad network of individual and organization contacts to suggest potential candidates to the Search Committee. Any pastor who wishes to investigate this opportunity of service should contact either Bruce Dingman (Western U.S.) or Dr. Rich Kidd (Eastern U.S.) to exchange preliminary information and begin the process (see contact information below).

This thorough search will include consideration of numerous names and subsequent review of resumes. Those moving forward will be interviewed in person by either Bruce Dingman or Rich Kidd. Next, references and backgrounds will be checked, degrees verified, and an extensive candidate profile will be prepared. The Search Committee and The Dingman Company are committed to confidentiality throughout the process.

All involved in this search and selection process are completely dependent upon the Lord and His timing to find the man for this important role. In faith, the Search Committee and the Theology Group look forward to interviewing the top candidates (and spouses) in the coming months. The Theology Group is responsible to ensure that the candidates fully support EvFree Fullerton's statement of faith and teaching positions. These meetings will be conducted under strict guidelines for maintaining confidentiality. Soon after that, the top candidate and spouse will return to Fullerton and meet with the Elders and staff. During this time, the candidate will have the opportunity to preach and meet the congregation. The chosen candidate for Senior Pastor will then be recommended by the Search Committee to the Pulpit Committee and Elder Board, who will then present that single candidate to the congregation for approval.

The church is an equal opportunity employer and does not discriminate based on race, age, color, national origin, or physical handicap. As a religious non-profit organization, EvFree Fullerton will make employment decisions based on biblically-based theological faith and practice, as will The Dingman Company as EvFree Fullerton's agent.

The Dingman Company respects the need for confidentiality of information supplied by interested parties and assures them that their backgrounds and interests will not be discussed with anyone, including our client, without their prior consent, nor will reference contacts be made until mutual interest has been established.

The Dingman Company, Inc. is a retained executive search firm devoted exclusively to serving our clients in matters of executive selection. We are a generalist firm that has served the business world nationwide since 1979. While many of our assignments are in the corporate sector, due to our Christian faith, we also serve many non-profit organizations in the Christian community.

**For further information or to apply for this position, please contact:**

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The **Vision** of EvFree Fullerton: *to develop, empower and release kingdom people and kingdom communities into missional engagement in their spheres of influence.*

## STATEMENT OF FAITH

*As members of this church, we believe in the following:*

1. The Scriptures, both Old and New Testaments, are the inspired Word of God without error in the original writings, the complete revelation of His will for the salvation of men, and the divine and final authority for all Christian faith and life.
2. There is one God, Creator of all things, infinitely perfect and eternally existing in three persons: Father, Son and Holy Spirit.
3. Jesus Christ is true God and true man, having been conceived of the Holy Spirit and born of the virgin Mary. He died on the cross as a sacrifice for our sins according to the Scriptures. Further, He arose bodily from the dead, ascended into heaven where, at the right hand of the Majesty on High, He is now our High Priest and Advocate.
4. The ministry of the Holy Spirit is to glorify the Lord Jesus Christ and, during this age, to convict men of sin, regenerate the believing sinner, indwell, guide, instruct and empower the believer for godly living and service.
5. Man was created in the image of God but fell into sin and is therefore lost, and only through regeneration by the Holy Spirit can salvation and spiritual life be obtained.
6. The shed blood of Jesus Christ and His resurrection provide the only ground for the justification and salvation for all who believe, and only those who receive Jesus Christ by faith are born of the Holy Spirit and thus become the children of God.
7. The personal, premillennial and imminent return of our Lord Jesus Christ is our “blessed hope” and has a vital bearing on the personal life and service of the believer.
8. There will be a bodily resurrection of all the dead—of the believer to everlasting blessedness and joy with the Lord and of the unbeliever to judgment and everlasting, conscious punishment.
9. The true church is composed of all such persons who, through saving faith in Jesus Christ, have been regenerated by the Holy Spirit and are united together in the body of Christ of which He is the Head.
10. Water baptism by immersion soon after accepting Christ as personal Savior is a testimony of death to sin and resurrection to a new life. The Lord’s Supper is a memorial service setting forth in a sacred and symbolic manner the death of the Lord Jesus Christ; all true believers and only believers should share in it.