



ASSISTANT PASTOR/ DIRECTOR OF DISCIPLE MAKING

MEET FIRST PRESBYTERIAN CHURCH - FRESNO

First Presbyterian Church is a church in the heart of Fresno with a heart for Fresno. It's been this way since the official launch of the congregation in 1884. We have always been a congregation with a longing to see our city transformed by the Gospel of Jesus Christ. That's why we deeply value Christ-centered, transformational relationships, partnerships, and leadership.

We're a congregation that loves to be connected with one another and within our city. We're not satisfied with being multigenerational—we desire to be intergenerational. Authentic relationships are powerful. And when centered in Christ, they foster personal and corporate transformation. So, we're a congregation constantly working to help long-time congregants connect with newcomers, while also encouraging all congregants to connect authentically with neighbors and friends who don't yet know the grace of Jesus.

We're a congregation that loves to partner with other churches and ministries for the sake of the Gospel in our city and world. So, we don't do our own vacation bible school for our kids—we work together with a team of proximate churches and ministries to run City Bible Adventure for our community. We share our campus with Hope Now For Youth, a ministry focused on redeeming men and women from the bondage of the gang lifestyle. We participate with more than 80 other churches in our city for an annual season of prayer and fasting. We host events for ministry partners who don't have the same kind of space that we do. And, our people are connected and serving with ministries and organizations around our city in the name of Jesus.

We're a congregation that loves to develop and support Christian leaders who can use their influence for sake of the Gospel in their homes, neighborhoods, workplaces, and community. So, we work hard to engage the congregation in ministry leadership. We, like other Presbyterian churches, are led by a community of elders and deacons who have been selected from the congregation by the congregation. We hire young adults, mostly students, to serve as Summer Staff and Worship Interns. And for the last 25 years, we've used a four-plex on our church campus (The Pink House) to host dozens of young adults for a 9-month residential discipleship experience in the heart of the city. This is First Presbyterian Church Fresno. We stand today on the wonderful and faithful stewardship of those who have gone before with a keen sense of the new things that God is doing in our midst - with a newly articulated vision and mission to guide us and with a fresh passion to reach the next generation of people who are working, living, and investing in downtown Fresno. We are, and we long to be, even more, a church in the heart of the city with a heart for the city.

WHO WE ARE

Vision

In Fresno, as it is in Heaven

Mission

In response to the grace and sacrifice of Jesus, our mission is:

- Loving God
- Loving Neighbors
- Making Disciples
- Pursuing Shalom

Core Values

- Transformational Relationship
- Transformational Partnership
- Transformational Leadership



Essentials of our Faith (As stated by the EPC) - <https://epc.org/>

- We believe in one God, the sovereign Creator and Sustainer of all things, infinitely perfect and eternally existing in three Persons: Father, Son, and Holy Spirit. To Him be all honor, glory, and praise forever!
- Jesus Christ, the living Word, became flesh through His miraculous conception by the Holy Spirit and His virgin birth. He who is true God became true man united in one Person forever. He died on the cross a sacrifice for our sins according to the Scriptures. On the third day, He arose bodily from the dead, ascended into heaven, where, at the right hand of the Majesty on High, He now is our High Priest and Mediator.
- The Holy Spirit has come to glorify Christ and to apply the saving work of Christ to our hearts. He convicts us of sin and draws us to the Savior. Indwelling our hearts, He gives new life to us, empowers, and imparts gifts to us for service. He instructs and guides us into all truth and seals us for the day of redemption.
- Being estranged from God and condemned by our sinfulness, our salvation is wholly dependent upon the work of God's free grace. God credits His righteousness to those who put their faith in Christ alone for their salvation, thereby justifying them in His sight. Only those who are born of the Holy Spirit and receive Jesus Christ become children of God and heirs of eternal life.
- The true Church is composed of all persons who through saving faith in Jesus Christ and the sanctifying work of the Holy Spirit are united together in the body of Christ. The Church finds her visible, yet imperfect, expression in local congregations where the Word of God is preached in its purity and the sacraments are administered in their integrity; where scriptural discipline is practiced, and where loving fellowship is maintained. For her perfecting, she awaits the return of her Lord.
- Jesus Christ will come again to the earth - personally, visibly, and bodily - to judge the living and the dead and to consummate history and the eternal plan of God. "Even so, come, Lord Jesus." (Rev. 22:20)
- The Lord Jesus Christ commands all believers to proclaim the Gospel throughout the world and to make disciples of all nations. Obedience to the Great Commission requires total commitment to "Him who loved us and gave Himself for us." He calls us to a life of self-denying love and service. "For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand that we should walk in them." (Eph. 2:10)

MINISTRY PROGRAMMING

KIDS

At Kingdom Kids, we believe that parents are the primary disciples of their children, and we desire to support you in this important responsibility. We provide materials for the parents to help disciple their children at home. Our Sunday School teachers are dedicated to sharing Christ through Bible lessons, activities, prayer, and relationships. Our prayer is for each child to put their complete trust in Jesus so that they may be changed from the inside out. As a church, we desire that each child would love Christ more every day, glorify Him in all that they do, say, and think, and have a burden to share the love of Christ with others.

- **Nursery** | The Nursery is open to children from birth to age 2 on Sundays during 9:00 AM and 10:45 AM. It is staffed by a group of background-checked volunteers who want to share the love of God with each and every child. Infants and toddlers enjoy age-appropriate toys that are sanitized after each service. We hope your child will enjoy his or her time as they take their first steps toward Jesus with us.
- **Preschool (2-5 years of age)** | We have a dedicated team of trained Sunday School teachers who desire to teach God's Word in a nurturing, fun, and interactive environment as they pour into the lives of your children. Our Preschool Children's Ministry is designed to assist parents in the spiritual training of their children. We are dedicated to teach God's Word and love these little ones with the love of Christ. On Sunday mornings, your child will participate in a Bible-based lesson, outside play, music, crafts, snacks, games, and relationship building.
- **Elementary | Kinder - 6th Grade**
- 9:00 Service: All elementary children worship with their families in church.
- 10:45 Service: After check-in, K-6th grade children head to worship, and then their teachers will take them to their classrooms for small group time.
- Kids Wednesday Nights | From 6:30-8 PM, We will have an exciting Bible lesson, high-energy games, and yummy snacks. Invite your friends!

Students (Grades 6-12)

- **Ignite Jr. High Ministry** | As a part of a Great Commission Church, Ignite Jr. High Ministry's desire is to equip students in basic bible and discipleship, helping students build a solid foundation of understanding the Bible and how to discern what truth is in their daily lives. We value being "others-focused" and challenge the youth towards Outreach and Evangelism. It is our prayer that students will grow in their relationship with Jesus and surrender their whole life to God. Our hope is Jr. High Ignite is a safe place to belong, be known, and ultimately realize you are fully loved by God.
- **Wednesday Nights** | Our Wednesday night program is hosted in-person from 6:30-8 PM. We enjoy playing ping-pong and group games before jumping into our weekly Bible Study lesson.
- **Rooted High School Ministry** | Rooted youth group welcomes you to join us at any event or activity! Our team exists to come alongside high schoolers and provide a safe space for their development in a positive community. We focus on building a fun and safe community in which to dive into Bible Study and its practical application to our lives (including diving into the hard stuff!), service and love for others, and moving our whole lives towards alignment with the heart of God. Our prayer is for every student to feel God's love and find a place to belong at Rooted!
- **Sunday Nights** | On Sunday Nights, we host a weekly Bible Study in person from 6:30-8 PM. We enjoy playing ping-pong and group games before jumping into our weekly Bible Study lesson. Join us as we continue to pray and seek to follow Jesus with our whole lives.
- **D-groups** | High School and Jr. High D-groups meet Sundays after the Modern Church Service.

ADULTS

At FPC, our adult ministries are designed to help our congregation live out our mission together.

Growth Groups | Connect with others to explore the Bible and grow in your relationship with Christ in a growth group. These groups consist of 5-12 people that explore scripture, develop new connections with others, build community, pray together, and live out what they are learning. No matter what stage of life you are in, if you are new to faith or a lifelong believer, we are called to seek the Lord and engage with others as we live out our faith in community. We hope you will join in.

FPC Men | At FPC, we take men seriously. Discipleship (D-Groups), fun "men-sized" fellowship (around a barbecue, a ballgame, or a service project), mission trips, and informal gatherings are just some of the ways we grow men into the image of The Man: Jesus. Experience what it means to be a real man. FPC Men are "Better Together in Christ."

Women's Ministries | Whether you're interested in a weekly study, a women's conference, or a whole-church study, we aim to provide growth, fellowship, and discipleship opportunities for all women.

GO Teams | GO Teams are aimed at particular people in real communities with a shared commitment for the purpose of growing disciples. We go pray together, we go serve together, we go disciple together, and we eat together.



COLLEGE

CCO | We are proud to partner with the CCO (Coalition for Christian Outreach) in transforming college students to transform the world. FPC hopes to create a space for college-aged students and young professionals (18-24) who are looking to connect with others in similar stages of life. Through Sunday morning gatherings, weekly Bible studies, and monthly meals with families in the church, we have places where students and young professionals can feel a sense of personal belonging, rich connection, and deeper understanding of the Gospel.

OUTREACH

We hope to help all of Christ's followers here at FPC find ways to engage in extending the invitation to God's great banquet table. Some of those we hope to invite will be close friends, family members, coworkers, or neighbors. Others will not be invited unless we go out of our way - risk crossing social, cultural, language, and maybe even geographical barriers to extend Christ's invitation. We want to help all God's blessed followers find ways to live into God's desire that we also are a blessing.

Missions Ministry | We believe growing in Christ involves finding your place in the grand adventure of seeing the gospel planted, taking root, and growing in every people group God created. Taking this gospel across all kinds of barriers is the task Christ gave his first disciples. Since the task is not completed, we seek to discover our part of the task and to be faithful to it in our lifetime.

We work together to:

- Care personally for mission partners and seek to provide financial support through the church budget process.
- Help all ages of our congregation grow in what they know about missions in general and our missionaries specifically.
- Encourage and promote personal involvement in mission experiences, local or global, by all ages of our congregation.

Mission Partner Support and Care | Through our church mission budget we support a number of people and a few organizations who are going out of their way, crossing social, ethnic, religious, linguistic, and sometimes even geographic barriers, to share God's love with men, women or children inviting them into a deep relationship of discipleship.

- Our Local Mission Partners are crossing those barriers right here in Fresno. Many of them focus their efforts in the neighborhoods around our church. Some, like Hope Now for Youth & Bethany Inner City Church, have their offices and church gatherings on our campus.
- 10/40 Window Mission Partners have gone out of their way to proclaim the gospel in a rectangular band on the globe that lies across Africa and Asia from 10 degrees latitude north of the equator to 40 degrees latitude north of the equator. Most of the unreached people groups are found in this region as well as some of the highest levels of poverty. Many of them serve in what we also call Limited Access areas where missionary activity is suppressed or illegal.
- Global Mission Partners are serving the cause of Christ anywhere else in the world. Some serve just up the road in Sacramento, others as far away as Africa. Some of them have deep connections to our church members and others have ministry so compelling, we just want to be a part of supporting it.
- Evangelical Presbyterian Church Mission Partners are ambassadors for Christ sent through our denomination's World Outreach efforts. Some are in that 10/40 window. Another is church planting in San Francisco.
- Relational Outreach | We are convinced that God wants to minister through each and every one of us to the people we relate to in our everyday lives. We want to help the people of FPC embrace their identity as Christ's ambassadors, witnesses, and Gospel messengers anywhere and everywhere they find themselves. We've embraced this definition of Outreach: "The strategic connecting of people in the congregation with people outside of the congregation for the purpose of building sustainable relationships. It is these sustainable relationships that give the opportunity to evangelism."

What, then, is evangelism? "The strategic connecting of people outside of the Christian faith with a crystal clear presentation of the Gospel including an opportunity to respond to the call of the Gospel." For more on Outreach Engagement Opportunities, go to <https://fpcfresno.org/ministries/outreach>

WORSHIP ARTS

As believers, we know that we will spend eternity worshipping God. The prayer is that our worship here is practice for that and that we will encounter the Living God in each worship service. We gather at both Classic and Modern services to honor and glorify God, hear the Word boldly preached, pray, and join together as one to praise Him in song. That "song" includes congregational singing, worship bands, organ, brass, bells, adult and children's choir, drama, and orchestra as we seek to give Him the glory. One day, "every knee will bow and every tongue will confess that Jesus Christ is Lord". Until that day... Soli Deo Gloria! (To God Alone be the Glory!)

Areas for involvement include Drama, Music Groups, Technical Support, First Impressions Team, and Messiah Sing-Along.

THE PINK HOUSE

First Presbyterian Church has always been connected to this discipleship experience in the heart of downtown Fresno known as The Pink House. In the fall of 2020, FPC stepped into full leadership of the program formerly under the direction of the InterVarsity Christian Fellowship. An individual's 10 months in the Pink House (Aug - June) is an intensive and intentional time of exploration and growth still centered around three discipleship key values:

- Biblical Community
- Urban Ministry
- Leadership Development

The Pink House is part of the Fresno Association of Ministry Houses

More information about the ministries at First Presbyterian Church can be found at:

<https://fpcfresno.org/ministries>



WEEKEND PROGRAMMING

In-Person and Livestream Services:

9:00 AM Classic Service and 10:45 AM Modern Service.

Sunday morning Study Opportunity:

- **Search the Scriptures: Opportunity to study selected Psalms with small group discussion. The class begins at 10:30.**

FRESNO, CALIFORNIA

Fresno, California is located in the Central Valley of California. Fresno is often considered an “underdog” town. It is a diverse, gritty, hard-working city full of down-to-earth people. It has the benefits of incredible multiculturalism but very little of the smugness and pretension that can be stereotypical of some Californians. As an agricultural community hard work, core values, and amazing local produce are wonderful perks. It is often a refuge for Californians who are tired of superficial lifestyles prevalent in the urban cores of Northern and Southern California. It is also a refuge to many looking for a more family-friendly region of California with a reasonable cost of living.

Fresno is an hour from the Sierra Nevadas (home to Yosemite, Sequoia, and Kings Canyon National Parks) and only a couple of hours from many different coastal areas. Though it doesn’t get the top-billing that Denver and Seattle do, Fresno is a great place to live if you love the wilderness. Proximity and affordability make it easy to get outdoors into nature most of the year.

The cost of living in Fresno stands in stark relief to the metropolis communities of the state. Purchasing a home at an affordable price point is a reasonable expectation in Fresno, unlike much of California. Being the fifth largest city in California with a regional population of 1 million allows for both the amenities of a larger city without losing a smaller city feel.

The church’s intentional Downtown location creates an opportunity to be a light and connection to the immediate community and to Fresno as a whole. Though Fresno often gets a bad wrap, FPC loves the city and sees the amazing ways that God is already at work. There truly is something special about this place.





ABOUT THE ASSISTANT PASTOR/ DIRECTOR OF DISCIPLE MAKING

FPC's Assistant Pastor/Director of Disciple Making will collaborate with the Pastoral Staff and Ministry Leaders to develop and implement a vision, strategy, and coordination for disciple-making initiatives.

GOALS AND EXPECTATIONS

- Develop and implement the vision and strategy for disciple-making. This will take place in both existing ministries (such as Adult Education, Men's and Women's Ministry, and GO Teams) and new initiatives.
- Design and implement a full complement of appropriate on-ramps for members who are at different stages of their journey to start and grow in their commitment to Christ and their skillsets for service in the kingdom.
- Take the initiative to recruit, develop, and encourage healthy leadership and healthy teams.
- Supervise, equip, and engage leaders to be disciple-makers.
- Create a learning/serving environment that is welcoming and responsive to diverse ethnicities, social classes, and learning styles.
- Assist in worship services including preaching and teaching as requested.



WHAT YOU BRING

Education & Experience

- Bachelor's degree is required.
- 3+ years of ministry experience is required preferably with some sort of Adult Discipleship experience (vocation or lay ministry).
- This position may be a 'First Call' role.

Personal Characteristics & Requirements

- Agreement with the standards and doctrine of First Presbyterian Church and the Evangelical Presbyterian Church (EPC).
- A growing relationship with Christ, high moral character, and a strong history of involvement in a local church.
- Excellent leadership and interpersonal and team-building skills.
- An effective and compelling communicator, publicly and personally, in both spoken and written communication.
- Proven record of proactively pursuing relationships with people in congregations and communities.
- Demonstrated ability to build ministries and lead volunteers and the ability to spark the vision of gospel revitalization in communities.
- Ability to invite and attract people into new learning postures.
- Thorough understanding of missional communities and living everyday life with gospel intentionality.

If Assistant Pastor:

Master of Divinity Degree and Ordination or qualified for Ordination in the Evangelical Presbyterian Church. Proven ability to preach and provide pastoral care.

For more information, contact:



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