



## PHILOSOPHY OF MINISTRY

### OUR PURPOSE:

We exist to glorify God by leading people to Christ and establishing them as fruit-bearing disciples.

### OUR PRIMARY OBJECTIVE:

The aim of our church is to cultivate mature disciples. A disciple abides in Christ and bears spiritual fruit in personal life and witness. Abiding in Christ is a process which involves loving relationships, earnest prayer, regular Bible study, faithful service, courageous witness, and a joyful countenance.

### OUR PARTNERSHIP:

1. Christ is the Head of the church, His Body. He will build our local church as we respond to His Great Commandment and Great Commission.
2. The pastoral staff is to provide leadership in training disciple-makers. They are responsible to promote, develop and protect the disciple-making process in the church.
3. Church elders are to serve in the role of overseers, giving supervision, direction and spiritual leadership to the entire church in the discipleship process.
4. Everyone in leadership is to model discipleship, to grow in personal ministry skills, and to equip believers for ministry. Leaders will be recognized by their commitment to the disciple-making process, and affirmed by their character and service.
5. Every believer is to be a growing disciple, moving through phases of experience and commitment to become more like Christ, being trained to employ his or her spiritual gifts, skills and talents, as empowered by the Holy Spirit.

### OUR PROGRAM:

1. Every program of the church is to contribute to the making of disciples. The value of an activity will be determined by its effectiveness in producing disciples. Those which are of high value will be enhanced and promoted, and those of little value will be modified or discontinued.
2. Our programs will enhance unity, fellowship and intimacy by utilizing various-sized groups. These groups will emphasize relationships, and provide an effective framework for the disciple making process.



3. Boards and committees will seek input from those people in actual service when forming program policies.
  
4. As disciples we are called to enter into the worship of God, both corporately and personally, by expressing to Him our love, honor, thanks, praise and submission. Our worship service will be participatory in nature, incorporating such expressions as prayer, giving, music, communion, testimony and response to the preaching of God's Word.
  
5. We believe prayer to be indispensable and, indeed, the very foundation of our philosophy of ministry. Therefore, prayer will undergird the planning, implementation and evaluation of every program.



## CORE VALUES & IMPLICATIONS

1. **We value** the authority and sufficiency of God's Word and proclaim it without compromise.
2. **We value** worship which glorifies God, edifies believers.
3. **We value** a church environment of discipleship encompassing conversion, spiritual growth, maturity and multiplication for God's glory.
4. **We value** the dynamic of mid-sized and small groups where a loving sense of fellowship, belonging, affirmation, accountability and personal growth are experienced.
5. **We value** personal submission to the Lordship of Jesus Christ and to the guidance of the Holy Spirit through abiding in the Word, devotion to prayer, faithful giving, practical service and the use of spiritual gifts.
6. **We value** the efficient use of our resources and facilities to support our church's Biblical purpose and vision.
7. **We value** a personal and corporate response to the Great Commission, reaching our families, neighborhood, community, country and world for Christ.



## WE BELIEVE

**WE BELIEVE** in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

**WE BELIEVE** that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

**WE BELIEVE** that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.

**WE BELIEVE** that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus-Israel's promised Messiah-was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

**WE BELIEVE** that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

**WE BELIEVE** that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.

**WE BELIEVE** that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers.



The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

**WE BELIEVE** that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

**WE BELIEVE** in the personal, bodily and premillennial return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission.

**WE BELIEVE** that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. Amen.



## OUR HISTORY

Valley Evangelical Free Church began as a Bible study in the summer of 1991 led by Dr. Wally Norling, Superintendent of the Southwest Evangelical Free Churches. Meeting in a home with two couples, they soon expanded to approximately twelve people after an advertisement was put in the local paper about an Evangelical Free Church Bible study meeting in the San Jacinto Valley. Wally declared that we were ready to begin looking for a facility in November. On January 19, 1992, we held our first worship service at the Virgin Mortuary (presently the Hemet Valley Mortuary). It was an exciting time, as we trusted our God to meet the needs a church has at its inception. A trailer was provided to haul our portable church each Sunday, and we scoured garage sales to furnish office equipment, greenery, etc. Each week we would change the soft pink light bulbs in the slumber rooms to bright 100 watt bulbs for our children's church. We elected qualified men to serve as elders and have continued that polity since the beginning. Within the first six months the board drafted a constitution and the congregation voted in favor of it. In March of 1992 we were inducted into the Southwest Conference of the Evangelical Free Churches of America.

By September of 1992, we outgrew the mortuary and moved to the fellowship hall of the Seventh Day Adventist church in Hemet. While there, we called our first pastor, Jeffrey Clark, who preached his initial sermon on Easter Sunday that year. During the summer of 1994, we sent a team of ten members to Russia for a two-week mission trip. We began Adult Bible Fellowships on Sunday morning, and home fellowships during the week were a hallmark of our church. We had gifted volunteers leading worship and directing our children's and youth programs. In June of 1996, we received a phone call that the "roof was falling" at the SDA church, and we would have to find a new place to worship. So... after three weeks of enjoying the great outdoors in the SDA parking lot for our worship service, we secured the all purpose room at Fruitvale Elementary School. The church continued to grow numerically and spiritually, and it was evident that we needed to begin praying about our own facility.

In June of 1998 we purchased the property at Lake and Lincoln. Prior to the groundbreaking in October 2000, we had the opportunity to move to the all-purpose room at Bautista Creek Elementary School which was adjacent to the property we were purchasing.





Our first service in our new church facility was September 29, 2002! Celebrating 10 years of nomadic existence, we were ready and thankful to begin this new chapter with a permanent building from which to worship and serve God in this community. Within a year, we realized that an extension of the "wings" would be in order. A building project resulted in our being able to build one wing with the hope that someday we would be able to extend the other side of the building, too. A full time staff person was hired in January 2004 with ministry emphasis in youth, children, and discipleship arenas. The position was vacated a year later and we have hired part time staff since then. Those individuals presently serve as administrative director, youth director, children's director and worship director.

Jeffrey Clark invested over 16 years of outstanding ministry with us as Pastor-Teacher and recently accepted a call to another church in August of 2009. He left our church body and leadership in good health and spirit. The church as a whole looks forward with expectation toward the next chapter in the life of VEFC with the leadership of a new shepherd.



## OUR PEOPLE

Every church develops programs and a personality that are unique to it. At VEFC you will find practical Biblical preaching, a blend of God-honoring music, a loving group of people, a genuine support of world missions, as well as ministries for adults, widows, youth and children. Our Sunday morning age-affinity Adult Bible Fellowships, weekly in-home Growth Groups, Awana Club program, men's & women's Bible Studies, and prayer meetings are the backbone for personal discipleship and the core of our Christian training.



We enjoy a significant number of retired but “young” seniors who support, pray for, and encourage the youth and children in our congregation. Our working empty-nesters make up the next largest part of our church, and families with young children come in third.

Many in our congregation understand and practice servanthood: our elder board is characterized by godly leadership. Worship services (averaging 150 attendees) are family-

oriented with a well thought out blend of traditional and contemporary music. We can be described as a teachable group of “sinners saved by grace” who are willing to love, learn, grow, forgive and receive forgiveness. Valley Evangelical Free Church is a center for developing disciples of our Lord Jesus Christ. VEFC is “home” to many people who have found that its programs and personality more than adequately meet their spiritual needs.



## OUR MINISTRIES

### ADULT MINISTRIES

Adult Ministries includes several venues for educational growth, opportunities to serve, and social interaction. During our educational hour on Sunday mornings, many of our members are involved in any one of four Adult Bible Fellowships.



These ABF's are age-affinity groups (with an average attendance of 55) and are organized with a teacher, class leader, prayer and care leader, and a social secretary.

Presently, we offer five mid-week Bible studies that vary by topic, day, and time. Topics range from the Sermon on the Mount, PeaceMakers, and Precept Inductive Bible Studies to a variety of men's and women's Bible studies.

Our men's and women's ministries plan periodic events of interest, which provide fellowship, spiritual growth, service and mentoring opportunities. At this time we are looking for the right people to lead these ministries. We do, however, have a "Women's Prayer Group" which meets bimonthly to pray corporately for specific needs of the VEFC family, missionaries, community and nation.

### CHILDREN'S MINISTRY

Through our Children's Ministry, we seek to lead children to know, follow, and love the Lord Jesus Christ by teaching the truth of God's Word and by providing a caring environment where every child knows he or she is welcomed, valued and loved.

Sunday morning programs include Sunday School (with an average attendance of 14) during the educational hour followed by children's church and nursery care during the worship service.

Vibrant outreach activities planned throughout the year, include Vacation Bible School, Hoops of Hope (a basketball day camp), and our weekly Awana Club program.





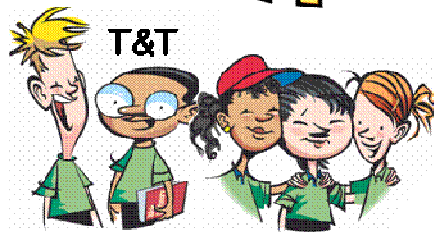
**CHILDREN’S MINISTRY (CONT.)**

❖ **AWANA CLUBS MINISTRY**

Awana is an international, non-denominational, Bible-centered youth club. The purpose of this ministry is to reach boys and girls with the Gospel of Christ and train them to love and serve Him. The VEFC Awana club was chartered six years ago and serves children and youth, ages 3-18.



Weekly attendance is consistently 75-80 children with 25-30 adult volunteers.



The Awana ministry also functions as an outreach to our neighborhood, community, and parents.



**Gubbies**



**OUTREACH MINISTRIES**

Our outreach ministry encompasses evangelism, missions, special community outreach events, and caring and service activities. Our people have generously contributed to our Benevolence Fund with which we have been able to help a number of our people in times of need. Other programs that we have embraced are the Harvest Festival, Alpha Course, and Samaritan’s Purse Christmas Boxes for needy children.

The missions committee identifies and recommends missionaries for church support. We support several world missions’ outreaches. The missions committee tracks their ministries and learns of their needs, in order to keep these things before the congregation. Our church people of all generations have participated in short term mission trips.

A recent church health survey identified outreach as an area we would like to strengthen. Within the last year or so, there has also been a grassroots resurgence of interest and participation in missions. Our current church budget reflects a substantial increase in funds earmarked for outreach and missions and we hope to do even more in the future. In addition, our church health team has put together a plan for the spring that includes small groups and sermons to teach us to share our faith in the course of our every-day lives and friendships.



### **WORSHIP MINISTRY**

A dedicated team of instrumental and vocal musicians leads our multigenerational congregation in genuine, heartfelt worship each Sunday morning with a blend of traditional and contemporary music styles. A team of skilled audio and video technicians enhance this time of joyful praise to God. Our people enthusiastically enter into this opportunity to exalt and glorify God.



### **YOUTH MINISTRY**

Through our youth ministry the Gospel is presented clearly, relationships and friendships are built; teaching and recruiting future leaders is emphasized. VEFC offers different avenues for teen participation, including Awana, Sunday mornings and evenings, Tuesday night high school and college/career study, and opportunities for outreach. Those opportunities include helping with special events at church, mission trips, service projects within the community, and involvement with the local chapter of Youth for Christ.

### **ADMINISTRATION**

Our Business Director helps us keep expenditures within budget limits; assures compliance with local, county, state, and federal regulations; and oversees building and grounds as well as the church office operations. Our part-time paid Administrative Assistant works closely with volunteer office staff to provide valuable support services for all our church ministries, maintain the church calendar, and run the church office. They are the “hub” of communications and keep the “machinery” of our entire church operation “well-oiled.”



## OUR FINANCIAL PICTURE FOR 2010

We have a budget of \$272,336, with an anticipated income of about the same amount.

We have raised our mission giving from 4.5% in 2009 to 7% in 2010.

After our building program was completed in 2002, and an addition built a year later, the remaining balance owed on our property is \$336,747.

We also have an interest-only loan of \$420,000 on which we pay 6%. The principal will not be repaid, but will become a donation to the church at some time in the future.

Our assets, both liquid and fixed, total \$1,580,826 as of December 2009.





## OUR LOCATION & FACILITIES

We are located at 341 North Lake St., at the corner of Lake Street and Lincoln Avenue, in a residential area on the east side of town, just north of Hemet's main street, Florida Avenue (State Route 74).

- ❖ We are situated on 3.13 acres – approximately 2 acres of which is structure and parking, the remainder available for future growth.
- ❖ Our current structural square footage is 10,029.
- ❖ The sanctuary includes a sound and video booth and has a maximum seating occupancy of 250. The building is equipped with central heating and air and includes a kitchen and fellowship area, eight additional classrooms, a three-room office suite for staff as well as the Pastor's study.
- ❖ Provisions for future growth include: Potential to remove walls to extend the sanctuary to seat additional people, existing architectural plans for an additional 3200 square foot classroom wing, and existing baptistery plumbing.



## OUR TOWN



### **WELCOME TO HEMET, CA!**

Situated in Riverside County, the town of Hemet, California boasts an idyllic location amidst the breathtaking San Jacinto Mountain Range. Hemet offers everything that has historically been so desirable about living in Southern California—clear blue skies, sunny year-round climate, and a small town, relaxed feel to daily life. In addition, residents here get all of the benefits without the traffic and congestion that has emerged in more recent years.

### **PEOPLE**

Once thought of as a retirement community, Hemet is now a popular relocation destination for families, as well as singles and seniors. The San Jacinto Valley is home to five high schools, six middle schools, and twenty-one elementary schools as well as Mt. San Jacinto Community College. The median age in Hemet dropped from 45 in 2000 to the national average of 36 in 2007. While the adult population consists of a somewhat lower number of adults in the 35-54 age range and somewhat more in the 55+ category than the country at large, the number of children is within 1% of the national average. Hemet's population growth, however, was almost twice the national average of 1.2% from 1990-2000, and it increased to three times the national average in the years 2000-2008 and is expected to continue at that pace (3%) through 2013, offering great opportunity for ministry. Of the approximately 110,000 souls residing in the Hemet/San Jacinto area, about two-thirds are white and one-quarter hispanic.



### **CLIMATE & AMENITIES**

Hemet is a beautiful place to live. With over three hundred days of sunshine each year and an average temperature of seventy-five degrees, our climate is hot during summer when average highs are in the 90's and cool during winter when temperatures tend to be in the 50's. The cooler evening temperatures and an average humidity of only 44% offset the higher summer daytime temperatures. Temperature variations between night and day tend to be as much as 36 degrees during the summer, but during winter an average difference of only 28 degrees. The annual average precipitation at Hemet is 12.48 inches. The wettest month of the year is January with an average rainfall of 2.73 inches.

Our ideal location means that a drive in any direction will take you to such places as Los Angeles, Palm Springs, San Diego, Temecula, Riverside, and Orange County to name just a few. This also means easy access to the mountains, desert, and Pacific Ocean! Hemet residents can take advantage of a variety of amenities in the region. Golfing is a popular pastime here. Water sports can be found at Diamond Valley Lake. As Southern California's largest reservoir, this is a scenic place to enjoy the great outdoors with friends and family.

### **REAL ESTATE**

Newcomers to Hemet will quickly discover that this is a desirable location in Southern California. However, unlike many other Southern California communities, homebuyers in Hemet find that owning their own home is a reality rather than a dream. Although effected by the recession, the historical trend has been a steady appreciation of homes' values. Nevertheless, potential homebuyers in Hemet will not feel "priced out" as they may in many comparable communities. The median listing price is currently \$133,000, while the median sales price is \$130,000.

Hemet is a wonderfully warm and close-knit community in which to live. Its pleasant environment and central location makes it a desirable alternative for those seeking the best of Southern California living, without the accompanying price tag. Hemet, California has much to offer!

Adapted in part from <http://www.hemet-california-living.com/> and <http://www.idcide.com/weather/ca/east-hemet.htm>



## MORE ABOUT HEMET AND THE SAN JACINTO VALLEY

### AREA MAP

Below is a topographic view of Hemet and the surrounding areas; from the 215 interstate on the West to the foothills of Mt. San Jacinto on the East. The “A” Indicates location of VEFC.



**LINKS:** Please visit these web pages for additional information on our town and all it has to offer:

**EVANGELICAL FREE CHURCHES OF AMERICA**

[www.efca.org](http://www.efca.org)

**EFCA WEST DISTRICT**

<http://www.efca.org/about-efca/our-structure/efca-districts/efca-west-district>

**CITY OF HEMET**

[www.cityofhemet.org](http://www.cityofhemet.org)

**HEMET AND SAN JACINTO CHAMBER OF COMMERCE**

[www.hemetsanjacinto-chamber.com](http://www.hemetsanjacinto-chamber.com)

**HEMET UNIFIED SCHOOL DISTRICT**

[www.hemetusd.k12.ca.us](http://www.hemetusd.k12.ca.us)

**SAN JACINTO UNIFIED SCHOOL DISTRICT**

[www.sanjacinto.k12.ca.us](http://www.sanjacinto.k12.ca.us)



## VALLEY EVANGELICAL FREE CHURCH

### Senior Pastor Profile

Seeing the church as a place to preach the word of God, an equipping center to make disciples, and a family to manifest love, Valley Evangelical Free Church values the following characteristics in a Senior Pastor while recognizing that Christ-likeness is a life-long transformation process that develops from a teachable heart.

#### **PERSONAL CHARACTERISTICS – *Living with Integrity***

Core Value – The most important attribute of our pastor is integrity. This is non-negotiable. He is a leader who is godly and above reproach. He has made a life-long commitment to develop and live out the Biblical qualities required of elders (Titus 1:6-9; 1 Tim. 3:2-7; 1 Pe. 5:1-4).

#### **Identity**

- Has a heart for God, a shepherd's love for people, and a passion to see ongoing transformation in the lives of God's people
- Is able to confirm and articulate a genuine call from God for ministry
- Has a sense of purpose and success that comes from his identity as Christ's servant
- Understands his spiritual gifts, strengths, and weaknesses
- Values his spouse (if he has one) as a partner in the ministry
- Is approachable, engaging, personable, relational, and has a servant's heart and a teachable spirit

#### **Vision**

- Has a courageous vision and commitment to *live out* the Great Commandment and the Great Commission with his neighbor and to build a church body through discipleship that equips others to do the same
- Demonstrates ability to develop a God-inspired vision for VEFC
- Is able to cast vision, articulate purpose, develop processes, and work effectively in various leadership competencies to build teams and lead change with compassion and wisdom
- Agrees completely with the Valley Evangelical Free Church's Statement of Faith and will uphold its Constitution and bylaws
- Commits self to equipping believers to grow spiritually into fully devoted followers of Jesus Christ

#### **Personal Discipleship**

- Is committed to prayer as an expression of his dependence on God
- Values and models healthy accountability with other believers
- Leads a balanced lifestyle (spiritually, emotionally, relationally, and physically) with adequate attention given to his personal spiritual growth, his family, and meaningful relationships
- Follows the leading and guiding of the Holy Spirit
- Practices spiritual disciplines and models them to others
- Demonstrates the Fruits of the Holy Spirit



### **PROFESSIONAL CHARACTERISTICS – *Teaching and Inspiring***

Core Value – The primary job of our pastor is to teach and inspire our church, to challenge the body to build life changing relationships with God and effectively equip us to reach our community for Christ. He is a gifted and Spirit-led teacher, who stirs the heart and appeals to the intellect. He balances the doctrinal teaching with practical life application. Our pastor can effectively delegate some of his responsibilities to other gifted members of our church. Teaching the Word of God is our pastor's job.

#### **Preaching and Leadership**

- Possesses an extraordinary knowledge of the Bible and is proficient in articulating doctrine and theology using the Bible as his sole foundation
- Preaches textually and primarily expository, passage-by-passage sermons
- Personifies Biblical leadership (integrity, humility, and grace) with a servant's heart
- Accepts the leadership role of a "coach", as a leader of leaders
- Equips and encourages others to honor God through the use of their spiritual gifts in the church, the community, and the world
- Recruits, develops, inspires, equips, and manages staff and lay leadership
- Demonstrates the personal presence and strength of character to set direction and cast a vision in concert with the Board of Elders
- Sees the importance of the Children's and Youth Ministries as Christ's future church and understands their importance in our community of believers
- Exhibits high energy and stamina
- Is able to lead us in expanding our missions and community outreach activities

#### **Communication and Relational Skills**

- Demonstrates highly effective communication skills in formal and informal settings
- Exhibits excellent preaching skills in delivering relevant, Biblically-based Spirit-inspired messages that challenge people to respond and grow in their faith
- Effectively applies Scriptural truth to the challenges of everyday life
- Possesses a sincere and caring personality and connects with people of different age-groups, socio-economic situations, and religious backgrounds
- Is approachable, authentic, a good listener, a good sense of humor, and warm to all
- Demonstrates consensus building as well as conflict resolution skills

### **EXPERIENCE AND EDUCATION – *Learning and Growing***

Core Value – Our pastor is old enough to have real world life experience yet young enough for a prospective future with VEFC. He has solid pastoral experience with demonstrable pastoral growth.

- Has had experience leading a staff, preferably as a senior pastor
- Possesses a professional ministry degree or equivalent
- Is a lifetime learner
- Is ordained in the EFCA or is willing to transfer credentials

In summary, we seek a senior pastor who seeks first the heart of God in his own life, who is able to tenderly shepherd the church body, yet lead with vision and impact the community.