



## Church Information Form

The Ministerial Vocation Committee and the Office of the Stated Clerk of the Evangelical Presbyterian Church are responsible for denominational vocational services. As part of the process of “matching” ministers and congregations, the Office of the Stated Clerk provides resources and advice to both pastors and congregational search committees. To that end, we ask congregations and ministers to complete information forms as an introduction to each other, and a first step in the process of calling a minister for a congregation. For both the pastor and the congregation, this is an opportunity for self-study and evaluation of current ministry and goals. This calls for honesty, effort, and open communication.

This Church Information Form (CIF) presents the local congregation’s history, challenges, and goals. It is our hope that this will help facilitate the search process by assisting both the church in focusing on future directions and applicants in gaining some sense of the nature and uniqueness of this congregation.

We encourage churches to list their vacancies on the Ministry Staff Opportunities webpage at [www.epc.org/mso](http://www.epc.org/mso). For more information or to send your posting, email [info@epc.org](mailto:info@epc.org).

Guidance for church-based human resources questions such as background checks, personnel policy manuals, and more is available at the Office of the General Assembly by contacting Marti Ratcliff at [marti.ratcliff@epc.org](mailto:marti.ratcliff@epc.org) or 407-930-4263.

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Please return completed form to:

Evangelical Presbyterian Church  
ATTN: OFFICE OF THE STATED CLERK 5850  
T.G. Lee Blvd., Suite 510  
Orlando, FL 32822

Phone: 407-930-4239  
Fax: 407-930-4247  
E-mail: [info@epc.org](mailto:info@epc.org)



**Part 1: Church Information**

1. Church Name Community Church of Ephrata

Address PO Box 293, 54 K Street SE  
Ephrata, WA 98823

Telephone ( 509 ) 754-6130 Fax ( \_\_\_\_\_ ) \_\_\_\_\_

E-mail ccepastorapplication@yahoo.com Website https://www.ccephrata.org/

2. Presbytery EPC Presbytery of the Pacific Northwest

Presbytery Ministerial Committee Liaison Rod Pankey rod.pankey@gmail.com

3. Search Committee Chairman Greg Hanberg and Everett Purrington

Address Greg : PO Box 1125 Everett: 12947 Road B.8 NW  
Ephrata, WA 98823 Ephrata, WA 98823

E-mail hanbergg@gmail.com everettpurr@gmail.com

Telephone ( 509 ) Greg - 509-398-1041 Everett 509-431-0475

4. List all paid staff positions (use additional sheet if necessary)

- |  |   |   |
|--|---|---|
| <u>Senior Pastor</u>                               | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time            |
| <u>Director of Family Ministry</u>                 | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time            |
| <u>Director of Women and Assimilation</u>          | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time            |
| <u>Hospitality and Administration (vacant)</u>     | <input type="checkbox"/> Full time            | <input checked="" type="checkbox"/> Part time |
| <u>Administrative Assistant and Communications</u> | <input type="checkbox"/> Full time            | <input checked="" type="checkbox"/> Part time |
| <u>Finance/Bookkeeper</u>                          | <input type="checkbox"/> Full time            | <input checked="" type="checkbox"/> Part time |
| <u>Transitional Pastor</u>                         | <input type="checkbox"/> Full time            | <input checked="" type="checkbox"/> Part time |
| _____  | <input type="checkbox"/> Full time            | <input type="checkbox"/> Part time            |
| _____  | <input type="checkbox"/> Full time            | <input type="checkbox"/> Part time            |
| _____  | <input type="checkbox"/> Full time            | <input type="checkbox"/> Part time            |

5. List all key volunteer positions

Praise Leader, praise band  
 Sound Technician, video (Proclaim) technician  
 Session  
 Deacons  
 Finance Committee  
 Personnel Committee  
 Worship Committee  
 Property Committee  
 Youth and Family Committee - Sunday School, Youth Group, Community Kids  
 Hospitality - greeters, coffee, offering ushers, communion preparation  
 Nursery attendants

6. List all vacant positions

Position Available Senior Pastor Date of Vacancy 10/1/2025  
 Position Available \_\_\_\_\_ Date of Vacancy \_\_\_\_\_  
 Position Available \_\_\_\_\_ Date of Vacancy \_\_\_\_\_

7. Membership (state approximate numbers and percentages)

	Five years ago	Currently
A. Number of church members	<u>170</u>	<u>144</u>
B. Number of family units	<u>100</u>	<u>132</u>
C. Worship attendance	<u>183</u>	<u>150</u>

8. Community Growth  Increasing  Static  Declining

9. Profile of church members

A. Age:  
9 % 0-11 14 % 12-18 12 % 19-24 12 % 25-34  
7 % 35-49 18 % 50-64 28 % 65+

B. Occupation:

15 % Business      20 % Professional      15 % Trades  
15 % Agriculture      15 % Stay-at-Home Parent      20 % Retired  
 \_\_\_\_\_ % Other (Please Specify) \_\_\_\_\_

C. Educational level of adults

7 % some high school      93 % high school      15 % college      15 % graduate school

D. Percentage of members belonging to the congregation

Less than one year 3 %  
 5 years or less 13 %  
 6-10 years 25 %  
 10 years or more 59 %

10. Racial/Ethnic composition of:

A. **Congregation**

0.5 % African-American      .01 % Asian      97 % Caucasian      0 % Hispanic  
1.4 % Other (Specify) A mix of Russian/Ukrainian/Hispanic

B. **Community** (within 5-mile radius of church)

0.5 % African-American      0.1 % Asian      72.4 % Caucasian      33.8 % Hispanic  
11.4 % Other (Specify) A mix of Russian/Ukrainian/Hispanic

11. Community Setting (check as many as apply):

Location

Rural       Small Town       Metropolitan       Suburban       Inner City

Function

Industrial       Agricultural       Recreational       Military       College/University

Approximate population of community: 8,718

## 12. Worship

A. Worship Time	Average Worship Attendance	Worship Style
9:00 AM	150	Blended
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

B. Frequency of communion celebration: 24 per year

C. How are members involved in planning and participation in the liturgy/worship?  
 Praise band, announcements, reading scripture, sound/video, ushering,  
 A worship committee chaired by the lead pastor meets once a month for planning purposes.

D. Style of liturgy used in your worship (e.g., traditional, contemporary, variety)  
 Blended, the service follows a basic liturgical form with a contemporary feel.

E. Type of music used in worship (e.g., traditional, contemporary, variety)  
 75% contemporary  
 25% hymns/traditional  
 We choose both choruses and hymns for theological depth and excellence of music.

## 13. Ministry Programs

- A. Average attendance in Church School (under 18 years): 17
- B. Average attendance in Adult Education (Sunday): 24
- C. Average involvement in Small Groups: 40

#### 14. Organizational Structure

List major boards, committees, and organizations that are part of your church and frequency of meetings (monthly, weekly, etc.)

Name	Purpose of Group	Number of members	Frequency of meetings	Leadership Role*
Session	Shepherding	9	2/mo	1
Deacons	Service Care Support	9	Monthly	3
Personnel	Support staff leadership	3	Monthly	2
Finance	Manage Budget	4	Monthly	3
Worship	Plan/organize worship	7	Monthly	1
Missions	Mission Support	6	Monthly	3
Property	Maintain Property	5	Monthly	3
Youth/Childrens	Family Ministry	6	Monthly	3

\*Indicate leadership role expected by using the number below:

1. Pastor takes primary initiative and responsibility.
2. Pastor and laity share responsibility.
3. Laity takes primary initiative and responsibility.
4. A staff person takes primary initiative and responsibility.

#### Part 2: Financial/Church Campus Information

1. Current annual budget: \$ 451,690 Last year's annual budget: \$ 557,591  
(Attach a copy of current budget)
2. Percentage of income received toward budget: 83.00 %

3. Amount contributed for year (most recent complete reporting year)

- |  |                  |
|--|------------------|
| A. EPC Percentage of Income                          | \$ <u>4,899</u>  |
| B. EPC World Outreach Global Workers                 | \$ <u>0</u>      |
| C. EPC Special Projects                              | \$ <u>0</u>      |
| D. Presbytery Per Member Asking/Percentage of Income | \$ <u>4,988</u>  |
| E. Other Missions/Missionaries                       | \$ <u>63,895</u> |

4. Property owned by church

- A. Describe buildings and property (other than manse), including condition.

Main building built in 2012 and separate youth building was renovated in 2012.

- B. Are your buildings adequate for your present program?  Yes  No  
If no, please explain:

Not adequate for Youth in winter months.

- C. Is a building program or capital project projected?  Yes  No  
If yes, describe what, when, and projected cost

Items needed but not planned at the present time:  
Roof maintenance needed, playground for nursery, HVAC system for youth house.

- D. Does the church own a manse?  Yes  No

Condition:  Good  Fair  Poor # of Bedrooms

Pastor's Office/Study:  In Church  In Manse  Not Provided

Other \_\_\_\_\_

5. Compensation:

A. The salary range we are prepared to offer:

Position: Senior Pastor \$ 125,000 - 150,000 (D.O.E.)  
 Position: \_\_\_\_\_ \$ \_\_\_\_\_  
 Position: \_\_\_\_\_ \$ \_\_\_\_\_

B. The average annual increase over the past three years is:

Position: Senior Pastor \$ \_\_\_\_\_ or 3.00 %  
 Position: Director of Family Ministry \$ \_\_\_\_\_ or 3.00 %  
 Position: Director of Women & Assimilation \$ \_\_\_\_\_ or 3.00 %  
 Position: \_\_\_\_\_ \$ \_\_\_\_\_ or \_\_\_\_\_ %

C. Housing

- Housing Allowance  
 Manse Only  
 Either of the Above

D. Benefits and expenses

Per EPC Retirement Plan (minimum 10% gross effective salary)  
Per EPC Medical insurance (EPC medical coverage required for full-time TEs)  
Per EPC Life insurance  
Per IRS Social Security  
~ 2K Travel/mileage  
~ 2K Book allowance  
2 weeks Study leave allowance (minimum 2 weeks)  
4 weeks Annual vacation days (minimum 4 weeks)  
Negot. Number of worship services per year for which pastor is provided relief  
 (in addition to vacation and study leave)  
3 months Sabbatical frequency and length after 7 years  
 \_\_\_\_\_ Other (Specify: \_\_\_\_\_)

- E. The church participates in the EPC's medical benefits plan  Yes  No  
 F. The church participates in the EPC's retirement plan  Yes  No

### Part 3: Church Characteristics

*Check the box that most closely describes the current characteristics of the congregation.*

Our congregation...	Agree		Disagree	
1. Is spiritually vibrant	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
2. Demonstrates love for the pastor and his/her family	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
3. Readily shares their gifts with the rest of the congregation	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input checked="" type="checkbox"/> 3	<input type="checkbox"/> 4
4. Places a high priority on sound biblical preaching	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
5. Effectively integrates newcomers	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input checked="" type="checkbox"/> 3	<input type="checkbox"/> 4
6. Is engaged in evangelism	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input checked="" type="checkbox"/> 4
7. Is often found living their faith in their communities	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
8. Has a spirit of unity	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
9. Cares about each other	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
10. Is supportive of the Session and pastoral leadership	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
11. Ministers well to members that are hurting	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
12. Uses members' gifts in worship	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
13. Contains people willing and able to lead the congregation	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input checked="" type="checkbox"/> 3	<input type="checkbox"/> 4
14. Is capable of change when and where appropriate	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
15. Is connected to and prayerful about what God is doing in the global church	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

16. How are elders and deacons initially trained and equipped for ministry?

Leadership training class conducted by the pastor and/or elders for new elders and deacons. Class has been held annually in the past, but now as needed.

Some mentoring done as well.

Read the Westminster Confession of Faith.

Training book used is the EPC Leader Training Guide.

17. What is the Session's current practice regarding the ongoing discipleship of elders and deacons?

Devotional training at Session meetings. Once a month we meet for a shepherding meeting. Deacons join the elders every other month at the shepherding meeting.

18. In what ways does your church participate in ecumenical activities?

The church supports the following along with other area churches: His Helping Hands, providing local school supplies, community prayer meeting, support one another with VBS, and churches in the area that are in need - ex. : a local church burned down a few years ago and we provided support to help them rebuild.

19. Describe the strengths of your congregation.

Friendliness and welcoming to all  
Biblical teaching, reformed principles, mature in faith  
Numerous elders that preach on occasion  
Care and hospitality  
Provide space for homeschool group to meet  
VBS outreach  
Strong Youth Group  
The church building and land are debt free  
We host a Senior Coffee Group once a week  
Our facilities provide a large venue for hosting community events

20. List specific problems with which your congregation struggles.

Lack of volunteers for the various ministries  
Aging congregation  
Inadequate facilities for youth in winter months  
Lack of Women's or Men's Ministry  
High turnover of young families

21. List major goals that the congregation has set for itself.

See the attached

Vision, Mission and Strategy document -

1. Discipleship of Christian families within the church family.
2. Expand ministry both in and beyond the church building.
3. Spiritual growth and leader development.

Young Family Planning

1. Assimilation - emphasis on moving visitor to members with special attention to young families.
2. Improve upon the family church life experience.

22. Has there ever been disciplinary action taken against a pastor of your congregation?

Yes  No

23. Has there ever been any disciplinary action against an elder or deacon of your congregation?

Yes  No

If you answered “Yes” to either 22 or 23, please explain.

A deacon with radical and unbliblical views and very outspoken received a written correction by the elders and asked to resign for failing to be peaceable.

24. Have you completed a mission statement, vision statement, and/or a strategic plan for your congregation?

Yes     No

If yes, Date completed 7/2020

If yes, enter each statement or strategic plan (or attach copies if space below is limited).

See the attached documents.

Mission:

Go therefore and make disciples of all nations (Matt 28:19)

#### **Part 4: Leadership Expectations**

1. What are some key character strengths a person should bring to this position?

Biblical preacher, steadfast to the Word  
Committed to the reformed tradition  
Heart of a teacher  
Approachable

Characteristics as described in the following Bible passages:

Titus 1:6-9  
1 Tim 3:1-7

2. What are five key gifts/skills/abilities a person should bring to this position?

Preaching/teaching  
Inspire lay leaders  
Administration  
Delegation/supervision  
Computer skills

3. What are the primary pastoral duties for the position? (Attach a position description)

Preach and teach the Word of God.

## **Part 5: Church History**

1. What do you consider to be the three most important events in the history of your church?

2004-05 - split from the PCUSA and started CCE  
2012 - completed the new church building  
2024 - paid off all debt.

2. What do you consider to be the most interesting and challenging event in the life of your church in the last three years?

COVID - parking lot services, online services,  
Senior Pastor sabbatical - lay leaders preaching for three months.  
Senior Pastor resigning to go into missions

**Part 6: Other Information**

1. List the last three individuals who held this position

Name	Dates of Service	
Rob Hock	5/2005	to 6/2012
Dave Sturkey	1/2013	to 4/2014
Nathan Moser	2/2016	to 10/2025

2. Describe any significant factors about the church not covered in previous questions.

Dave Sturky passed away unexpectedly.  
 Nathan Moser resigned to move into ITEN Missions with the EPC  
 Inbetween the above dates we had transitional pastors, Bill Martin, David Abdo, and currently Bill MacDonald.

Community: we have a large number of government jobs in the community, County, State, and National. Ephrata is the county seat for Grant County.

Additional Activities:

- Global Impact Celebration every March where we support missions outside of the church budget.
- Annual Pie Auction - to raise funds for various purposes, youth, children, etc.
- We are a collection site for Operation Christmas Child shoe boxes.
- Sent members to Baja Mexico on mission trips.
- Hold a monthly church potluck for fellowship.

Additional ministry groups and average participation:

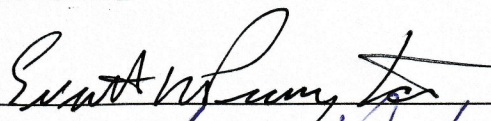
- Women's Bible Study - 12
- Men's Bible Study - 10
- Senior Coffee Group - 50
- Wednesday Youth Group - 25

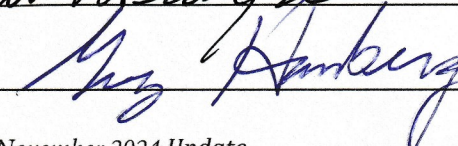
### Statement of Acknowledgment

The EPC believes that honesty and a commitment to open communication are critical to building the body of Christ. In that spirit, please confirm your agreement to the following statements by your signatures below.

1. We attest that the information contained in this Church Information Form is true and complete to the best of our knowledge.
2. We authorize applicants for the position(s) listed herein to make inquiries regarding all statements contained in this Church Information Form.
3. We authorize the Office of the Stated Clerk to circulate, distribute, and otherwise share this Church Information Form with potential candidates for the position(s) listed herein.
4. We acknowledge the Medical Plan and Retirement Plan services offered by the EPC's Benefit Resources, Inc., exist to serve EPC churches and their staff members. We also acknowledge the EPC's Book of Order requirement that EPC churches provide medical insurance to ordained staff members through BRI as mandated by the following Acts of the General Assembly:
  - 81-04 Terms of call for any minister of member churches shall provide for participation in the denominational hospitalization and disabilities programs. *(Minutes of the 1st General Assembly, 1-32)*
  - 81-06 The denominational group insurance plan providing health, disability, and life coverage shall be mandatory for all ministers within member churches. *(Minutes of the 1st General Assembly, 1-36)*
  - 88-08 Assembly amends participatory requirements for group health insurance plan by requiring participation of all ministers on the rolls of presbyteries with the exception of:
    1. Missionaries laboring in cooperative agreements with mission agencies;
    2. Ministers laboring in institutional agencies providing their own group insurance plan;
    3. Ministers afforded group insurance coverage as part of retirement benefits from a previous employer;
    4. Ministers without call, and ministers laboring less than 20 hours in a place of ministry. *(Minutes of the 8th General Assembly, 8-24)*

For information about EPC benefits through BRI, see [www.epc.org/benefits](http://www.epc.org/benefits), email [benefits@epc.org](mailto:benefits@epc.org), or call 407-930-4267.

Clerk of Session  Date April 14, 2026

Search Committee Chair  Date 14 April, 2026

## **Senior Pastor**

Community Church of Ephrata  
Ephrata, WA  
Full-time

### **Purpose**

To serve the church by providing spiritual leadership and vision to the congregation, nurturing spiritual health, stability and development of gifts through organizational direction and administrative oversight. To identify the needs of the congregation to enable the body to grow to its full potential in membership and spiritual vitality.

### **Accountability**

Session and Presbytery

### **Key Responsibilities**

#### **Vision & Leadership**

- Enhance, in concert with the Session, the vision for the church and communicate that vision to staff, leadership and laity
- Moderate Session
- Develop goals with Session
- Communicate a clear direction and equip the leadership for ministry

#### **Preaching, Teaching & Worship**

- Provide a solid biblically-based, reformed ministry of preaching and teaching, to equip believers for the work of ministry and building Kingdom leaders
- Coordinate with Worship Team and Praise Teams to plan and lead worship, including, but not limited to:
  - Preaching
  - Developing the order of service
  - Selecting music
  - Administering the Sacraments
  - Developing and promoting seasonal events and services
  - Supporting, motivating and coordinating other worship leaders
- Encourage and nurture the understanding and application of Reformed theology

#### **Congregational Care & Discipleship**

- Conduct new member classes
- Help Assimilation Committee with including new members in the life of the church
- Oversee direction of an active Christian education program
- Encourage development of Small Groups and fellowship
- Provide spiritual direction to the church and community which may include officiating weddings, funerals, and memorial services

- Provide pastoral care to people hospitalized, in a crisis, or acute situation
- Oversee a lay visitation program
- Initiate conflict resolution and initial/basic counseling

### **Administration & Staff Leadership**

- Lead regular office staff meetings
- Work with the Personnel Team in maintaining job descriptions, personnel policies and procedures, and performance evaluations for every employee
- Participate in developing the annual budget with Session

### **Denominational Involvement**

- Attend meetings of the EPC

### **Personal & Spiritual Expectations**

- Demonstrate a Christian lifestyle through word and deed, being mindful of one's own need for spiritual and physical renewal on a daily basis

### **Qualifications**

- EPC ordained Minister (or eligible)
- Theological beliefs compatible with the EPC
- Pastoral experience
- Experience in teaching Scripture
- Excellent communication skills
- Good organizational and operational skills
- Understanding of small community dynamics

### **Evaluation**

- The pastor will be evaluated annually by the Session

### **Additional Requirements**

- All applicants must be willing to submit to a background and credit check

## CCE HISTORY: FAITHFUL GOSPEL WITNESS IS OUR LEGACY

The heritage of Community Church of Ephrata (CCE) is as old as Ephrata itself. The first Presbyterian congregation in our town gathered in 1909, the same year Ephrata was incorporated in Grant County. The church worshipped somewhere near Basin street until it moved to a building in a downtown neighborhood (currently, the Ivy Chapel Inn). A congregation worshipped at the old chapel for over a generation. In the early 1990s, we moved to a new building “up on the hill,” south of Columbia Ridge Elementary.

A decade later, our church had a crisis of faith. We remained committed to the authority of Scripture and the way of salvation being through Jesus Christ alone, but our overseeing denomination no longer shared those commitments. They had been drifting away from historic Christianity for decades amidst great consternation from conservative churches like ours. It became impossible for us to maintain the tension and be a healthy church. In 2004, our church Session (elders) sought the Lord to discern His leading concerning this tension. They then voted unanimously to part ways with our former denomination. The congregation also voted by a large majority to confirm this direction. This initiated a sad parting of ways as we said goodbye to many dear friends and our former building.

After the departure, we still marvel at how the Lord led us to a fruitful new season as Community Church of Ephrata. We found great encouragement in joining the EPC denomination (Evangelical Presbyterian Church).<sup>1</sup> In our early years, we worshipped in the gym at New Life Christian School. With steady growth, excellent leadership and sincere faith, the Lord led us to the purchase of new property and the building of our K street location in 2011.

Faithful people, throughout the history of our church, passed on to us the steady proclamation of the Gospel. They were not stopped by a century's worth of hardships. We must lead now from their example. We have come to understand that the vitality of Community Church depends on total commitment to the Gospel of Jesus Christ. The Spirit, working through the Word, leads us to the Love of the Father, demonstrated through the Cross and Resurrection of His Son. Hallelujah.

Our faithful God confirms the mission to each generation: make disciples. After years of leadership transition in our recent history, it is time for us to recommit to the mission. Let us evangelize. Let us be disciples who make disciples. To make disciples, we must mobilize every facet of the church toward the mission.

That is our story. This is our mission. Jesus is Lord. We remain committed until His return. In the words written on a window at our first church building, “faithful until death.” (Rev. 2:10)

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<sup>1</sup> The EPC holds “Seven Essentials” of doctrine that upholds historic, evangelical Christian faith.

## CCE – VISION, MISSION, AND STRATEGY <sup>2</sup>

### THE VISION

The beginning and end of all things is this: God desires to dwell with us and we with Him. The only appropriate relationship to God is one of worship. That is our renewal, our fuel and engine, our destiny and glory. We are destined by God to be in his presence and worship.

"To him who sits on the throne and to the Lamb be blessing and honor and glory and might forever and ever!" (Rev. 5:13 ESV).

**Vision Summary Statement: We are called to gather God's family to worship.**

### THE MISSION

**Go therefore and make disciples of all nations. (Mt. 28: 19)**

### THE STRATEGY

Our strategy for both gathering and sending out will be:

**Outreach** – We are to build genuine friendships with our community . Personally, we are to pray with, love, honor, rejoice and cry with people outside our church. As a corporate body, we want to support the public institutions and individuals who serve Ephrata. We want the sharing of Jesus not to be forced, but to be between friends. We do **outreach** to extend God's peace through practical love, ready to share the greatest hope for any person or problem: Jesus.

**Evangelism** – We are committed to Gospel proclamation: Christ died according to the Scriptures; He was raised according to the Scriptures (1 Cor. 15:3-8). All people everywhere need forgiveness and new life with God. We must be ready to share this specific message and explain the Gospel-core of our faith when the opportunity arises. We are evangelistic in our various worship services inside the church. We are responsible to equip all ages in our congregation for sharing the Gospel. We organize for both individual and collective **evangelism** through built friendships **outside the church**. We never forget that our community, people, businesses and institutions need to be **brought from the domain of darkness over to the Kingdom of God by evangelism and conversion to Christ.**

**Discipleship** - We are to make **disciples** as Jesus commanded. By **discipleship**, we mean nurturing and teaching <sup>3</sup> others for the growth and maturity of their Christian faith so that they too will make disciples. We subscribe to a Christianity of total surrender, daily submission and suffering in the Way of Christ.

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<sup>2</sup> As organized in the GO CENTER manual.

## THE THREE MOUNTAINS OF OUR MINISTRY

### I. The Discipleship of Christian Families within the Church Family.

...take care, and keep your soul diligently, lest you forget what your eyes have seen, and lest they depart from your heart all the days of your life. Make them known to your children and your children's children. Dt. 4:9 (ESV)

- a. Based on irrefutable research, <sup>4 5</sup> true effectiveness in discipleship will depend on careful attention and resources devoted to ministry for parents, children, and youth.
- b. We are to pay special attention to promoting and strengthening Christian marriage and Christ-centered homes.
- c. While the responsibility for discipleship of young people requires the primary effort from parents, the entire church family is called to nurture the next generations, especially those without spiritual leadership at home.

### 2. Expand Ministry both In and Beyond the Church Building

"The harvest is plentiful, but the laborers are few; therefore, pray earnestly to the Lord of the harvest to send out laborers into his harvest Matthew 9:37-38 (ESV)

- a. Our first labor is prayer.
- b. We will encourage, challenge, and train the congregation of CCE for personal ministry outside the church.
- c. We will plan specific church events, ministries, and traditions both to **welcome outsiders in and send insiders out.**

### 3. Spiritual Growth and Leader Development

And he said to them, "Follow me, and I will make you fishers of men." Immediately they left their nets and followed him... Go therefore and make disciples of all nations...teaching them to observe all that I have commanded you. Matthew 4:19-20, 28:19-20 (ESV)

- a. Our mission will rise or fall based on the integrity and skill of godly leadership **to make disciples who make disciples**  
Our understanding of discipleship involves **total surrender** to the Way of Jesus Christ and submission to Him in the face of suffering.
- b. We are to provide spiritual care for the hurting because our deepest wounds need to be bound up and dressed by the Gospel as we move forward in spiritual growth and leadership. <sup>7</sup>
- c. We are to identify, encourage, train and mobilize individuals in their God-given talents and gifts. All CCE leadership (staff, pastors, elders, deacons) are responsible to minister to individuals and **create opportunities** for them to learn, receive care, serve and lead with their gifts.
- d. We are called to submit to and teach the full counsel of God's Word with an emphasis on faithful, loving obedience to our Heavenly Father.
- e. As a spiritual family, we share the Father's abundance and see to each other's spiritual and material needs.

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<sup>4</sup> 85% of conversions to Christianity happen between ages 4-14. 60% of youth conversions happen through the direct ministry of parents. [www.snu.edu](http://www.snu.edu)

<sup>5</sup> American children ages 5 to 13 have a 32% probability of accepting Christ, but youth or teens aged 14 to 18 have only a 14% probability of doing so. Adults age 19 and over have just a 6% probability of becoming Christians.

[www.georgebarna.com](http://www.georgebarna.com)

<sup>6</sup> See Psalm 78:72.

<sup>7</sup> See John 21:15-17. God has appointed the church to the ministry of shepherd-servant-leadership for this task. We are called to **know, feed** (instruct), **lead** and **protect** individuals so they grow confident in the Lord and lead others to follow Him.

## 12.16.2024 - Young Family Planning Team - Session Recommendations

The 2024 Young Family Planning Team includes Elders Jim Lester and Barry McGilvray, Director Megan Hagy, Gary Chamberlain, Hunter Stucky, Valerie Roberts, Lisa Knight, Katie Kooy and Justin Heilman.

Our team was created under the authority and charter of the Session to study, discern and make recommendations to the Session for reaching the next generation of young adults and young families in our community. We met twice a month September 2024 – January 2025.

As a foundation for our discussion, we reviewed the CCE GO Team Principles. We have spoken with members of our church family as well as families who attend other churches and those who have moved on from CCE. We have researched programming in local and regional churches and considered the trends in our own church attendance and demographics.

We offer the following recommendations for Session consideration.

### **AREA 1: Assimilation**

CCE is well regarded in our community for our warm and welcoming congregation. We do well greeting guests and helping visitors feel welcome on Sunday mornings. However, we recognize an opportunity to improve our ongoing assimilation by offering consistent hospitality and fostering meaningful engagement with newcomers beyond first visits.

**SESSION ACTION:** Approve the formation of an Assimilation Committee to review, enhance, and oversee a comprehensive assimilation process that fosters connection to the body of Christ at CCE. The following are charter recommendations for that committee.

- **Comprehensive Review of Ministry to Newcomers**
  - Conduct a full evaluation of the current welcome process, from greeting newcomers at the front door to fostering active participation within the congregation.
    - Recruit and equip hospitality-gifted volunteers to serve as Sunday morning greeters, floaters and exit greeters to ensure every visitor feels acknowledged and supported.
- **Young Family Hospitality**
  - Create a family check-in table near the front entrance to serve as a one-stop station for child check-in, distributing kid packs, and nametags for adults. Ensure this table is consistently staffed every Sunday morning.
    - Professional signage highlighting nursery and children's ministry offerings on Sunday mornings.
    - Free children's Bibles (various age levels)
  - Collaborate with the Property and Decorating teams to revitalize the children's Sunday School wing.
    - Enhance the space to be aesthetically inviting and family-friendly by decluttering, replacing broken or outdated furniture, and adding fresh paint or wall coverings.
    - Involve K-6th teachers to bring their professional expertise into creating an engaging atmosphere.

- **Welcome Center**
  - Consider a dedicated space in the fellowship hall with church information for newcomers.
- **Ongoing Assimilation**
  - Intentional relationship building with newcomers to understand their gifts and how God may be leading them to contribute to worship and ministry at CCE.
  - Develop a "growth track" to guide newcomers and regular attendees toward community, discipleship, spiritual gifts, service, and care, aligning with our GO TEAM priorities. Membership is a natural step in this progression.

## **AREA 2: Family Life**

CCE is blessed with a vibrant multigenerational church family though the majority of our congregation is over sixty<sup>8</sup>. We have a unique opportunity to reflect the love of Christ and the hope of the Gospel through lives lived sacrificially for one another. To fully embrace this calling, we must sharpen our focus on areas that risk falling through the 'ministry cracks,' particularly post-high school young adults and young families.

**SESSION ACTION:** Approve the formation of a Family Life Committee. The following are charter/oversight recommendations for that committee.

- **Ministry oversight areas:**
  - Young Adult Ministry (ages 18-25): Develop events and discipleship opportunities tailored to young adults that are college and early career aged, single or married without children.
  - Young Family Ministry: Work in coordination with Children and Youth Ministry to organize fellowship activities designed for families with children birth to teenagers.
  - Senior Ministry (ages 60 and over): Promote fellowship, support and care. The existing Senior Coffee Planning Team could operate as a sub-committee of Family Life.
  - Intergenerational Connections: Foster meaningful interactions between youth, young adults, families, singles and seniors.
- **Strategic Focus Areas**
  - Young Men (Ages 18-25):
    - Studies show a link between a father's church attendance and his children's continuation in faith<sup>9</sup>. This was affirmed by experience within our own group.
      - Begin early! Build relationship with young men, helping them feel known, led, and encouraged to grow in their relationship with Christ and the church family.
      - Begin early! Encourage and equip these young men as valued members of the body of Christ and future leaders in their marriages, families and home churches.

<sup>8</sup> 2024 Demographic splits for CCE active members, baptized members and regular attendees: 60+ 67%, 40-50 7%, 20-30 (single or married no children) 8%, Family (College age) 7%, Young Family (0-18yrs) 11%

<sup>9</sup>Touchstone study found 44% of children will continue in church attendance if father regularly attends church vs. 2 % if father does not attend church. Low, Robbie. "The Truth About Men & Church." *Touchstone* 16, no. 5 (June 2003). Accessed January 6, 2025. <https://www.touchstonemag.com/archives/article.php?id=16-05-024-v.>

- Young Family Ministry:
  - Provide family-oriented activities that encourage connection and growth.
  - Create specific opportunities for:
    - Fathers: Build relationships with other men in the congregation.
    - Mothers: Foster connections with other women in the congregation
    - Mentorship connections with our seniors

### **AREA 3: Media and Communications**

Today, young adults and families are far more likely to “visit” a church via the website or Facebook page before stepping through its doors. Media provides answers to many basic questions from a safe distance: *What is the church like? What can I expect if I attend? What is available for my children?* All our media platforms should address these questions in some detail. Additionally, social media provides outreach beyond our doors through content sharing and provides increased congregation communication.

- **Media 2.0: Enhance Our “Digital Foyer”**
  - Streamline website content by reducing text, sharpening language, and incorporating more visual elements. Highlight CCE family life and opportunities especially for young adults and young families. Consider a “community column” to promote events in the area.
  - Facebook continues to be the most widely used social media platform <sup>10</sup>. We recommend embracing this platform in a more proactive way to communicate with the congregation and community.
  - Personnel and Budget Considerations:
    - Recommend dedicated staff resources for 2+ hours of weekly media engagement for the website, Facebook and Instagram.
    - Provide funding for media training as requested.

### **AREA 4: Sunday Morning Ministry**

The Young Family Planning Team affirms the primary mission of the local church: to gather God’s family to worship. We believe Sunday morning serves as our most significant opportunity to fulfill this call. While other ministries such as small groups, Bible studies, service opportunities, and fellowship activities will naturally develop to support this mission, Sunday morning must remain our highest priority.

The Young Family Planning Team makes the following recommendations for regular Sunday morning ministry:

- **Sunday Service Time**
  - Spring 2025 – During Pastoral Transition:
    - Continue our 9:00 AM service time during the early phase of the pastoral transition to minimize conflict and anxiety as transition is already unsettling for many.
  - Fall 2025 Session Consideration:
    - Propose shifting to a 9:30 AM start time to offer additional flexibility and grace for young families while respecting multigenerational congregation.
    - The 9:30 AM start will allow for a discipleship hour (Sunday School) following Worship that is reasonable for young family schedules.

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<sup>10</sup> Churchfluence/Pew Research Center in a 2024 study found of people who use social media, 69% regularly use Facebook with the following usage by age splits: 18-29 70%, 30-49 77%, 50-64 73%, 65+ 50%. Instagram was a distant second overall, but holds a high engagement with 18-29 year olds of 71%.

- **Sunday Morning Ministry**
  - Nursery (Ages 0-3):
    - EXPAND nursery services to provide childcare for the entire service.
      - This recognizes the age and stage needs of young families and provides robust support and care for parents and grandparents who are seeking to raise their young families in Christian community.
  - Community Kids (Pre-K–4th Grade):
    - Continue to provide age-level discipleship during the sermon to support parents in training their children in faith.
  - Adult and Youth Discipleship
    - Fall 2025 – Youth and Adult Sunday School classes to follow Worship.
  - Youth and Young Adult Involvement
    - Increase youth and young adult participation in key service roles, including greeting, co-ushering with adults, worship, scripture reading and offering.
  - First Sunday Brunch:
    - Fall 2025 - Brunch in lieu of Sunday School on the 1<sup>st</sup> of the month as an important element of Christian fellowship and community.
- **Worship Music Selection**
  - Worship Committee Recommendation - Encourage praise leaders to include more than one contemporary worship song (tempo, style, instrument choice) in each service to appeal to younger generations.