



CHURCH & CANDIDATE PROFILE

CHURCH NAME

Ripon Church

CITY

Ripon

STATE

Wisconsin

CHURCH WEBSITE

<https://riponchurch.com/>

THE COMMUNITY

POPULATION OF CITY

7,800

POPULATION OF COUNTY

105,000

COMMUNITY OVERVIEW

Ripon, WI is a small town located southwest of the Fox Valley, a bustling metro area in the heart of Wisconsin. Ripon is made unique by a number of important factors. It is home to Ripon College, a small, private liberal arts college that adds a progressive and creative element to the community along with excellent athletic facilities enjoyed by the entire community.

Ripon is also the birthplace of the Republican Party. Those traditional conservative values remain a present force in the community. Alliance Laundry is Ripon's largest employer, providing quality jobs and opportunities, but there are other growing industries balancing their impact along with a vibrant downtown and entrepreneurial culture.

Ripon is not without its issues. The local thrift store and food pantry (started by RCC and now its own 501c3 organization) provide food for about 200 families/month.

Small enough that you know people as you walk down the street and large enough that there are real issues and opportunities to work together toward; Ripon is a place where industry, opportunity, education, and social justice issues are able to collide with the gospel in a truly unique way.

WHY PEOPLE LIKE LIVING HERE

Ripon, WI, is a bustling and progressive college town with a growing arts & entrepreneur culture and a thriving downtown (A semi-finalist for the Great American Main Street award). There's not a weekend that passes without live music at a local winery, coffeehouse, or brewery. With mountain bike trails, hiking trails, and a short trip to one of Wisconsin's most beautiful lakes (Green Lake), recreation is right at our doorstep. Ripon is the ideal place to enjoy the pleasures of small-town living with easy access to the amenities of larger cities. Ripon is centrally located—½ hour from the Fox Cities (Population >200,000) and 1½ hours from Green Bay, Madison, and Milwaukee. With a consistently high-performing school district, many parks, and a low crime rate, Ripon is an ideal place to enjoy life and do effective ministry.

THE CHURCH

CHURCH HISTORY

Founded in 2002 by Pastor Mike Holba, RCC recently celebrated its 20-year anniversary. The church began with a desire to reach people who were turned off by church, but not by God. The church grew steadily over those years, ballooning to four services and 500+ people in an old downtown church building.

In 2018 RCC began hosting services at Ripon High School to accommodate the growth. When COVID hit, services moved exclusively online for a number of months (combined with summer outdoor services). When services started up again, they happened back at the downtown location, where we've hosted services since.

In 2022 Mike Holba moved on to a new ministry role. Sam Prellwitz transitioned into the Lead Pastor position. Since taking over, services grew from post-COVID numbers of 200 to current numbers of 350-400 people weekly.

The church was also presented with an opportunity to purchase and renovate a 20,000 square ft new space that sits on 12.5 acres of land with easy access from the highest traffic highway in Ripon. RCC completed a successful campaign with over \$1 Million in commitments and plans to move into the new location in November of 2023. The new location will house a 400-seat auditorium with ample gathering space, children's space, parking, and accessibility. It will solve many of the limitations of the current downtown building.

Over the years RCC has

- Baptized over 1000 people.
- Planted three successful churches.
- Started a Food Pantry and Thrift Store that branched out into its own 501c3 and feeds 200+ families monthly.
- Began a downtown coffeehouse and multi-site location. While the multi-site location didn't work long-term, the coffee house also branched off of the church and continues to operate in downtown Ripon.

DENOMINATIONAL AFFILIATION

Baptist (General Conference - Converge)

VISION, MISSION, VALUES

RCC's Mission statement is: To represent Jesus well on every city street and in every social circle in Ripon and the surrounding communities.

RCC has 4 values:

- Taking God Seriously
- Investing in a personal relationship with God
- Treating people like Jesus treats people
- Living out our God-given purposes

Each of these are described in detail on our website.

AVERAGE WEEKEND ATTENDANCE

350

IS YOUR CHURCH MULTISITE?

No

ATTENDANCE TREND

Growing

HOW MANY CAMPUSES?

1

NUMBER OF WEEKEND SERVICES

3

WORSHIP STYLE OF YOUR CHURCH

On most weeks, you'll hear RCC playing songs you'll hear on Christian radio amped up a few notches. There will be hymns regularly mixed in, but done with a full band. We're also not afraid of the occasional secular song, as long as it has a purpose and adds to the message. Bluegrass and Country songs are also mixed in, as they appeal to a good number of people in our church. We live by this mantra with worship music: "The only thing you're doing wrong is the thing your doing all the time." We have an exceedingly high standard but are constantly experimenting and attempting to engage people with worshipping God in new and fresh ways.

OVERVIEW OF WEEKLY WORSHIP GATHERING

A typical Sunday at RCC has three services (8:30, 9:45, and 11:00 AM). Each service sees between 90 - 150 people in attendance. The music varies in style (we'll have an occasional country or bluegrass worship service) but generally is a little louder and punchier than what you hear on Christian radio. People love and talk about the quality of our worship music. We typically have a short welcome/announcement video followed by three worship songs. This leads to a bumper video followed by the sermon. After the sermon, we finish the service with two worship songs.

Sermons are highly relatable and often topical (with exegetical Bible-book series regularly taught too). We take God seriously, but we don't take ourselves too seriously. There are plenty of laughs. Each sermon works to further our mission of helping our church family be a group of people that represents Jesus well.

In addition to the compelling sermons and fantastic worship music RCC is known for its people. RCC is a church family that's hard to peg. Evenly split politically and socio-economically, RCC really is a cross-section of our community—it's the same group of people you'd run into at the grocery store. When you walk into the doors of the church, you will be warmly and authentically welcomed. You'll see smiles and lots of after-church conversations. Kids are everywhere you look as RCC is filled with young families.

TELL US ABOUT YOUR FACILITY

Currently, RCC is in a building that is land-locked, 9,000 square ft, filled with stairs, without any official parking, has a 180-chair auditorium, and finagled children's space. It's located in downtown Ripon and has served the RCC community exceptionally well, considering its limitations.

In November of 2023, RCC will move into a 20,000 square ft building that sits on 12.5 acres. It will have a parking lot with 200+ spaces, full accessibility, and an entire children's wing. The auditorium will fit 400 people with the equipment needed to provide an immersive, transformational, and focused worship experience.

OVERALL BUDGET (THIS FISCAL YEAR)

\$583,000

OVERALL LONG-TERM DEBT OF THE CHURCH

In process - \$2-2.5 Million

OTHER MINISTRY PARTNERSHIPS

RCC is loosely affiliated with Converge.

GOVERNANCE & POLITY

Lead Pastor has authority over Staff and day-to-day operations.

The leadership team/elder board has authority over the vision/direction of the church and the Lead Pastor.

MINISTRIES, PROGRAMS, AND STAFFING

CURRENT PAID STAFFING LEVEL

There are currently two full-time paid staff members:

- Lead Pastor
- Worship Pastor
- Discipleship Pastor

There are 3 part-time ministry positions:

- Communication and Connection director (30 hours weekly)
- Creative Director (30 hours weekly)
- Children's Director (20 Hours weekly)

There are 2 additional paid positions:

- Finance - 7 hours weekly
- Cleaning - 4 hours weekly

MAJOR MINISTRIES OF THE CHURCH

Major ministries of RCC:

Worship - With 40 volunteers and immense talent, RCC's worship ministry is one of its most significant ministries. RCC has regularly put on concerts at community events as a way to give a gift to the community + provide an avenue of outreach.

Student Life - With 60-80 students regularly attending on a Wednesday night + a dozen volunteers, RCC's Student Life has grown in the past three years to make a significant impact on the community. Additionally, 8 students have or are currently part of a student-intern program.

Children's - With nearly 40 volunteers and 40-60 children, RCC Kids is an effective ministry that prepares our kids to navigate a changing world by representing Jesus well.

Community Groups - RCC currently has about 10 groups and 100 people in groups. These groups meet regularly and study sermon-based content.

Outreach - Whether it's the welcome team or a group headed on an overseas mission trip, numerous people are part of RCC's outreach and mission efforts.

Chaplain Ministry - RCC has about 10 trained chaplains to help serve people who are in the hospital or enduring a period of hardship.

OUTREACH PROGRAMS OVERVIEW

Here's a sampling of outreach efforts we've done this past couple of years:

Concert on the Green, which saw 700 people show up in downtown ripon for a mix of oldies, pop hits, and Christian music from our worship team.

Concert during a downtown Christmas event featuring Trans-Siberian orchestra songs, etc.

Stocking the break rooms with healthy and nice snacks for all local teachers and nurses.

Local clean-up after a storm.

Outdoor service on the street (closed down the street for a special 20-year celebration).

Christmas and Easter celebrations at the local High School with nearly 750-900 people in attendance.

Regular blood drives.

WINS, OPPORTUNITIES, AND CHALLENGES

BIGGEST CHURCH 'WINS' IN LAST 18 MONTHS?

- Unanimous support for purchasing and renovating a new building
- Unanimous support for updating the church mission statement
- Growing at a fast rate (80 more people per week year-over-year)
- Over 20 new members
- Over 20 baptisms
- Successfully launched a \$1 Million fund-raising campaign
- Successful Lead Pastor transition

BIGGEST OPPORTUNITY FOR YOUR CHURCH IN THE NEXT 12 MONTHS

The move into a new building.

CHURCH'S BIGGEST CHALLENGE FOR THE FUTURE

Meeting the spiritual and practical needs of a fast-growing church.

THEOLOGY

PUBLISHED THEOLOGICAL STATEMENT

Not posted, but from church constitution:

THE AFFIRMATION OF OUR FAITH

1. The Word of God

We believe that the Bible is the Word of God, fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit, and that it has supreme authority in all matters of faith and conduct. (2 Tim. 3:16, 17; 2 Pet. 1:20, 21; Heb. 4:12, 13; 1 Pet. 2:2, 3; Matt. 4:4; Psalm 1:2, 3)

2. The Trinity

We believe that there is one living and true God, eternally existing in three persons, that each of these three are equal in divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence and redemption. (Gen. 1:26; Deut. 6:4; Matt. 3:13-17; Titus 3:4-7; 1 Pet. 1:2)

3. God the Father

We believe in God, the Father, an infinite, personal spirit, perfect in holiness, wisdom, power and love. We believe that He concerns Himself mercifully in the affairs of men, that He hears and answers prayer, and that He saves from sin and death all that come to Him through Jesus Christ. (Is. 57:15; John 4:23, 24; Ex. 3:1-15; 1 John 1:5; 1 Cor. 1:30; Luke 11:1-13)

4. Jesus Christ

We believe in Jesus Christ, God's only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people, and personal visible return to earth. (Matt. 1:18; 1 Pet. 3:18; 1 Cor. 15:4, 5; Acts 1:9; 1 John 2:1, 2; 1 Thess. 4:16, 17; Heb. 7:24, 25; Rev. 21: 1-8)

5. The Holy Spirit

We believe in the Holy Spirit who came forth from the Father and Son to convict the world of sin, righteousness, and judgment, and to regenerate, sanctify, and

empower all who believe in Jesus Christ. We believe that the Holy Spirit indwells every believer in Christ and that He is an abiding helper, teacher and guide. (John 14:26; John 16:7-15; Titus 3:4-6; 1 Thess. 4:3-8; Eph. 5:18; Gal. 5:16-18; 1 Cor. 12:13)

6. Regeneration

We believe that all men are sinners by nature and by choice and are, therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior are regenerated by the Holy Spirit. (Rom. 3:23; John 3:36; Acts 3:19; Titus 3:4-7)

7. The Church

We believe in the universal church, a living spiritual body, of which Christ is the head and all regenerated personnel are members. We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, work and fellowship. We believe that God has laid upon the members of the local church the primary task of giving the gospel of Jesus Christ to a lost world. (1 Cor. 12:13; Matt. 28:18-20; Luke 10:27; Eph. 4:11-16)

8. Christian Conduct

We believe that a Christian should live for the glory of God and the well being of his fellow men; that his conduct should be blameless before the world; that he should be a faithful steward of his possessions; and that he should seek to realize for himself and others the full stature of maturity in Christ. (Phil. 1:27; 1 Cor. 4:2; Matt. 25:14-30; 1 Pet. 1:15, 16; Col. 1:28, 29; 1 Cor. 10:23-31; Heb. 5:11-14; Heb. 12:14)

9. The Ordinances

We believe that the Lord Jesus Christ has committed two ordinances to the local church: Baptism and the Lord's Supper. We believe that Christian baptism is the immersion of a believer in water into the name of the triune God. We believe that the Lord's Supper was instituted by Christ for commemoration of His death. We believe that these two ordinances should be observed and administered until the return of the Lord Jesus Christ. (Matt. 28:18-20; Acts 8:36-39; 1 Cor. 11:17-34)

10. Religious Liberty

We believe that every human being has direct relations with God and is responsible to God alone in all matters of faith. We believe that each church is independent and must be free from interference by any ecclesiastical or political authority; that therefore Church and state must be kept separate as having different functions with each fulfilling its own duties. (Rom. 13:1-7)

11. Church Cooperation

We believe that local churches can best promote the cause of Jesus Christ by operations with one another in a denominational organization. Such an organization, whether a regional or district conference, exists and functions by the will of the churches. Cooperation in a conference is voluntary and may be terminated at any time. Church may likewise cooperate with inter-denominational fellowships on a voluntary basis.

12. The Last Things

We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His Kingdom. We believe in the resurrection of the body, the final judgment, the eternal felicity of the righteous, and the endless suffering of the wicked. (1 Cor. 15:42-57; Psalm 16:11; Heb. 9:27; Luke 16:23-26; Rev. 21:1-8; Rev. 20:11-15)

WHAT THEOLOGICAL HILLS WILL YOU DIE ON?

Apart from anything that would directly contradict the theological statement, we do not have extra hills to die on.

HOT-BUTTON SOCIAL/CULTURAL ISSUES FOR YOUR CHURCH

We will not officiate a same-sex marriage. We are a welcoming and safe place for any and all people.

We are comfortable with responsible consumption of alcohol.

DESCRIBE YOUR CHURCH'S POLICIES ON PARTICIPATION OF LGBTQ INDIVIDUALS IN THE LIFE OF YOUR CHURCH

An LGBTQ individual is welcome to participate in the life of the church. RCC will not perform same-sex marriages or hire a practicing LGBTQ individual onto the

staff. Leadership positions would follow a similar policy, though nuance is applied here to the degree that it would distract from keeping the focus on Jesus.

THE POSITION

POSITION TITLE

Student/Family Pastor

FULL TIME POSITION?

Yes

OVERALL DESCRIPTION OF THIS POSITION

Ripon Community Church's mission is to Represent Jesus Well in Ripon and beyond. This position will have the primary role of leading RCC's Student Ministry, "Student Life" toward that end. RCC Student Life is filled with growing and motivated students who desire to follow Jesus.

Currently student-led and growing with minimal staff support, this ministry is primed and ready for a leader who will help this group of students grow in their ability to Represent Jesus Well to their peers and prepare them to head into a shifting world on solid footing.

In addition to leading Middle and High school students, this position will provide oversight and leadership to RCC Kids. RCC Kids is quickly growing and is led by a Director position. The Student Pastor will provide leadership, innovative practices, and guidance to the RCC Kids Director. This will allow this position to guide and influence the entire family experience and ministry at RCC.

REPORTING RELATIONSHIP

This position will begin by reporting to the lead pastor, transitioning to reporting to the discipleship pastor if the relationship supports this and growth requires it.

GOALS AND EXPECTATIONS

Success in this position looks like a steadily growing student ministry coordinated seamlessly with and extending naturally from RCC Kids. In addition to steady growth in attendance, the following fruit is of significant importance:

- Students choosing to be baptized
- Students stepping into leadership roles within and outside the ministry
- A significant level of student leadership
- Students who consider ministry as a future vocation

- A fun and inviting Wednesday night experience, staying true to the mantra: Serious Faith and Serious Fun

DO YOU HAVE A JOB DESCRIPTION FOR THIS ROLE?

Primary Objective: Empower and grow RCC Kids and Student Life to Represent Jesus Well.

Children and students who know God's love and direction will impact this world in powerful ways. Ripon Community Church is looking for the right person to engage and transform the lives of a growing group of children and students with the hope of Jesus.

This person will oversee and direct RCC's ministry to families, to help our kids and families navigate a shifting world so they can represent Jesus well.

Key Responsibilities:

RCC Students:

- Compose engaging messages
- Find/write engaging small group material
- Promote Student Ministry
- Setup and facilitate a weekly Wednesday night event
- Plan engaging Series and Events
- Meet with/encourage students
- Recruit/encourage/train volunteers
- Become an expert in Student Ministry
- Connect with Parents

RCC Kids

- Help lead and encourage the RCC Kids Director
- Encourage innovation
- Promote a seamless transition from RCC Kids to RCC Student Life
- Aid in the recruitment and screening of volunteers
- Communicate with and encourage parents
- Meet with, train, and encourage volunteers

Misc. Responsibilities

- Attend and contribute to a weekly staff meeting
- Attend and assume various Sunday service responsibilities

Misc. ministry-related tasks

- Assist with the extra attention given to holiday and special services/events (Christmas, Easter, Mother's Day, Baptism Sunday, etc.)

Qualifications:

- A visionary with the ability to dream up mission-minded goals and bring them to fruition
- Able to lead, inspire, and manage volunteers
- Kind-hearted and fun
- Love for Students
- Excellent interpersonal skills
- Excellent communication skills (verbal, visual, and written)
- Proficient in task management
- Self-starter
- Undergraduate degree
- 3 years of experience in a student or kids ministry-related role preferred
- Seminary-level education is preferred
- Agreement with the statement of faith, vision, and values of Ripon Community Church

SKILLS, PERSONALITY, AND EXPERIENCE

WHAT SKILLS ARE YOU LOOKING FOR SPECIFICALLY?

This person will have the following skills:

- Highly skilled in setting vision
- Leadership, systems
- Managing people
- Someone who shows promise with energetic speaking/teaching will have a leg-up on other candidates

WHAT TECHNICAL ABILITIES (IF ANY) ARE REQUIRED?

We use google suite, asana, pro-presenter, Breeze, and planning center. Proficiency in any/all of these or related software is helpful.

BUDGET AREA SUPERVISION

\$6,000

PERSONAL CHARACTERISTICS DESIRED

This position will need to be high-energy and engaging. They will need to be dependable and friendly, able to remember names and form trusting relationships quickly.

WHAT WOULD IMMEDIATELY DISQUALIFY SOMEONE?

Anything contrary to our standard beliefs/values.

OTHER "MUST HAVE" SKILLS

The ability to communicate with clarity with a staff team and multiple volunteer teams.

OTHER "NICE TO HAVE" SKILLS

Any quirky, fun things are appreciated.

DESCRIBE THE PERFECT CANDIDATE

The perfect candidate loves Jesus, connects with sincerity, leads with joy, engages with kids and students on their level, and contributes enthusiastically to the staff team.

PUBLIC JOB POSTING PAGE

PUBLIC JOB POSTING

Ripon Community Church
Student/Family Pastor
Ripon, Wisconsin

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What you'll be doing:

- Composing engaging messages & finding/writing engaging small group material
- Promoting Student Ministry
- Meeting with/encouraging students
- Recruiting/encouraging/training volunteers
- Helping lead and encourage the RCC Kids Director

Skills you need to have:

- A visionary with the ability to dream up mission-minded goals and bring them to fruition
- Ability to lead, inspire, and manage volunteers
- Kind-hearted and fun
- Love for Students
- Excellent interpersonal skills
- Excellent communication skills (verbal, visual, and written)

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ideal place to enjoy the pleasures of small-town living with easy access to the amenities of larger cities. Ripon is centrally located—½ hour from the Fox Cities (Population >200,000) and 1½ hours from Green Bay, Madison, and Milwaukee. With a consistently high-performing school district, many parks, and a low crime rate, Ripon is an ideal place to enjoy life and do effective ministry.

APPLY HERE!