



CHURCH PROSPECTUS 2025
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Invitation



We are looking for a leader who can cast vision for new ways to approach the ministry, and the skills to bring that vision to life.

Poised for growth, COMMUNITY CHURCH RANCHO is looking for a dynamic pastoral leader to work toward creating and overseeing a strong environment for the spiritual development of adults, youth, and children. Our new leader requires a passion for discipleship, a commitment to action, and an unrelenting heart for the unchurched in Southern California.

CHURCH PROSPECTUS ■ 2025

COMMUNITY CHURCH RANCHO is currently searching for our next Lead Pastor. The current Church Board, along with members of the Aspire Network (aspireleaders.com), an association of churches collaborating on the Great Commission, has appointed a Pastoral Search Team to find our next Lead Pastor to serve our church and community. The Search Team has created this prospectus detailing our church's ministries, staff, and the community we serve. We have also detailed the qualities and traits we are seeking in our next Lead Pastor, who will lead the church and our congregation forward.

We are looking for a pastor who is called to serve God in the local church, has a commitment and a vision to reach the unchurched, is dependent on the Holy Spirit's leading, and is a strong leader. This person should be approachable, flexible and adaptable to change, a good problem solver, and a dynamic communicator. Our next Lead Pastor should have a thorough knowledge of the Bible and should be able to relate the truths of Scripture to the needs of twenty-first century culture. He or she should be guided by the Holy Spirit to deliver dynamic, life-applicable sermons. This person should be comfortable relating to people of all ages and diverse backgrounds. He or she should be a visionary leader who understands the administrative needs of a thriving church, and who can develop systems of care. This person shall oversee staff members and will report to the Church Board. Our next Lead Pastor must have at least five years of ministry experience as a senior or lead pastor, an executive, or an associate pastor. In addition, this person must be ordained for the gospel ministry.

We have included in this prospectus our vision, mission, and value statements, and the Lead Pastor Job Description. Also attached is an overview of our history, where we are now, and our plans for how to move forward as a healthy, growing church.

If, after reading the prospectus, you possess many of the traits and qualities mentioned above, please pray. Pray that the Lord will direct you. Take time to pray to sense if you're being called to move forward with this process and lead COMMUNITY CHURCH RANCHO. If the Holy Spirit speaks to you with encouragement to move forward, please email us your resume. Our Search Team is praying that the Lord will guide you and bless you in all of your ministry endeavors.

Expectantly,
COMMUNITY CHURCH RANCHO Search Team



**COMMUNITY
CHURCH RANCHO**





Poised for Growth

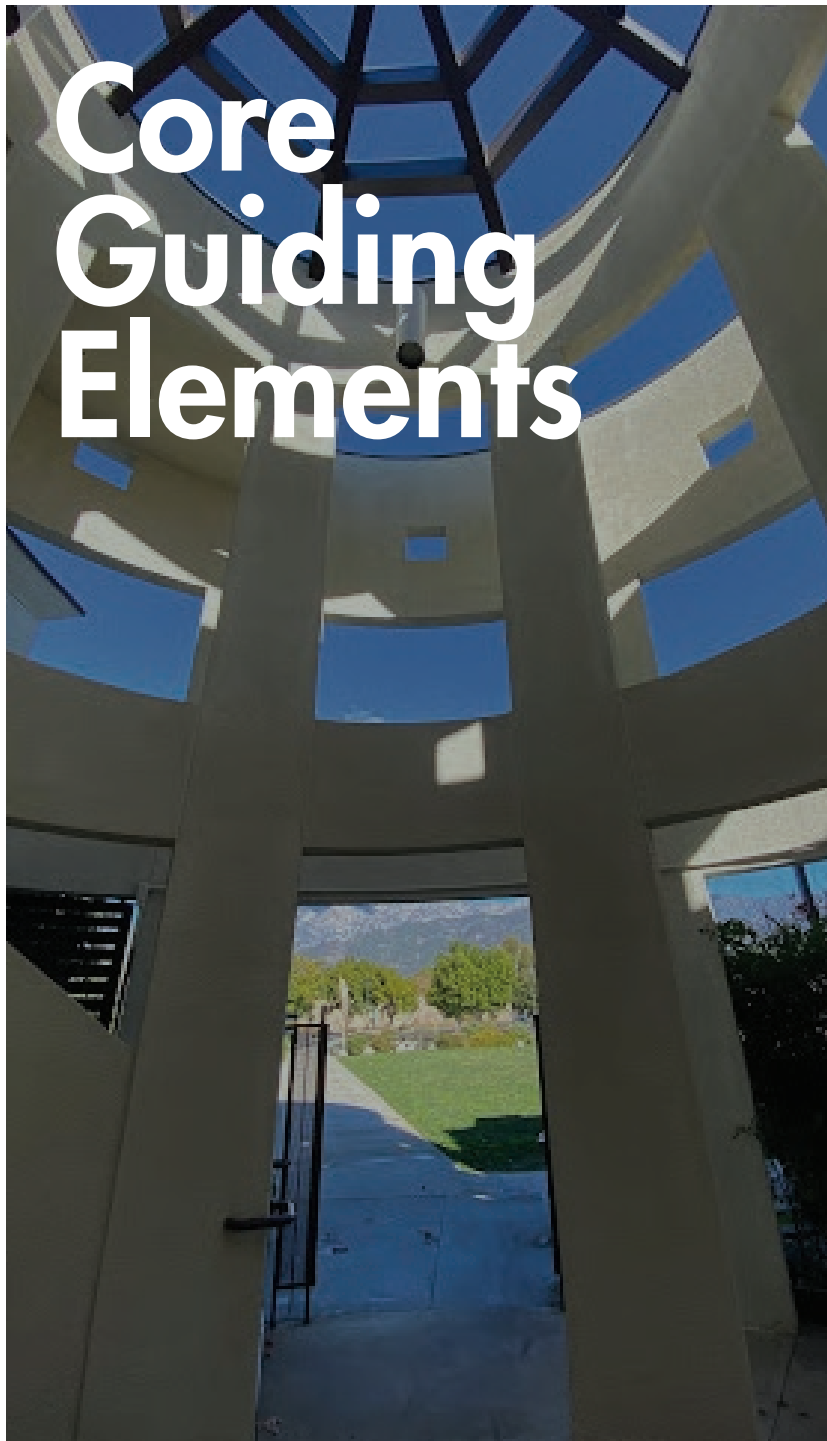
We are at a pivotal moment in our church. We are set on a good path of health, but now need to find the right leader to help us grow and deeply impact our community.

The future Pastor to lead COMMUNITY will need vision, flexibility, and patience. We are looking for an innovator with new ideas, energy, and perspective. This mission-driven, fast-paced, ever-changing environment poses challenges for those who are slow to adapt or unwilling to learn and grow. For the right person, however, this position is rich with opportunities for kingdom impact. Although we are an established church, we are looking for someone who can cast vision for new ways to approach the ministry and the skills to bring that vision to life.

We are looking for a dynamic pastoral leader to work toward creating and overseeing a strong environment for the spiritual development of adults, youth, and children at COMMUNITY. This position requires a passion for discipleship, a commitment to action, and an unrelenting heart for the unchurched.

COMMUNITY is poised for growth and regional impact. The church is actively seeking to prioritize the next generation and intentionally position itself to reach the unchurched in the area. You will find a diverse and devoted congregation, and a passionate experienced staff and volunteer leaders.

Our Lead Pastor will be a strong communicator with great relational intelligence, but also adept behind the scenes in organization, structures, and people development. The ideal candidate will be experienced as an executive, senior, or associate pastor who possesses the appropriate education to help lead our church organizationally and theologically. He or she must have the ability to work closely with all staff positions and be experienced in raising up leaders in the church that will provide both social and emotional pastoral care.



Core Guiding Elements

These statements have guided us, providing a strategic framework during this season of transition. Yet, we are holding these loosely in anticipation of the next leader to give voice to a fresh expression for our church.

OUR VISION

We envision a transformed spiritual landscape of our community. COMMUNITY CHURCH RANCHO aspires to be a church that makes disciples who make disciples who make disciples. We want to grow as disciples of Jesus while making disciples of Jesus, and we recognize that we cannot do one without the other. As individuals, and as a church community, we want to be a people who are listening for the voice of the Holy Spirit, discerning where God is at work, and then joining Him there. We desire to serve the community around us and demonstrate the love of Jesus to all those God puts in our path. We want to be the hands, feet, and voice of Jesus to humbly take part in God bringing His Kingdom to earth, making disciples of all who are willing, and growing as disciples ourselves in the process.

OUR MISSION

We aim to make resilient disciples, connecting everyone to Jesus' mission. The mission of COMMUNITY CHURCH RANCHO can be summed

up by the Great Commandment and the Great Commission: Love God; love others; make disciples. From our love of God springs the ability to love others well. When we love others well, we are compelled to make disciples. As we make disciples, we live in loving obedience to the commands of Jesus, and, in so doing, continue to grow in our relationship with him.

OUR CORE VALUES

These values shape how we live out our purpose as a church:

- **Ongoing Spiritual Formation**
Disciples should be growing. (Matt. 4:18-20)
- **Disciples Who Make Disciples**
We have a disciplemaking mindset. (Matt. 28:18-20)
- **Leaders Who Develop Leaders**
Entrusting to reliable people what we've learned. (1 Tim. 2:2)
- **Excellence for the Lord**
Bringing our best to whatever we do to the glory of God (Col. 3:23)

OUR DESIRED OUTCOMES

We desire that God would use us as He wills as we commit to obeying the Great Commission and the Great Commandment. We pray, as we cooperate with the Holy Spirit, that fresh works of God would impact the community and result in disciples who make disciples. We would then serve as a city on a hill, shining the light of Jesus into the world around us.

- **Make resilient disciples who seek to saturate the inland valley with good news.**

Answering the questions: Do our people have their identities rooted in Jesus and His rhythms? Can our people address the concerns and criticisms of our culture? Do our people see themselves as missionaries, actively sharing the hope of Christ where they live, learn, work, and play? Do they know how to share that hope?

- **Develop leaders and invest in movement infrastructure (house churches and discipleship huddles).**

Answering the questions: Where are people exposed to interpersonal discipleship? How are our disciples learning to become disciple-makers? Where are leaders

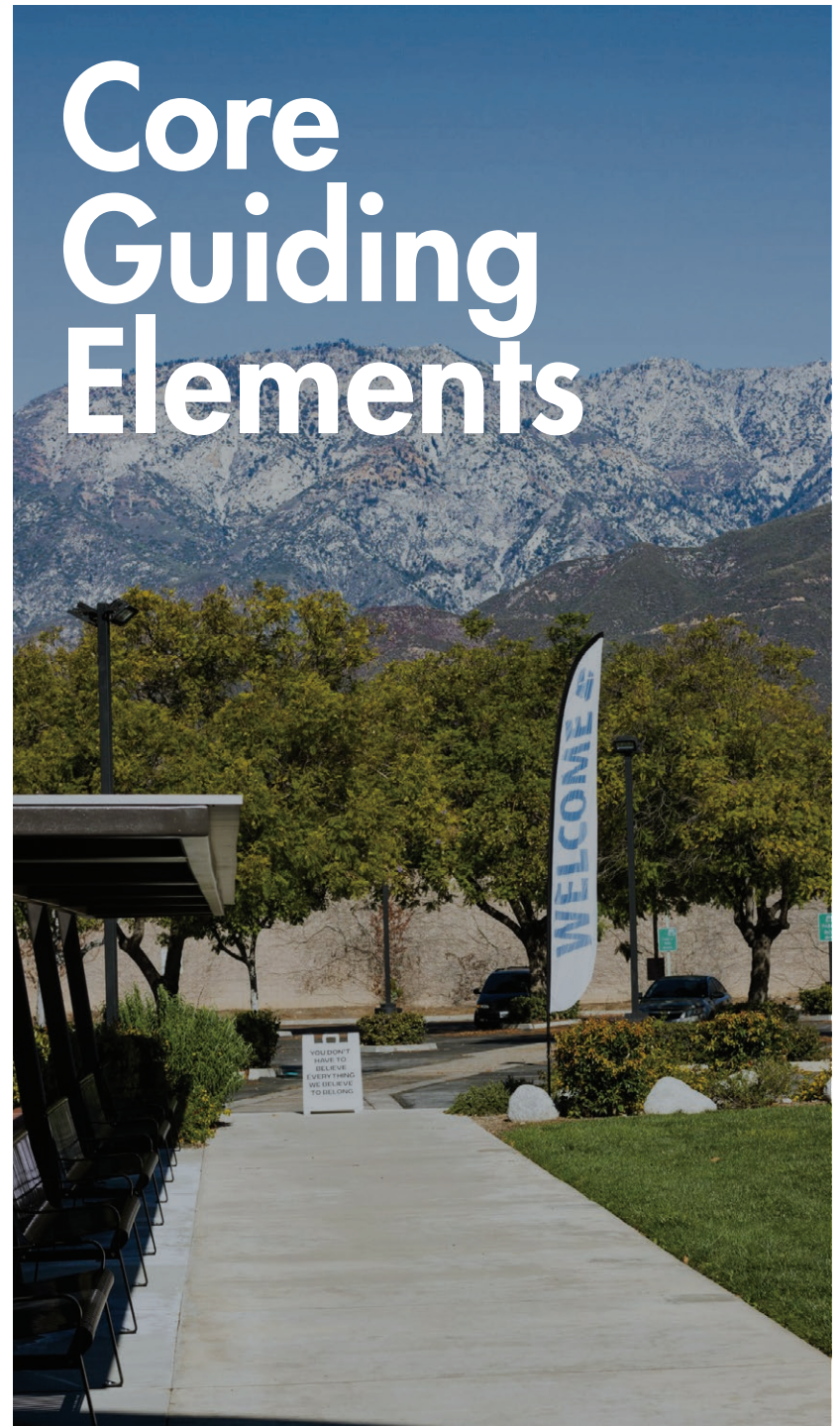
identified, invited, and trained?

What is our mechanism for group and church reproduction? How are our staff leaders channeling their energies toward developing others?

- **Create a culture of kingdom innovation; we take risks and try new things to reveal God's kingdom on earth as it is in heaven.**

Answering the questions: What would good news look like to our neighbors? How are we training and commissioning folks as kingdom entrepreneurs? How are we celebrating kingdom wins in business, service, and non-profit sectors? How are our cities and valley blessed because we're here? What is our presence among the unchurched?

Core Guiding Elements



Church Life



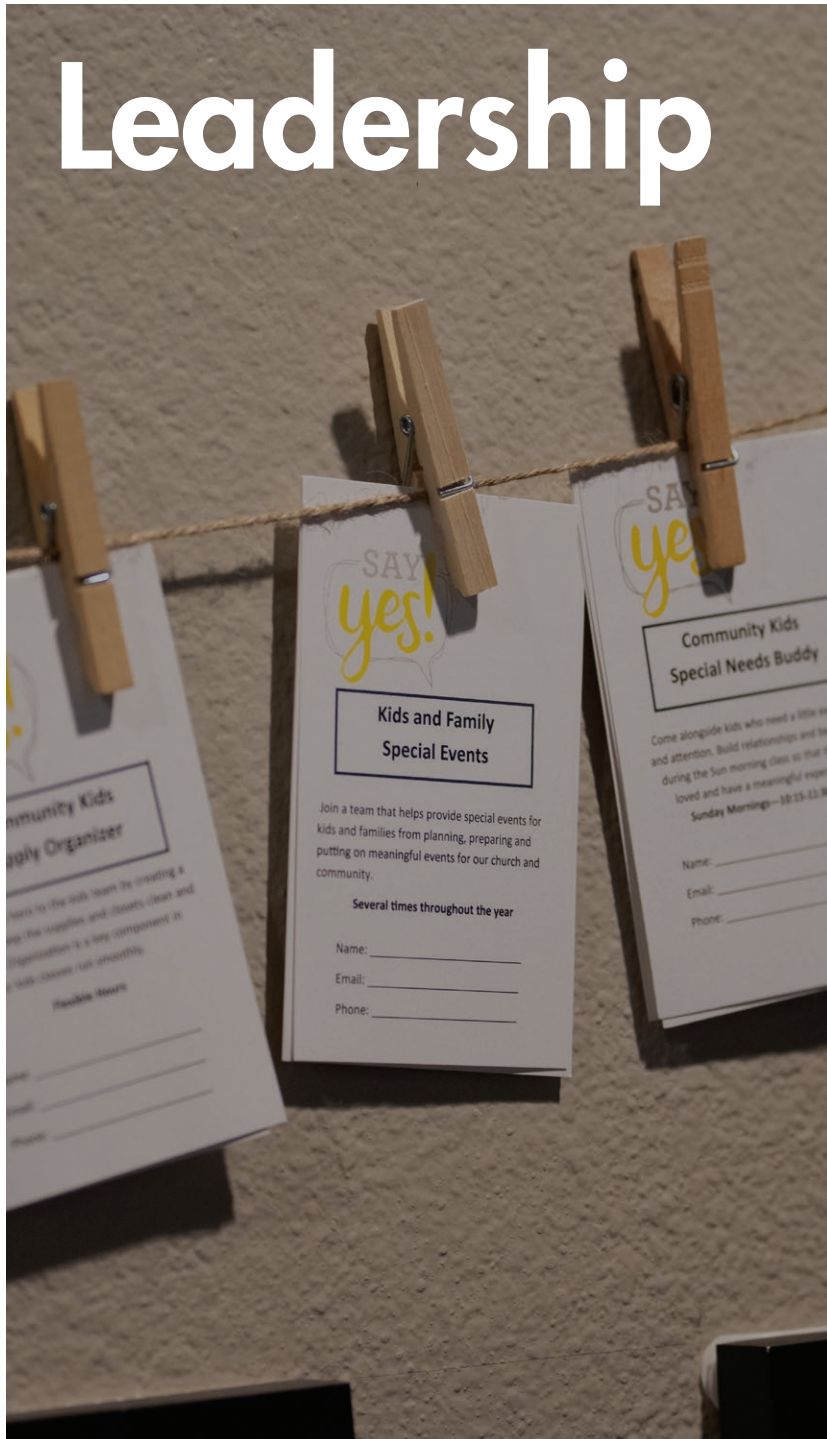
We are trying to connect our people to God's mission through a variety of means:

- Gather 175 people weekly to encourage and equip them to live into the overarching mission of Jesus. We meet in two services—Friday at 6:00pm and Sunday at 9:45am—to provide more accessibility and to reach people no one else is reaching.
- Throughout the week, we are experimenting with house church groups that will seek to encourage one another to live out the mission of Jesus in their neighborhoods.
- Provide practical training for people to grow their faith through different specialized groups and offerings. In our appendix, you can see more examples of recent classes and events.
- Investing in student ministry, growing with Middle School and High School gatherings that are active in reaching students in and outside the church.

Our church life gathers us together to scatter us onto the mission of God throughout our community. We aim to equip our Body to live out their faith as resilient disciples who are seeking to bring the good news to the people where they live, learn, work, and play.

People serve within our church and in the broader community. Please see our appendix for a current list of our serving opportunities. Wherever our people serve, we hope that they're connecting with others and with God's vision for our lives.

Leadership



COMMUNITY currently has a staff of eight full, part-time, and volunteer positions.

Full-time positions include:

- Senior Transitional Pastor
- Administrative Assistant

Part-time positions:

- Pastor of Care Ministries
- Technical Director
- Worship Director
- Student Ministries Director
- Facility Director

Volunteers:

- Volunteer Director of Operations
- Volunteer Children's Director

At this time, three members of Aspire Network joined our Transitional Board members to help guide us through the Pastoral Search, providing ongoing support and accountability for our ministry team.







History

In 1978, founding pastor, Bob Logan, planted Community Baptist Church of Alta Loma, as early members knocked on doors inviting people to a home bible study. The church grew quickly and planted five churches in the first ten years of ministry. In 1988, as our founding pastor was called to coach other church planters, an associate pastor was named Senior Pastor. Within a few years, membership grew significantly, largely due to an effective children's ministry, drawing many young families to the church.

COMMUNITY has been a flagship church in the area known for ministry innovation. With a strong leader development thrust, it became an encouragement to leaders inside and area pastors across the region. Community was another hallmark of the church, not just in name, as members grew through small groups. The church was also very active in local and global mission. Also, two more churches were planted in the early 2000s.

In 2021, we underwent a re-branding process to find a new name that ties more closely with our mission and to be as welcoming as possible to visitors.

After four decades of ministry, our Senior Pastor retired in 2023.

The Board asked our founding pastor to return as a Transitional Pastor for eighteen months to help us recalibrate our vision and mission. In September 2024, our Executive Pastor assumed the role of Transitional Pastor during our pastoral search period. The Aspire Network, which we joined in 2006, has been helping to guide us through the transition.

A longer history can be found in our Appendix.



COMMUNITY is a multi-generational church with decades of community outreach and family ministry embedded in our DNA. From leadership development to church planting, COMMUNITY is diligent in leading people into a growing relationship with Jesus. This is what we continue to pursue: Jesus-centered, Spirit-empowered transformation; helping the unchurched connect with Jesus and His mission; multiplying disciples and churches; and making an impact in our valley, the region, and the world. Therefore, our hearts beat for our neighbors and friends who are without a meaningful relationship to faith or a local church.

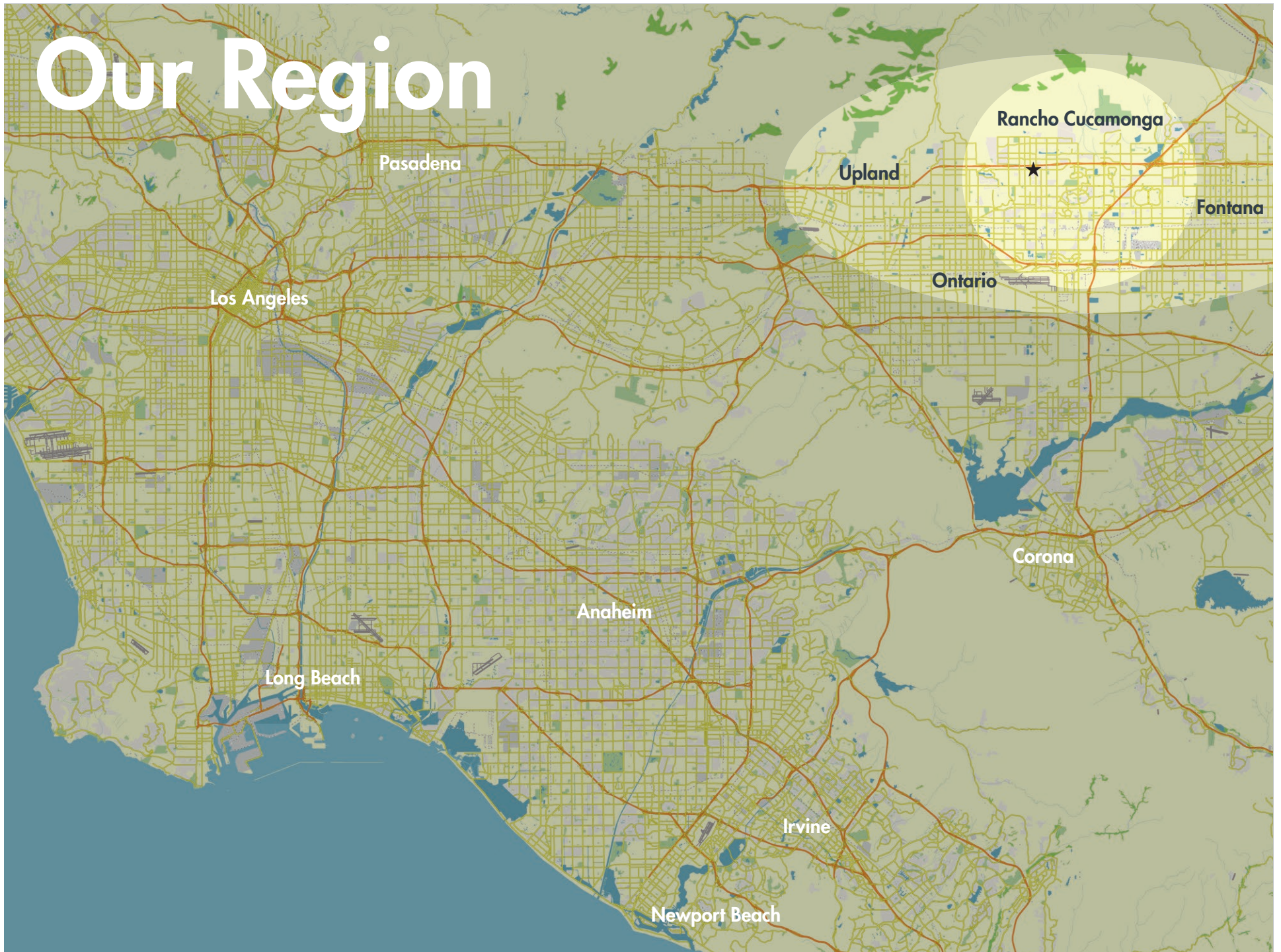
The Lead Pastor we are seeking will share our heart for those outside the church and become an effective catalyst to help our church and families engage in the Jesus Mission.



Forward-Looking



Our Region



Our Foothill Communities



COMMUNITY CHURCH RANCHO is in a beautiful suburb 40 miles east of Los Angeles, located near the western edge of San Bernardino County. COMMUNITY CHURCH RANCHO sits among these four communities at the base of the Foothill Mountains.

Rancho Cucamonga is a suburban city of 180,000 situated against the foothills of the San Gabriel Mountains. Recognized by Money Magazine as one of the Best Places to Live, it boasts an average of 287 sunny days per year. All four of its public high schools earned the Silver Distinction in U.S. News and World Report (2015), and Rancho Cucamonga High School was recently certified as a Gold Ribbon School by the California Department of Education. The city is centrally located to transportation, airports, and highways, making it convenient for residents and attracting several of the nation's largest corporations.

Upland: To the west, and previously part of the Old Spanish Trail, signs can still be seen of the historic Route 66 along Foothill Blvd. The 75,000 residents there enjoy the quaint history, as well as access to airports, freeways, and short drives to the area's mountain resorts. The park-like Euclid Avenue, which runs through the center of town, was added to the National Register of

Historic Places in 2005, featuring a three-mile Bridal Path running down the center that is used for running and walking. A Farmers Market is held every Thursday from April to October in the town center.

Fontana: Located to the east, its 210,000 residents make this the second most populous city in San Bernardino County and the nineteenth largest in the state. The name is Italian for "fountain" or "water source," due to its proximity to the Santa Ana River. Fontana is a regional hub of the trucking industry and home to the largest library in San Bernardino County, a renovated historic theatre, and a large municipal park.

Ontario: To the south of us, lies Ontario, a city of about 180,000. Residents surrounding Ontario appreciate the International airport, which is less than 10 miles away. The Ontario Convention Center and Toyota Arena offer many events including sports, concerts, shows, and live entertainment. Ontario is known for a beautiful and historical winery, Ontario Mills Mall, and a Regional Park with a good local fishing spot. The industrial and commercial area boasts many employment opportunities. Amazon opened their largest United States warehouse in Ontario in 2024.

COMMUNITY's approach to ministry is both deep and wide. That is, we believe that a deep faith engages people to reach wide on the mission of Jesus. We reject the either/or mentality of attractional vs. missional church models. Our call is to attract people to faith and keep the Jesus Mission at the forefront of everything we do. COMMUNITY strives to be strategically positioned to help people outside the church encounter a life-transforming relationship with Jesus and to help people within the church be engaged and equipped to share in that mission.

A major focus for our Transitional Pastor is to see groups multiply to reach more people. COMMUNITY is committed to making disciples at home and abroad. We designate 10% of our tithes and offerings to support missionaries in Honduras, Baja, Guatemala, Europe, Indonesia, and several other areas in Southeastern Asia. We also support local ministries such as Warrior for Children, Growing Pains Ministry, and Alta Loma Elementary School. COMMUNITY has a deep heritage of investing in new churches and ministries that extend God's hope and help. The impact of our church isn't measured just by what happens on campus but also by what happens as it reaches out locally and globally. We take seriously the Great Commission and the Great Commandment. Strategic partnerships allow our church to connect and serve in meaningful ways.

Our campus also serves as a rental facility, engaging us with different outside groups in our area. Legacy Christian Home School has been our rental partner for about fifteen years, which meets every Tuesday and Thursday. A Chinese language school and a piano teacher rents the facility one day a week. Several AA and Al-A-NON support groups meet in the daytime and evenings. The San Bernardino County Transportation Association leases the north parking lot for their rideshare purposes. The campus is also rented for occasional events like memorials, weddings, and craft fairs.

Ministry Approach





As Community Church Rancho trusts God to provide a new Lead Pastor with vision, will you prayerfully consider exploring this opportunity, discovering more about us, and praying for God's direction?

Interested? Start here...

- Job Description: First, take a look at the following position overview [next page] to see if it fits you.
- Website: Read more about COMMUNITY at findcommunity.com
- Send an Email: Let us know you're interested in proceeding (dharris@aspireleaders.com) and we'll send you more information.



Job Description: Lead Pastor

Reports to the Church Board

OVERVIEW The Lead Pastor will be a dynamic and visionary leader, inspiring the COMMUNITY CHURCH RANCHO congregation to live out their faith in a meaningful and impactful way. This role requires a passion for missional and disciple-making ministry, coupled with strong management and interpersonal skills.

Responsibilities:

- Missional Leadership:
 - Develop and implement a bold and innovative missional vision that positions the church as a catalyst for positive change in the community.
 - Develop and maintain strong relationships with community leaders and organizations.
 - Lead the church in engaging in outreach and community service initiatives that address pressing social and spiritual needs.
 - Equip partners for effective ministry and service, empowering them to become ambassadors of Christ in their neighborhoods and workplaces.
- Discipleship Leadership:
 - Preach compelling and thought-provoking sermons that challenge the congregation to grow deeper in their faith and live out their faith with conviction.
 - Facilitate discipleship ministries that equip partners to deepen their walk with Jesus in word and deed, and make disciples who make disciples through authentic and loving relationships.
 - Oversee pastoral care to individuals and families, and raise up others to care, support, guide, and encourage the congregation and community.
- Administrative Leadership:
 - Oversee the daily operations of the church, ensuring that the staff, budget, and facilities are managed efficiently and effectively.
 - Work closely with the Board to set strategic goals and make important decisions.
 - Guide the staff and congregation through transition toward greater organizational fruitfulness and productivity.
- Team Building:
 - Recruit, train, and develop talented and passionate lay-leadership and staff for effective goal-oriented ministry.
 - Foster a positive and supportive work environment that encourages collaboration, innovation, and personal growth.

Required Skills:

- Strong preaching and teaching abilities.
- Excellent communication and interpersonal skills.
- Ability to lead and inspire a diverse congregation.
- Strong organization and time management.
- Ability to work effectively with people from different backgrounds.
- Ability to raise up leaders to serve in ministry and provide pastoral care.
- Proficiency in using technology for ministry purposes.

Minimum Qualifications:

- Must meet all the biblical standards for an elder, deacon, teacher, church leader, and servant of the Lord outlined in I Timothy, Titus, and throughout the New Testament.
- Love the Lord God with all your heart, soul, mind, and strength. Love others as you love yourself. Lead the church by teaching others to do likewise.
- Must have a thorough knowledge of the Bible, and be able to deliver dynamic, life-applicable sermons, guided by the Holy Spirit.
- Have a proven track record of reaching the unchurched and focuses on church growth.
- Have an understanding that the Lead Pastor is not a job, but a Calling and a way of life. With this in mind, have the ability to serve the Lord while still caring for your family with the same respect and positive attitude that you care for the congregation.
- Be a proven leader of leaders, having energy and courage to cast new vision for our church. Leading by example in bringing the vision to reality.

Other Requirements:

- Experience as a Lead Pastor or 5+ years as an Executive or Associate Pastor.
- The candidate should be ordained in the gospel ministry and fit well with the church's affiliation with the Aspire Network.

Compensation is negotiable and subject to approval by the Church Board.



**COMMUNITY
CHURCH RANCHO**



COMMUNITY CHURCH RANCHO

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