



**MISSION**

**VISION**

**BELIEFS AND  
CORE VALUES**

**HISTORY**

**JOB  
DESCRIPTION**



At Emmanuel Faith Community Church we love God and people. We are honored to be the home church of a few thousand Jesus-followers in North San Diego County. Our welcoming church family includes a variety of ages, stages, and ethnicities, with ministries designed to help people walk in the way of Jesus with the heart of Jesus.



[efcc.org](http://efcc.org)



639 E. 17th Ave.  
Escondido, CA  
92025

## **Our Name**

Founded in 1939 in Escondido, California, our name encapsulates who we are:

### **➤ Emmanuel**

The core of our belief is that God is with us. He is a loving, personal God who cares deeply for every human being.

### **➤ Faith**

We believe that Jesus Christ is God who came to earth in human form to reveal God's love for us and willingly pay the price for our sins by dying on a cross. He rose three days later to conquer death so that anyone who believes in Him can fully live in a personal relationship with the Creator of the universe.

### **➤ Community**

Our heart is for our community. We strive to share Christ's love with those around us in both spiritual and practical ways.

### **➤ Church**

We are the body of Christ. We provide support and encouragement through life groups, a wide variety of ministries and by providing opportunities for people to serve others. We love to gather together to worship the Lord through prayer, music and the teaching of the Holy Scriptures.

As an elder-led church, we base our teachings on God's Scripture and its central figure, Jesus Christ. We believe the Scriptures are God's instructions to us and should be obeyed and embraced.

Because it is the believer's privilege and personal mission to carry the gospel of Christ to others, EFCC is also a missionally-focused church. People are encouraged to share the love of Christ with those in our community and around the world. EFCC continues to send out many full-time outreach workers around the globe and is committed to providing short-term, cross-cultural outreach experiences for those within our church body.

## **Our Mission and Vision**

### **➤ Our Mission**

Living in the way of Jesus with the heart of Jesus.

### **➤ Our Vision**

To be an inter-ethnic, intergenerational community of disciples partnering with Jesus to bring about renewal in Escondido, North County, and to the ends of the earth.

## **Our Beliefs**

We firmly believe the historical doctrines of Christianity as they are revealed in the Scriptures.

Here is a brief summary of some of our beliefs:

- We believe the Scripture, both the Old and New Testaments, to be God's written word.
- We believe there is only one God, Creator of all things, eternally existing in three equal but separate persons, revealed to us in the Bible as God the Father, God the Son, and God the Holy Spirit.
- We believe that Adam and Eve were originally created in the image and likeness of God, free from sin. They sinned by a voluntary act of personal disobedience to the revealed will of God and were thereby subject to spiritual, physical, and eternal death which is separation from God.
- We believe that God, because of His great love, offers salvation as a free gift to be received by faith alone in Jesus Christ. This gift was purchased through Jesus' life, death, burial, and resurrection.
- We believe that all who receive God's grace by faith in Jesus Christ are given new spiritual life by the Holy Spirit; are completely forgiven of their sins; and are eternally secure, persevering by His grace.
- We believe that all who place their faith in Jesus Christ are united by the Holy Spirit into one Church of which Christ is the Head.

- We believe in the personal, bodily, and glorious return of our Lord Jesus Christ to gather up His Church, exercise judgment, and establish His Kingdom reign on earth.
- We believe that at death, the souls of believers pass immediately into the joyful presence of Jesus Christ while the souls of unbelievers experience anguish apart from God.

## **Our Core Values**

- **Jesus is our Message**

*We long for all to experience a personal relationship with Jesus.*

“For what we proclaim is not ourselves, but Jesus Christ as Lord, ” - 2 Cor. 4:5

- **People are our Passion**

*We love others with the heart of Jesus.*

“We love because he first loved us.” - 1 John 4:19

- **Team is our Approach**

*We are all-in together.*

“We are many parts of one body, and we all belong to each other.” - Romans 12:5

- **Wholeness is our Pursuit**

*We pursue wholeness for ourselves and others.*

“I came that they may have life and have it abundantly.” - John 10:10

- **Serving is our Joy**

*We give God our best with teachable spirits, humble hearts and a desire for excellence.*

“Serve the Lord with gladness.” - Psalm 100:2

- **Generosity is our Privilege**

*We give of ourselves, our time, and our gifts; modeling how to live in the way of Jesus.*

“God loves a cheerful giver!” - 2 Corinthians 9:7

- **Multiplication is our Method**

*We are intent on helping people live as sent in love.*

“equip the saints for the work of ministry,” - Ephesians 4:12

## **A Brief Church History**

In October 1939, Rev. Earl Morgan launched Emmanuel Faith Community Church at Central Elementary School in Escondido. Over 200 men, women, and children attended this first church meeting.

EFCC's first full worship services took place in the Women's Club House that stood at Grand Avenue and Broadway. As the love of God poured out from the congregation into the community, the growing church family later moved to a new church property at 7th and Maple in Escondido. Within a couple of decades, the ministry at the church continued to expand, and more and more people flocked to the church that was becoming well-known for its strong teaching of the Scriptures.

In 1971, Pastor Coy Maret, who shepherded the church from 1944 to 1971, participated in the groundbreaking ceremony at our current campus at 639 E. 17th Avenue in Escondido. Later, under the wise and loving care of Dr. Richard Strauss, senior pastor from 1972 to 1993, and Pastor Jim Welch, the church continued to grow, reaching thousands in our community along with an expanding global outreach ministry.

Pastor Dennis Keating stepped into the role of senior pastor in 1993. He continued the tradition of strong scriptural teaching with an emphasis on outreach globally and locally within our community. When Pastor Dennis decided to step down, an extensive pastoral search brought us our current Lead Pastor, Ryan Paulson, in August 2019.

Current Lead Pastor Ryan Paulson was EFCC's college pastor from 2007-2012 and was the Lead Pastor at South Fellowship Church in Colorado (2012-2019).

Ryan, who is married to Kelly and has three children and loves to creatively communicate the timeless truths of the Scriptures in a relevant and culturally engaging way. He is convinced that the local church is the hope of the world and has dedicated his life to preaching the gospel and building disciples of Christ.

# Executive Pastor Job Description

EMMANUEL FAITH COMMUNITY CHURCH

## Overview

The Executive Pastor partners with the Lead Pastor to humbly execute the mission of the church by developing healthy systems, ensuring departmental alignment, and creating a healthy staff culture where employees are engaged, focused, and effective. *Salary range: \$100,000 to \$130,000.*

## Personality Profile

The successful executive leader at Emmanuel Faith will have an appreciation for and willingness to learn about the history and culture of the church. The candidate will value the current culture while seeking to help lead the church to a bright future. The individual will be both a pastor and an executive in that he or she will have strong gifting in the area of shepherding, collaboration, and organizational leadership. The ability to care for both people and processes simultaneously is vital. The right person will be skilled in the area of humbly promoting a healthy environment while ensuring accountability and encouraging individual and corporate growth. In addition, the ideal candidate will have a passion for inter-ethnic and inter-generational ministry.

## Key Responsibilities

### Chief of Staff

- Leads, manages, and holds the Leadership Team accountable for achieving agreed-upon commitments.
- Helps create staff culture where the values are being lived out, job satisfaction is high, and staff is performing at a high level.
- Integrates and aligns all major operating functions of the church by serving as the Integrator and working with all ministry departments.
- Resolves issues effectively by observing and addressing problems, being comfortable with conflict, and solving them in a practical and healthy manner.
- Holds staff accountable in developing and consistently meeting their quarterly and yearly goals.

## Ministry Development

- Ensures all departments are structurally aligned with the mission by utilizing the resources needed to thrive.
- Ensures new strategic initiatives are managed effectively and efficiently under the direction of the Lead Pastor.
- Assists Lead Pastor in the strategic development of campus and congregational expansion.

## Operational Oversight

- Confirms that all key messages are properly and consistently cascaded across the whole organization. The Executive Pastor will inherently ensure that everyone is informed and will verify that a high level of effective communication exists throughout the organization.
- Dependably demonstrates a relentless obsession with values, excellence, alignment, focus, simplicity, and clarity.
- Makes sure ministry operations are documented and managed efficiently and effectively, and systems are evolving to meet the ever-changing needs of the ministry.

## Leader Development

- Develops and implements a leadership pipeline whereby leaders are being developed at every level, staff is delegating responsibilities to competent and trained lay leaders, and new leaders are being recruited consistently.
- Reviews and monitors the Internship program to assure it is thriving.

## Other

- Effectively communicates and collaborates with the Lead pastor to make sure they are aligned.
- Maintains a high level of mutual respect with ministry leaders and translates ideas into functional plans with each ministry.
- Works alongside CFO and ADCO (Financial Advisory Counsel) to strategize the payoff of the current capital debt through intentional financial initiatives.
- Cultivates and maintains spiritual health through intentional time with Jesus and involvement in Christian community.
- Assists Lead Pastor in development and execution of church-wide vision.
- Open to preach as needed by the Lead Pastor.

## Requirements

- 10+ years experience in executive-level leadership.
- Bachelor's degree required. Master's Degree in a related field preferred.
- Verifiable track record of building and managing successful and healthy teams.
- Preferred leadership in a church of 1,000-3,000+ weekly attendance.

## Reports

- Reports to: Lead Pastor
- Direct Reports: Leadership Team Members

## To Learn More

➤ **To Read Our Full Statement of Faith**



[efcc.org/beliefs](https://efcc.org/beliefs)

➤ **To Meet Our Lead Pastor and Leadership**



[efcc.org/leadership](https://efcc.org/leadership)

➤ **To Meet Our Elders**



[efcc.org/elders](https://efcc.org/elders)

➤ **To Hear a Welcome From Our Lead Pastor**



[efcc.org/new](https://efcc.org/new)

*Living in the  
way of Jesus  
with the heart  
of Jesus*

