

ASSOCIATE PASTOR OF DISCIPLESHIP

Faith Baptist Fellowship West

In 2018 Faith Baptist Fellowship prayerfully sent a pastor and 70 adults and children to start a second location on the growing west side of Sioux Falls. Since launching, our west location has grown quickly. The leadership of Faith Baptist Fellowship has decided to transition the west location to an autonomous local church. To help with this transition and ensure the long-term health of this new and growing church, Faith Baptist Fellowship is seeking to hire an *Associate Pastor of Discipleship* to serve alongside the current full-time pastor of our west location.

The *Associate Pastor of Discipleship* is a full-time position, reporting to the current pastor and the elder council at our west location. His primary responsibilities will include developing, growing, and implementing Faith Baptist's two-pronged discipleship strategy: intentional **community building** and providing structured **educational opportunities** for all ages and stages of life. The *Associate Pastor of Discipleship* will help build out and oversee our various discipleship ministry teams for these areas and provide them with pastoral support by identifying, discipling, and equipping lay leaders as needed.

JOB RESPONSIBILITIES:

1. Serve as the high-level architect of our discipleship ministries, maintaining a cohesive focus on the church's vision, mission, 5 Loves, and 5 Commitments.
2. Give pastoral guidance and support to our growing small group ministry, working with volunteer leaders to build meaningful community as well as identify and equip new small group leaders to foster multiplication.
3. Assist in developing key leaders and volunteers in the areas of children, youth, and adult discipleship to develop, plan, and implement a comprehensive, biblical, education-based discipleship strategy
4. Give oversight and direction for men's and women's Bible study opportunities, providing helpful resources and direction to volunteer leaders as needed
5. Evaluate overall discipleship strategies with Senior Pastor looking for ways to improve effectiveness
6. Oversee and encourage any additional discipleship programs as assigned by the Senior Pastor and/or Elder Council
7. Perform additional pastoral responsibilities, including occasional preaching, weddings, funerals, care, and counseling as needed
8. Help to mentor ministry leaders and emerging leaders in the church
9. Participate in staff meetings and Elder Council meetings, and joyfully work with other staff and leadership for the health and benefit of the body of Christ

GENERAL QUALIFICATIONS:

- A strong testimony of personal faith in Jesus Christ, including a growing and tender-hearted walk with God
- Strong commitment to the Bible as the sole authoritative guide for faith and life
- Willing to become a member of Faith Baptist Fellowship, in agreement with our Covenant and Statement of Faith
- Meets biblical qualifications for pastoral leadership as defined in 1 Timothy 3 and Titus 1
- Gifted in administration, organization, and general use of technology/communication tools
- Exhibits a warmth and passion for people, strong leadership/communication skills, and a love/aptitude for teaching truth from God's word
- A willingness to serve God, the body, leadership, and staff of Faith Baptist with an eye toward its growth in grace, unity, and kingdom impact, all for the glory of God
- Education and experience are flexible, with the following preferences:
 - *M.Div. or M.A. in Bible, theology, or ministry*
 - *A college degree with some biblical/theological/ministry emphasis*
 - *A minimum of five years experience in local church leadership*
 - *A demonstrated interest and effectiveness in the careful handling of God's word and the gospel*

IDEAL DISCIPLESHIP PASTOR PROFILE:

The ideal candidate that we are looking for in this Associate Pastor position is...

A man of *Character*...First and foremost, we desire a pastor who strives for Christ-like character in his personal life and ministry life. He must have a proven track record of growth in the character qualities appropriate for a shepherd of God's people. We're not looking for a perfect man, but a man who repents and believes the gospel daily, humbly seeking to grow himself as a disciple of Jesus as the prerequisite to making more disciples within the church.

A man of *Conviction*...We desire a pastor with settled convictions about the authority and sufficiency of Scripture, the person and work of Jesus Christ as the only way of salvation, the mission of the church to make disciples by spreading the gospel message both near and far, and the centrality of the local church in God's plan to make disciples of Jesus and grow his kingdom. We not looking for a professor, but a continual student and teacher of God and his unchanging word. We want a pastor who capably "speaks truth in love."

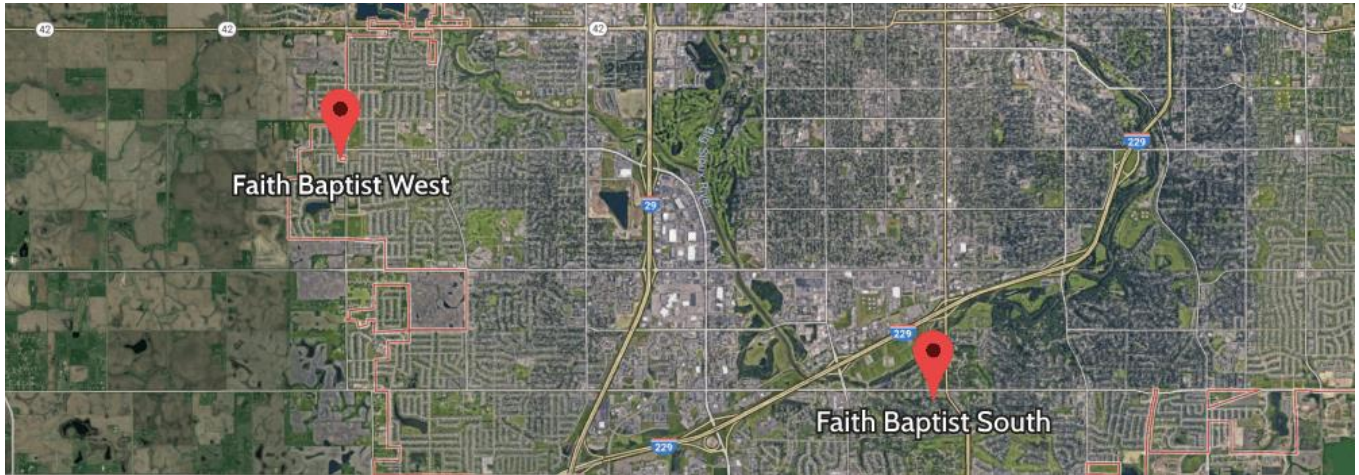
A man of *Compassion*...We desire a pastor who is tenderhearted towards God's sheep and winsome towards unbelievers. Love for the body of Christ and its members is of paramount importance. Our next pastor must see ministry and discipleship as fundamentally "people work" and recognize that people are often "messy." We are not looking for a drill sergeant to get the troops in shape, but a gentle shepherd who is patient, kind, and can disciple believers towards deeper trust and service within the body.

A man of *Capability*...We desire a pastor who is experienced, preferably with local church ministry, and is competent to "get things done" with the people and resources that God provides. He must be able to administrate, prioritize, and organize ministry at a high level while maintaining good discipleship relationships. He must be skilled at identifying people's maturity, giftedness, and ministry potential, releasing them for effective service within the church. We are not looking for a program developer, but a highly effective "disciple-maker."

A man of *Creativity*...We desire a pastor who is a flexible and creative problem solver. Our church is growing, and the ministry landscape is evolving rapidly. As the needs of the church fluctuate, this pastor will need to pivot often to give attention where attention is most needed. Being a humble and versatile team player is a must in this kind of ministry environment. We are not necessarily looking for a "jack of all trades" but someone who is able to identify discipleship needs and create effective disciple-making solutions.

OUR STORY:

After serving the Sioux Falls area for almost 40 years, Faith Baptist Fellowship launched a second location on the growing west side of the city with a desire for greater gospel impact in our community. With much prayer, full financial support, a dedicated pastor, and more than 70 adults and children from Faith Baptist Fellowship, our west location was launched in September of 2018.



Faith Baptist Fellowship has been serving the Sioux Falls area as “one church in two locations.” Both locations have live preaching and worship on Sundays with many separate and combined activities outside of Sunday morning. We currently have one board of elders, one financial budget, and shared administrative staff. We are in the process of transitioning to “two churches with one shared mission.” Our goal is for our west location to be an autonomous church by fall of 2023. **A new name for the west church is forthcoming!**



Our west location is blessed to be meeting in a 13,000 sq. ft. leased commercial facility at prominent and busy intersection in west Sioux Falls. The facility has a 350-seat worship center, a large nursery, several classrooms of varying sizes, and a kitchen. We are surrounded by new construction homes and large apartment complexes that continue to go up all around us.



God has blessed the ministry of Faith Baptist West. We see new faces every week and many returning guests say that they love the warmth of our fellowship, the vibrancy of our worship, and clear biblical teaching. Our regular Sunday attendance is approximately 150 to 175 with close to 300 people in total who call our west location their home church.



Aside from Sunday morning worship, we have a large and growing small group ministry, Bible studies for adult men and women, and we recently launched a Sunday school program for all ages and life stages.

OUR VISION:

Our vision is to be a vibrant, healthy family of Christ-like believers proclaiming a cross-centered gospel and living cross-centered lives. Our mission is to honor God by making more disciples for Jesus Christ, equipping them for growth and service. The ministry philosophy of Faith Baptist is best expressed in our **5 Loves and 5 Commitments:**

FIVE LOVES & FIVE COMMITMENTS

Love God	◆	Commit to Gathered Worship
Love God's Word & Prayer	◆	Commit to Personal Worship
Love One Another	◆	Commit to Join a Faith Group
Love Our Neighbors	◆	Commit to Serve and Give
Love the Gospel	◆	Commit to Share the Gospel

We encourage you to browse our [website](#) especially the section on [Who We Are](#). There are links to our governing documents under the section called [Become a Member](#). You can visit our [Facebook page](#) as well. Have a look around and get to know us a little bit better!

ABOUT OUR COMMUNITY:

We love our city! Sioux Falls is a growing, vibrant, “conservatively progressive” city in America’s heartland. There are several universities and colleges within a few minutes of Faith Baptist, including Augustana University and the University of Sioux Falls. Large banking institutions, along with government, education, and technology have fueled job growth in our area. Two large, and expanding, hospital systems are quickly making Sioux Falls a healthcare hub for the upper Midwest. Amazon recently built a large distribution center in Sioux Falls bringing thousands of new jobs to the city.



Downtown Sioux Falls continues to be a growing attraction with many new restaurants and shopping, not to mention beautiful Falls Park! The new 12,000-seat Sanford Premier Center brings sold-out concerts and other big events to the city. Sioux Falls has great public schools as well as a top-notch Christian school and many options for homeschool families to network together.

There’s much more we could say but check out some of the websites below to help you explore our community.

siouxfalls.com

city-data.com/city/Sioux-Falls-South-Dakota.html

For Real Estate information, you can begin with: realtor.com/realestateandhomes-search/57106

If you have questions, we would be most happy to answer to the best of our ability. Send your questions to us at our special email address: search@faithsf.com
