



## **Employment Packet Lead Pastor - 2019**

### **NEW LIFE CHURCH OF YANKTON**

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## WHO WE ARE

New Life Church of Yankton was formed in July of 2019 with a core group of 40 adults and 10 children. The launch of New Life was the result of an intentional transitional process with Interim Pastoral Ministries (IPM) that began in May of 2018. The process involved interviewing the members and regular attenders of Emmanuel Church which had experienced the unplanned departure of two pastors over an 8-year period of time. Eight members of the church were chosen to be the Transition Team and worked through a guided six-month self-study. The Transition team did a great amount of reading and became a group that in time developed a deep unity and shared understanding of the past as well as began to dream about the future. In this process, we took a hard look in the mirror that both celebrated the best of our past but also recognized failures and areas that needed improvement. A plan was adopted that addresses each of those areas. The plans that were developed included recommendations to adopt a new mission, vision, and model for governance. We determined that a new facility was required that would be available to us 24/7. We needed a name change and a new website. All of these recommendations were approved by the board and congregation.

Through the winter and spring of 2019 there was a strong commitment to execute these plans. And as we acted on them, it became increasingly clear that our former church “Emmanuel”, which had been in existence for the last 29 years, had completed its original purpose and mission in Yankton. But instead of simply disbanding, we became convinced that a new church was needed in Yankton to reach people who were unchurched and to disciple believers.

It gradually became clear to us that we are not revitalizing Emmanuel but indeed replanting a new church out of the remnants of Emmanuel. We have celebrated the past and have let it go. On August 25th we held our first worship service in our new facility and in that service, we renewed our relationship with the Lord Jesus and recommitted ourselves to his purposes and mission for us. The kinds and amount of change that we have embraced was far greater than we anticipated when starting the intentional interim process.

### We have taken the following steps:

- **Prayer:** IPM pastor taught study on prayer using the Lord’s prayer as a model and a prayer workshop was held over a period of two months. Corporate prayer has markedly increased and now is an organic part of every gathering and meeting. The number of people participating in prayer team has doubled. There are weekly emails with a prayer list that covers both individual and corporate needs. This fresh commitment to prayer has been foundational to the changes that are taking place in us individually and corporately.
- **Inviting and reaching:** We have become intentional in extending invitations to people in our circles of friendship and those we live, work and play with. During the first half of 2019 we began to have a significant increase in guests who live in our community and now have new regular attenders. Launching New Life has been an additional impetus to grow into being an inviting congregation. The Outreach committee has in place a plan to follow up with guests.
- **Training in leadership** was identified as another area for change. IPM pastor led a study of Leading like Jesus on Sunday mornings, in which over 20 people participated. More than half of the core group has the materials and continues to apply the material in their lives. The board also has undergone leadership training as it investigated and recommended adopting biblical qualifications

(I Timothy 3 and Titus 1) and an elder model of governance. Those who have participated in the Transition Team as well as the board have grown in their ability to collaborate, improved their listening skills, deepened in their appreciation for differing points of view and grown in wisdom and group discernment. Additional training is under discussion for the board as it moves to embrace the biblical role of elder as taught in I Peter 5:1-4, Acts 20, etc.

- **Evangelism** had been another weakness. Working in conjunction with the Outreach committee IPM pastor introduced a number of resources that has served to equip us in evangelism. One the training tools has been the 3 circles of life model (Jimmy Scroggins). An emphasis on relational evangelism has emerged. The interim has introduced the church to Life Explored as a resource for group evangelism. The first Life Explored course began on September 25th. The goal has been to offer this to our guests, include our core group so that they too might use this in a one on one setting as well as to training leaders for future groups.
- The four areas where training has been planned and initiated include **discipleship** (the other areas noted above are prayer, leadership and evangelism). The course *Discipleship Explored* will be introduced in the fall of 2019. The core group has embraced training as an important and ongoing element in its shared life. We have seen high levels of participation in ministry both internally and increasingly externally. There is an excitement to utilize the gifts and talents of the group to carry out our mission.
- **Becoming more visible and locating a facility** were essential parts of the plan. These plans have been realized. We located and secured a lease of 4,700 square feet in a strip mall along the highest traffic street in Yankton. Within two months, through the involvement of over 80% of the core members, we finished and moved into a new modern facility accessible for people of all ages. Our facility is technologically up to date with high capacity internet, flat screen TVs in almost every space, the utilization of Pro Presenter and implementation of Facebook live.

**We have executed an awareness campaign to saturate our community of 15,000, plus another 10,000 residing within a ten-mile radius. We employed various methods for our saturation campaign:**

- Participation in our large annual community parade in August 2019. Officials determine that the parade is viewed by 10,000 observers. We distributed 2,000 promotional magnets and announced our upcoming plant.
- Traditional billboard, yard signs and digital billboard advertising are currently displayed in our communities with official traffic counts showing that 20,000 vehicles daily drive by our New Life signage, with 11,000 of the vehicles driving by New Life signage on off-highway local streets.
- We have secured invitation cards for our core group to extend to others. Invitations to check us out have been extended and we are receiving positive responses from invitees. We are focusing on relational evangelism with those whom we interact with at work, home and play.
- We have initiated a digital campaign on Facebook and Instagram with actively managed accounts and advertising our new plant. We have an actively managed web site [www.newlifeyankton.com](http://www.newlifeyankton.com).

## OUR CHURCH PROFILE *description of our core group*

### Age Demographics

- 14 (60+)
- 13 (50-60)
- 14 (21-49)
- 17 (<21)

for a total of 58 members of our core group

### Prior Years of Attendance

- 0-5 years - 6%
- 6-10 years - 40%
- 11-31 years - 54%

### 85% of our adults are college educated

### Church Background

We have a diverse church background with Baptist, Lutheran, Methodist, Catholic and EV-Free represented and united in spirit.

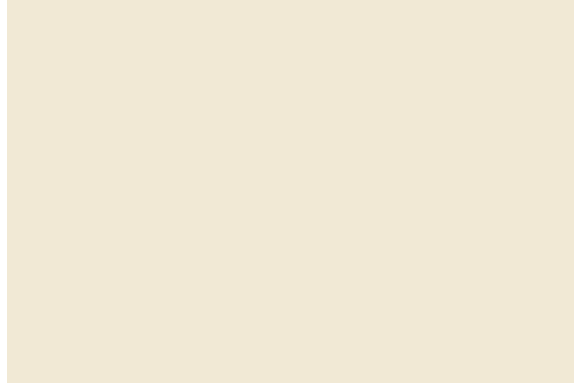
### Service In Our Congregation

The current service ratio is +90% among our adult members with many serving multiple roles.

### The top four Gifts of the Spirit for our congregation are

1. Encouraging
2. Faith
3. Giving
4. Service

## HOW WE ARE ORGANIZED



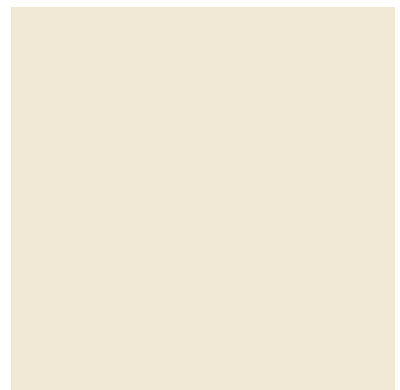
**Board:** Kevin Rokahr, Randy Lien, Randy Webert, Jeff Johnson, Mark Mabee



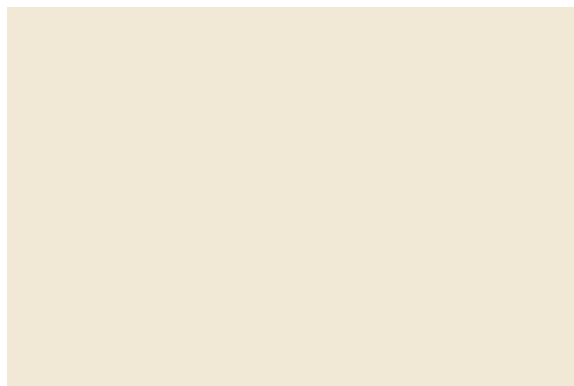
Nancy Schaeffer (*Secretary*)



Cheryl Schaeffer(*Children's Ministry*)



Kelley Casey (*Bookkeeper*)



**Pastoral Search Team:** Becky Jensen, Shirley Wipf, Kassy Youmans, Dan Korus,  
Kevin Rokahr, Randy Lien, Tami Mabee



**Transition Team** met from Fall of 2018 through Spring of 2019 to bring church through the IPM group process.

Luke Youmans, Kevin Rokahr, Tami Mabee, Sheryl Blackinton, Cheryl Schaeffer, Shirley Wipf, Dave Dannenbring, Dan Korus.

### Replant Launch Team

Dan Korus, Jianna Rokahr, Cheryl Schaeffer,  
Shirley Wipf, Gayle Webert

**Care Committee** takes care of our core group members and organizes church potlucks and internal events as well as assists with meals when core group members need care.

Donna Lee, Chris Lien, Pam Upton

**Outreach Committee** organizes evangelistic and other events that reach into the community to serve those in need of physical, emotional and spiritual care.

Diane Korus, Dan Korus, Holli Novak, Joan Coulson,  
Shirley Wipf, Jianna Rokahr, Tami Mabee

**Prayer Team** meets weekly to lift up prayer for our church, city, nation and world.

Cheryl Stahlecker, Tami Mabee, Mark Mabee, Pam Upton, Shirley Wipf, Dan Korus, Jianna Rokahr, Kevin Rokahr, Holli Novak

**Support Committee** keeps the church sanctuary and facility and technology working smoothly.

Cheryl Stahlecker, Larry Schaeffer, Joe Blackinton



**Worship Team** organizes and leads worship during services.

Sheryl Blackinton, Brian Jensen, Becky Jensen, Tami Mabee

## OUR GOVERNANCE

We are a congregation-led church in the process of adopting and growing into an elder model with 1 Timothy 3 and Titus 1 as qualifications with shared responsibility for shepherding and spiritual growth between the elders and pastor and where the pastor is the “Chief among equals.”

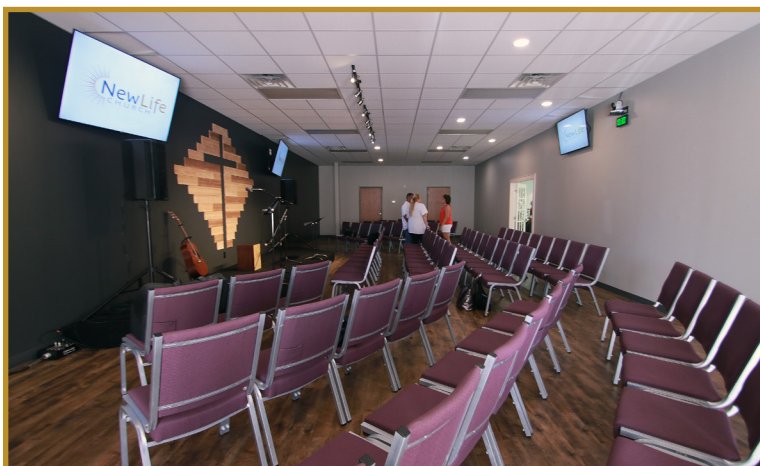
## ADULT STUDY OFFERINGS THIS FALL

Life Explored, Discipleship Explored and a membership class.



## WHAT MAKES OUR CHURCH SPECIAL

- We are a unique group of unified members who are highly motivated to learn more about discipleship and to invite people to become disciples of Jesus with us! Our prayer is that they, in turn, will develop their own strong relationship with Jesus and invite others to disciple with them, thus causing Gospel believers to multiply!
- We are just on the cusp of this new beginning, and are ready for a pastor to step into our midst to lead us in this journey! We recognize the need for strong leadership and a pastor's vision and are open to what this leader will be ready to do!



## CURRENT STATE OF OUR CHURCH

- We have a membership of about 50.
- We have taken bold steps to replant our church and gain fresh visibility in our community. We are putting our faith into action by inviting people in who are currently far from God, unchurched, and those who want to be discipled in their faith. Our prayer is that they make our church their church home!
- We recognize the need for strong and capable leadership from a pastor in order for our church to flourish and become strongly established in Yankton.

*Core values are one way to describe the culture of a church. This is how we do things. This is what we value and it is seen in how we approach ministry and life together. These values shape all we do.*

## **BIBLE CENTERED PREACHING AND TEACHING**

We recognize that the sole and final sovereign authority for conduct and faith is the written, revealed Word of God. 2 Timothy 3:16, Matthew 4:4, and John 17:17

## **PEOPLE MATTER TO GOD**

With Jesus as our example, we follow His lead to love and serve others, with the hope that they will see God in us. Matthew 22:39, Genesis 2:7, and I John 3:16, 17

## **WELCOMING VISITORS**

We have a rich history of being welcoming to all. Our desire is to follow Christ's leading by letting everyone that enters our doors know that Christ loves them and we do as well. We welcome others to experience life with us as a church and to experience life with Jesus Christ as Savior and Author of our faith. Hebrews 13:2, I Peter 4:9 and Matthew 10:40

## **GODLY SERVANT LEADERSHIP**

We serve, not for selfish gain, but for the sake of His kingdom. Colossians 2:2-3, Philippians 2:5-10 and Matthew 16:24

## **COMMITTED CHRISTIANS**

We are Christ-followers who allow the Gospel of Christ to inform and transform every aspect of our lives. We are committed to knowing him more intimately. John 3:16, Colossians 1:10, Ephesians 5:1-2, and Psalm 119:2

# *Loving God, Serving others, Leading people to Jesus*

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- Matthew 22:37-40 "Love the Lord your God with all your heart and with all your soul and with all your mind. 'This is the first and greatest commandment.' And the second is like it: 'love your neighbor as yourself.' All the Law and the Prophets hang on these two commandments."
- Matthew 28: 19-20 "Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."
- The three thoughts of the proposed mission statement are simple, yet intimately bound together and imply a mission that is both personal and corporate. The statement follows much of Jesus' patterns of His earthly ministry in loving people, as well as loving and obeying His heavenly Father, meeting people's needs and teaching with great sensitivity to those who were in His presence.



## OUR DEFINITION

The vision and mission of a church can be distinguished this way. Mission is what the church is to do, while vision is seeing the future of the church as it carries out its mission in its distinct context. The mission of a church is given by Jesus, read out of scripture, the same for all churches, and written in stone. The mission broadly conceived involves all that is commanded, in the New Testament of the church. A church may find it adequate to express its mission by simply citing a biblical text like Matthew 28:16-20 or it may rephrase the God-given and biblically revealed mission in language that the church thinks communicates clearly in its time and place.

The vision of a church is given by God through a process of study, reflection and spiritual discernment of both who makes up the congregation and the context in which it resides. The vision is unique to each church, changes over time and is written in pencil. New Life has chosen to define what its sense is of God's future for the church by setting out a vision frame, and goals for one year and three years from now. The frame is intended to be more open-ended than a single sentence vision statement.

## THE VISION FRAME

New Life will be a church that exemplifies what a healthy, effective church should be. This includes being a church that impacts the community for Christ with the gospel. The other idea is spiritual formation or discipleship. New Life members will become and develop disciples who are authentic and relevant examples of people who are following Jesus. Our passion is to be so transformed by Christ that the people of Yankton in all their brokenness and spiritual darkness might be transformed by Christ too.

## OUR SENSE OF GOD'S DESIRE

**We sense that God's desire for New Life is to:**

- Lead people to Jesus and see their lives transformed.
- Be innovative and current to the needs of the church and Yankton.
- Be constantly vigilant about spiritual formation in all its aspects of prayer, study, worship, fellowship, stewardship, evangelism and other callings of the Christian life.
- Be hungry for others to know what life with Christ is all about.
- Be ignited and open to do His work.

**As a result:**

*We will grow in learning how to become disciples and develop small group ministries, develop outreach, and conduct adult education classes. This is what we are offering this fall at New Life:*

- **LIFE EXPLORED** *What's the best gift God could give you? We all want to be happy. Why is lasting happiness so hard to find?* Life Explored will help you uncover what you're really living for, and see how, in Christ, God meets our deepest desires for happiness. Life Explored is an exciting way to consider how the good news of new life in Jesus is offered in the gospel. This opportunity is offered in seven interactive sessions, based on stunning films in an interactive and friendly environment where questions and doubts are welcome.
- **DISCIPLESHIP EXPLORED** *What's the best love you've ever known?* Discipleship Explored helps followers of Jesus turn up the gospel soundtrack to their lives. It goes beyond simply teaching the



right moves - go to church, pray, read the Bible, share the gospel - and focuses on the music which drives discipleship: the love of Christ. The greatest love anyone can ever know. This opportunity is offered in seven interactive sessions, based on stunning films in an interactive and friendly environment where questions and doubts are welcome.

- **COMMUNITY GROUPS** *Do you desire to experience community with each other?* Jesus gifts his followers not only with new life but a new family that is working out what it means in the ordinary experience of life. Small groups are one of the best ways to experience the gifts of others and grow in faith, hope and love.
- **DISCOVER NEW LIFE CHURCH** *Are you ready to move to a place of greater involvement in the life and mission of New Life church? Do you want to know more about us?* Periodically we offer Discover New Life Church. Please feel free to let one of us know if you are interested in our regular offerings.

**The Youth Sunday School class is using Christianity Explored for Youth.** CY is a life-changing journey through the Gospel of Mark for 11-14 year olds. The seven interactive sessions feature a variety of games and activities which are not only fun, but back up the teaching given in the talk. Useful for both outreach and discipleship, the CY course comprises a Leader's Guide for those running the course and a Handbook for the course participants. The course will make use of the Soul DVD.

## VISION IMPLEMENTATION PLAN

***Our goal is to grow in building relationships that bring people to dynamic life in Christ. Our discipleship strategy is to worship and develop our faith and deploy disciples.***

**Since July 1, 2019 the following changes have occurred:**

1. We have relocated to a new facility that has been designed to serve our multiple ministries 7days/ week.
2. We have a functioning updated website and social media presence.
3. Half of our congregation has undergone study and training in Prayer, Leadership and Relational Evangelism.
4. We have a Pastor who preaches and teaches the Bible and joins in our mission.
5. 60% of our congregation is actively involved in some part of serving.
6. We have no debt. We have a growing financial stewardship (individual) and are fiscally responsible as a church.

**We are currently working on the following changes:**

1. We will be inviting people living around our facility to church.
2. We will have in place a system and processes to assimilate people, so that guests are followed up and helped with making a connection with others and finding a place of service.
3. We will have increased the number of our outreach events.
4. Small group development will have occurred with people who are not yet part of New Life (Small group outreach) to include 5 new families.
5. We will have completed 3-5 service projects.

6. We will continue to provide financial support for our mission commitments (15% of our budget) for Vision Trust Liberia (world outreach), Nations of Coaches (Tennessee-national outreach), and Servant Heart's Clinic (free medical clinic in Yankton--local outreach).

**As we lean into God's plan for our future we expect to see that by the end of Year Three:**

1. We have developed our facility so that it better serves our expanding ministries.
2. We have expanded social media presence.
3. We have active and growing children's, youth and adult discipleship training programs.
4. We have active, vibrant community outreach to the unchurched.
5. 60% of our congregation is actively involved in some part of serving
6. We are passionately telling others the Gospel of Jesus Christ.
7. We are an active presence in the community through partnering with local community providers.
8. Worship attendance has reached 100 and another service will be started.
9. Discussions are beginning on a future church plant.
10. Wednesday night programs for our elementary kids are in place.
11. We have an active and expanding youth ministry
12. We are led in worship by a team of trained worship leaders,( having provided training for our team.)
13. Nursery services are available during the Sunday school hour.



## PERCEPT STUDY

New Life Church opted to have the Percept Study Group produce a survey of Yankton County for our use. The Percept Group has been in existence for over thirty years, supplying thousands of churches with demographic resources to help engage in mission within their context. The Percept Group adds value to typical demographic data by integrating data about the religious attitudes, preferences and behavior of American people.

### Highlights of from the Percept Group Study include:

**Observations:** *We live in a small town surrounded by a rural area that has low density, that is very dispersed, and has had very modest population growth for the past few decades. The city of Yankton is not a dying town, unlike many small towns. It has a growing economic base of mixed employment opportunities.*

- We are mostly Caucasian 89%, Native Americans make up 4.7%, and the fastest growing group is projected to be Asians.
- Income and Post High school Education levels are both below national averages; the exception is the high school graduation rate which is 28.7% higher than the national average.
- Primary concerns are the basics of life: Family problems including divorce, parenting issues, substance abuse, affordable health insurance, and finding a good church.
- Family structures are somewhat traditional with an above average of married household and two parent families.

**Positives:** *The greater Yankton area is thriving and is an employment and business center for the surrounding smaller communities.*

- 43% of the households looking for a new church desire bible study discussion groups and prayer groups. 21% desire adult theological discussion groups. Marriage enrichment is desired by 16% of those seeking a new church.
- Faith receptivity is above average.
- Age diversification is weighted somewhat to the older generations. Many of the younger generation including both single and those married leave the area to find better employment opportunities. The largest group is those 37 to 57 years of age which is 26% of the study area.
- The concern for good churches suggests that potential exists for New Life to fill that gap.

### Challenges:

- People in general are resistant to change
- Small groups appear to be the biggest attraction model for the church
- Financial support potential is below average
- New Life's membership is heavily weighted toward those with white collar employment which is 55% of the study area. Blue collar occupations are underrepresented in the membership.
- The younger generations are also underrepresented.

## WHY MOVE TO YANKTON

The city of Yankton is a vibrant place to live and work. With a population over 14,514 it is the 7th largest city in South Dakota. It is compact, putting most of the city within a 10-minute driving radius. It is growing at a moderate pace. Last year, there were 117 building permits pulled for all types of residential housing. The unemployment is low with over 500 vacant positions as of this writing. The downtown is

being revitalized. There are over 300 businesses in the city. Yankton is the home of Mount Marty College and 25 miles from the University of South Dakota, which has the state's only medical and law schools. The public schools have a high school graduation rate of 97%. The school staff is highly committed to the students' success. It is easy for students who move to the community to become involved in sports, theater, or other clubs. They feature free preschool and have a paid internship program for High school students, where they get hands on workplace experience. RTEC (<https://www.rtecedu.org/>) is open to adults as well as high school students who want a career that does not involve college.

There are many notable recreational and cultural opportunities in the city. The nearby Lewis and Clark Lake offers camping, boating, fishing, hiking and horseback riding trails. It has over 1.2 million visitors a year and draws from the tri-state area. River Boat Days is an annual festival featuring arts, crafts, food and fun to 100,000 + people each year. Yankton has an extensive set of biking and walking paths that run through the heart of the city and out to the Lewis and Clark Lake. Golfing is both available and affordable. The city has a public pool and tennis courts. The National Field Archery Association (NFAA) headquarters is located in Yankton and includes permanent ranges for Olympic archery games, field archery and 3D simulated hunting. The center for archery is located just outside the city. Hunting is a popular sport, with excellent opportunities nearby. There are structured adult leagues and an annual marathon. Motor cross is a popular activity as well <https://www.scramblermx.com/>. For those seeking a higher level of cultural experiences they are available within 90 miles in Sioux Falls, SD or 60 miles in Sioux City Iowa. Sioux City is an hours drive from Yankton while Sioux Falls is 75 minutes.

There are outstanding medical facilities here that have received both regional and national awards. Avera Sacred Heart Hospital is a teaching hospital with a high quality of care; additional specialists are available in Sioux Falls. The Summit center is a unique public private partnership that offers excellent fitness programs and facilities.

The community of Yankton is welcoming of outsiders and welcomes participation in its sports programs, concerts and non- profit service organizations. It is easy to get involved in the life of the city. The city has a culture of reaching out to people in need as well as the demonstrated capacity to come together in a time of crisis. It is a resilient community. There is a strong human services sector here.

Much more information can be found at <https://www.greateryanktonliving.com/>. There you will find information about the 9 county area and comments from people under 35 about life here <https://www.greateryanktonliving.com/growing/31-under-31> . Additional sites for information include: <https://yanktonsd.com/> ; <http://www.co.yankton.sd.us/> ; and <https://www.visityanktonsd.com/>

## MODEL COMMUNITY PROFILE

Mark is forty-five years old, married to Megan for 20 years and are almost empty nesters. She is 4 years younger than Mark and represents the average age in Yankton, a small town along the Missouri River with a population of 15,000 and another 10,000 within a ten-mile radius.

Mark, who has a high school degree, owns his own home but the mortgage is not paid off. Mark is a blue-collar worker while Megan, who has some secondary education, works in one of the many medical facilities.

They have a son, who lives in Yankton and is training on the job for a skilled service position with a local company. Their daughter lives in Yankton, works as a CNA in a nursing home and is attending the local



university on-line and part time to achieve her LPN degree.

Mark and Megan enjoy the outdoors and take advantage of the many, free outside amenities. They camped and enjoyed the lake when their children were growing up. The lake area is visited by over 1 million visitors every summer season. Mark fished whenever he could and in Yankton, he can fish year-round. He likes to archery hunt and there are nationally known shooting ranges nearby where he can practice for free. Megan likes to walk and ride on the 25 miles of paved trails along the Missouri River and the linear park dissecting Yankton. They frequent the Summit Center for indoor exercise during the winter months.

Economic vitalization is occurring in the area and new people are moving to Yankton to participate in the job growth. New housing development has doubled in the past two years with plans to continue, over 400 residential units have been added to the town. People from outside the Midwest have moved in and are changing the face of Yankton somewhat. A positive point is that some of their family and friends who moved away in the past are now moving back because jobs and housing are becoming available.

Despite the demand for workers, the labor rates are not rising noticeably. Megan is attending RN school while working and should see a nice increase in pay when she graduates next year. They will finally be above the average income of \$72,000 after so many years of being below the median income of \$53,000 and raising two children.

Yankton School District is working in conjunction with local leaders and providing more vocational curriculum for those students who chose not to attend secondary education and who are needed for the local employers.

The downtown has been undergoing revitalization for 20 years and has created a lively atmosphere almost every summer weekend with free events. A 3-day event, Riverboat Days, bring in over 100,000 visitors to the town.

Yankton recently approved a new public water park and Mark is not happy that his property taxes will increase for the foreseeable future, but agrees that it is nice for Yankton and the area. He realizes that he lives in a low tax state and appreciates it.

The City leaders are currently seeking to develop a convention center downtown next to the river that includes a gambling component. Mark and Megan are not sure of this direction as they do not gamble and are not fans of all the state sponsored gambling in Yankton and the State. The economic impact for the area sounds good but what about the negative aspects?

Mark and his family only attend worship a few times a year, much like his friends. They were more involved in their church when the children were growing up, but now are enjoying more free time since the children are done with high school activities and are focusing on saving for their retirement.

They enjoy eating out when they can in one of many restaurants that exist to capture the summer tourist traffic. Many ethnic cuisines are available as well as local favorites.

Mark and Megan have friends at work that attend church regularly but most don't. The subject seldom comes up but, every once in a while, someone will invite them to worship service. Mark grew up Catholic and Megan as a Baptist. Megan was more of the spiritual leader in the house and so they attended the largest Baptist Church in Yankton while the children were in elementary school. Once the high school activities started, they became less likely to attend regularly and then the church split and they lost

interest all together. Since then, the original church and the split church have lost their Pastors and they don't know what to make of it all. If they did start attending a church, they want it to be emotionally uplifting. Both are conservative in their political beliefs and are concerned about the direction of the country. They feel powerless to change anything but they vote regularly. They are strong believers in the Second Amendment.

Mark listens to country music and goes online for his news and entertainment. He enjoys living here, with a 10-minute commute for both of them and an hour away from the largest city in South Dakota. He travels there less frequently and does more of his shopping online.

## WHO IS BEST TO LEAD US INTO OUR FUTURE?

**We believe the Bible gives clear insight on the character qualifications of a pastor in 1 Peter 5:1-4, Titus 1:5-9 and Timothy 3:1-10.**

1. In general, the Pastor/Elder must be “above reproach,” that is, he has a good reputation. There is nothing that someone could use as an accusation against him.
2. If married, the person is the husband of one wife (loyal, faithful to mate).
3. He is temperate or well balanced, not given to extremes.
4. He is sensible; shows good judgment in life.
5. This person is respectable, God-honoring in all he does so people have respect for him.
6. He is hospitable, using his home as place to serve and minister to people.
7. He is able to teach; can handle the Scriptures with accuracy, clarity and skill.
8. Is not addicted to alcohol or any other substance.
9. Never violent and doesn’t lose control to the point of striking or harming people or property.
10. He is gentle.
11. He is not quarrelsome and argumentative.
12. He does not love money and never gives the impression that he serves God for material gain.
13. If married with a family, this person manages marriage and his children well.
14. He is not a recent convert.

**Our pastor must be in wholehearted agreement with the statement of faith of New Life Church. He must also agree to submit to the constitution and by-laws of our church.**

## BACKGROUND & SKILLS

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### Education

A minimum degree of Bachelor's in Ministry from an accredited college or university is required. A Master of Divinity is preferred along with church replant training.

### Experience

A minimum of 5 years experience as a lead or head pastor is preferred. Ideal candidate would have 10 years experience as a lead pastor and be highly skilled in church replants. Additionally, experience pastoring in the Midwest and/or from a community of 20,000 or under is highly favored.

### Leadership

Candidate will be a humble leader, approachable, and lead with enthusiasm and passion. Our lead pastor will have a clear vision for the church's future and share it regularly with the church. As a generalist, candidate will possess emotional intelligence and tactical patience.

### Pastoral Style

Candidate will be a high energy, self starter. Our lead pastor will be a life long learner and willing to take risks to better the church. Being able to balance and manage their time is essential. Ideal candidate will be both people and task oriented, and a resourceful generalist. Candidate must also have a strong desire to be active in our community and reach new people.

### Communication

Candidate will work hard on relationships and not shy away from conflict. Lead Pastor will be both a preacher and teacher, always encompassing the church's mission and vision.

### Spousal Support (if applicable)

Candidate's wife will be committed to her husband and his ministry. She will support and encourage her husband and care for their children. She should involve herself in ministry as any other church member.



JOB TITLE: LEAD PASTOR

REPORTS TO: THE BOARD

POSITION STATUS: FULL-TIME

## PURPOSE

The role of the Lead Pastor is to assist the Board Members in overseeing the life and direction of the church. The Pastor will have a firm grasp on the values and vision of New Life Church and possess the ability to align Committees, leadership and volunteers with our mission. The Pastor will offer pastoral leadership to the congregation alongside the Board. The Pastor will ensure that the systems, practices, and policies of New Life Church responsibly and effectively support our Statement of Faith, Constitution and Bylaws

## KEY RESPONSIBILITIES AND DUTIES

1. **Teaching and Preaching God's Word:** The Pastor will be the primary preacher for New Life Church of Yankton's worship services. He will maintain a firm belief in gospel ministry. He will be competent in knowledge of Scripture and how to interpret it.
  - a. He will also provide humble leadership in planning and executing the Adult Education programs and other programs in discipleship and ministry training, in coordination with the Board members.
  - b. Equip and provide training/education to staff, Board members and key leaders.
  - c. Encourage and develop men's/women's ministry and men's/women's ministry curriculum in conjunction with the associate/youth pastor and ministry leaders.
  - d. Continue his educational growth and development.
  - e. Maintain a solid Christian testimony and a lifestyle that is in accord with the gospel.
  - f. Highly motivated to work collaboratively with the Board, while maintaining the confidence and ability to function independently as necessary.
2. **Visionary, Strategic Leadership and Planning:** The Lead Pastor will accept overall responsibility for coordinating the effective pursuit of New Life Church's mission and vision. He will contribute to developing and implementing programming, services, and special events. He will seek to foster a church culture that increasingly embodies Christ's example of servant leadership to all congregational leaders and the congregation as a whole. Initially, he will embrace, model and develop the existing growth plan for New Life so that there is no loss of continuity or momentum as the church seeks to become fully effective in its God given mission.
  - a. Provides leadership, support, spiritual direction, and coordination of pastoral and administrative staff and lay leadership.
  - b. Encourages and is actively involved in community outreach. He will spend on average 5 hours a week in contact with people who are not a part of New Life.
  - c. Attends and contributes to Board meetings as a member and the Nominating Committee as a member.
  - d. Overall responsibility for the Outreach Programs of New Life Church. Serves and provides resources to the Outreach Committee.
  - e. Recruit, equip, and release church members into active ministry. (Eph. 4:12)
  - f. In all things, lead by example with humility and godliness. (1 Cor. 11:1)

## KEY RESPONSIBILITIES AND DUTIES CONTINUED

3. **Staff Supervision and Development:** The Pastor serves as director to staff and volunteers. He will oversee staff training and development, and will lead, evaluate, and mentor staff in their respective areas of ministry by:
  - a. Recommend staff additions and terminations to the Board at such times as these actions may seem necessary, appropriate, or desirable.
  - b. Assist in the development and modifications of written job description for staff members and perform performance reviews of all staff that report to the Lead Pastor, reporting to the Board for their advice and counsel.
  - c. Make temporary changes in staff duties and responsibilities as necessary to insure proper functioning of the church, reporting such actions to the Board for their advice and counsel.
  - d. Serve as HR manager – oversee the negotiation of salary, insurance and other benefits, conduct performance evaluations, and provide ongoing informal performance feedback and report back to the Board. Ability to engage & work with people with no disregard to tasks, while maintaining completion of tasks and goals as determined by the job description and the church board, staff and committees.
4. **Administration and Relational Ministry:** The Pastor oversees and executes the administration of the church through appropriate staff and leadership teams, and ensures the completion of ministry, business, facility, and logistical support functions through staff and volunteers. He must:
  - a. Oversee the pastoral care needs of the congregation and, as necessary, share with other Board members and staff in hospital visitation, home visits, phone calls, counseling/ meetings, marriages and funerals and discipleship with individuals and families.
  - b. Intentional, personal, contact with first-time guests and prospective members of New Life Church.
  - c. Have a demeanor that is personable and engaging by church members, church guests, and to people of the community.
  - d. Oversee the Small Group Ministry by providing prayer, encouragement, accountability and training for Small Group leaders.
  - e. Supervise church staff & provide direction as needed.
  - f. Oversee development of and adherence to church policies and procedures.
5. **Evaluation:** The Pastor will file monthly reports to the Board on ministry accomplishments and activities.
6. **Compensation:** The Board will annually conduct a performance evaluation and review of the compensation package.





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