

Assistant Pastor of Youth and Young Adults

First Church PCA
Lansing, IL



Assistant Pastor of Youth and Young Adults



First Church PCA: Search for an Assistant Pastor

First Church PCA in Lansing, IL has a rich history and a bright future. Originally planted by Dutch immigrants as the founding church in the center of town, First Church is the longest rooted institution in Lansing. Since 1861, First Church has been an anchor in the community, holding steady amidst the shifting winds of culture and doctrine. In 2014, First Church joined the PCA after long, unsuccessful efforts to reform the Reformed Church in America (RCA).



While many things have changed in the church, the most important things in our commitment to the ordinary means of grace have stayed the same. As First Church has been the faithful church of our grandparents, we also long for this to be a faithful church for our grandchildren and far into the future. In part, First Church has labored for the next generation as one of the original supporting churches of local Christian schools, support that we actively continue to this day.

First Church has also developed a thriving youth ministry. First Church's former Lead Pastor, Rev. Ben Kappers, spearheaded initial efforts to build a youth program that was committed to discipleship through the study of Scripture, prayer, and fellowship. After Rev. Kappers left to plant a new PCA church in Utah, Rev. Ken Wojnarowski was called as the Assistant Pastor of Youth and Young Adults. Under his leadership, the program continued to grow. After Rev. Wojnarowski's departure to take a new call at a PCA church in North Carolina, we are prayerfully searching for the next man the Lord will lead to serve the youth of First Church in the next season.



The expected start date for this position is Summer 2026.

Qualifications for the Next Assistant Pastor

Our vision for this role is for a man who is:

- Mature, humble, and growing in grace through faith in the Lord Jesus Christ.
- Qualified for ordination in the Presbyterian Church in America.
- Devoted to the Word of God contained in the Scriptures of the Old and New Testaments both personally and in ministry, by preaching and teaching God's Word.
- Fully committed to the doctrinal standards of the PCA, as summarized in the Westminster Confession and Catechisms, especially in the authority, truthfulness, and sufficiency of Scripture as inerrant and infallible, and in a biblical vision for human sexuality.
- Firm belief in a literal, historical, *ex nihilo* creation in six, 24-hour (Calendar) days.
- Excited about pastoring youth through evangelism, fellowship, and discipleship.
- Committed to serve in this role for at least 4-6 years.
- A team player who can:
 - Lead the Youth Task Force, which will help to support and direct the ministry;
 - Direct and encourage youth volunteers serving in the ministry;
 - Lead the Sr. High Youth Group, along with other volunteers;
 - Oversee those leading the Jr. High Youth Group and Young Adults Group; and
 - Work well with other staff, elders, deacons, and parents.
- Seeking to grow and develop overall pastoral gifts through regular preaching.
- Personally a good fit with the church's values, as expressed below.

Our Community

Our hometown of Lansing, Illinois is a suburban community on the south side of the city of Chicago, located on the Indiana/Illinois state line. Our blue-collar roots were established by Dutch and German immigrants who farmed, worked in industry and settled this area which is now home to a diverse population of Caucasian, African American and Hispanic people. We believe our call is to love our entire community, share the love of God with them and make fully devoted followers of Jesus Christ.



Lansing at a glance (learn more by visiting the Village website: villageoflansing.org):

- The Village of Lansing has a population of 29,076 as of 2021 and is one of only two suburban communities that increased its population since 2010.
- Lansing is home to approximately 11,400 households, 30% of which have children under the age of 18 living at home.
- Accordingly, Lansing is home to 8 updated and fully staffed public elementary schools, one public high school and one Christian elementary school.
- Lansing is home to the "Fox Pointe" concert venue, Lansing Municipal Airport, and the Historic Ford Hangar.

Our Values

As we reflect on the factors that have made First Church unique over the years, the following values both express our history and our aspirations for the future.

For our next assistant pastor, we are looking for a man who would share these values with us.



Faithful

Trusting in the Lord's faithfulness to establish and guard us, we seek to be a faithful anchor for others by holding fast to the word of life and not being tossed to and fro by the waves of culture or the winds of shifting doctrine. (Eph. 4:14; Phil. 2:16; 2 Thess. 3:3)

Zealous and Bold

Since we have such hope in Christ, we seek to speak God's word with all boldness to all people, that, by all means, God might save some. (Acts 4:29; 1 Cor. 10:22; 2 Cor. 3:12)

Compassionate

Because God has been compassionate and merciful to us, we seek to put on compassionate hearts to care for one another with genuine kindness. (Col. 3:12; 1 Cor. 12:25; Jas. 5:11)

Servant-Minded

As the Son of Man came to serve, so also we seek to have the mind of Christ in us, clothing ourselves in self-sacrificial, servant-minded humility. (Matt. 20:28; Phil. 2:5; 1 Pet. 5:5)

Disciple-Making

Strengthened by the grace that is in Christ Jesus, we seek to make disciple-making disciples of our children and of those far off by delivering to others the gospel that we also received. (Matt. 28:19; Acts 2:39; 1 Cor. 15:3; 2 Tim. 2:1-2)

Joyful

Finding our strength in the joy of the Lord, we seek to rejoice in the Lord always, especially by making a joyful noise before him in our worship. (Neh. 8:10; Ps. 98:4; Phil. 4:4)



Application Process

To apply, please send the following documents to Rev. Jacob Gerber (jacob@firstchurchpca.org):

- Cover Letter
- Resume
- Family Photo
- PCA Ministerial Data Form (MDF)
- Responses to the “Initial Questions for Assistant Pastor Candidates” (see below)
- Links to two sermon recordings (video preferable, but at least audio)

The Session has appointed the following members to serve as the search committee:

- TE Jacob Gerber
- RE Don Kooy
- RE Mark Plesha
- Deacon Ryan DeWindt
- Deacon Ben Ipema
- Church Administrator Mark Emanuelson



Reformed Youth Services 2025 National Convention in Wheaton, IL

Initial Questions for Assistant Pastor Candidates

1. For our next Assistant Pastor, First Church is seeking someone who can work within the larger teams in the church (e.g., staff, officers, task forces in the church), and who can lead teams who serve in various parts of the youth and young adults ministry. Describe a time when you were the leader for a team within a larger group. How did your leadership exhibit servant-mindedness? How did you communicate with members of your own team and with those in the larger group? How did you make sure that your team was doing effective work to advance the broader goals of the larger group? How did you enjoy that work? What did you learn?
2. Youth can experience deep levels of suffering and hardship. Describe a time you shepherded hurting people through a particularly difficult situation. What was the process you took them through? How did you describe and shepherd the grieving process with these people?
3. Against the waves and winds of culture, a youth pastor today will necessarily deal with a wide variety of issues surrounding human sexuality. Without giving unnecessary details about the situation, describe a time when you shepherded someone(s) struggling with sexual sin. How did you speak to them with biblical truth, faithfully and boldly? How did you show compassion in the midst of the shame, guilt, and misery that sin brings? What was the result of that ministry? What did you learn?
4. Where there are two or more people, conflict is likely. Describe a time you had conflict with another person (outside your marriage). Describe as best you can, without naming names, the situation. How did you engage the people involved? What was the outcome over this issue? What did you learn?
5. Describe a time when you disagreed with a decision made by leaders but still had to submit to their authority. What did you do well? What didn't go well? What did you learn?



First Church (PCA)

Lansing, IL

Assistant Pastor of Youth and Young Adults

Job Description

Primary Objective: The Assistant Pastor of Youth and Young Adults position oversees all youth and young adult related areas of First Church, which is under the leadership of the Session and Pastors. It is the goal of the Pastor to integrate the youth of Jr. and Sr. High ages and young adults into the congregation of First Church. The Pastor will work alongside existing ministries to help better serve the youth of our congregation.

The Pastor will work with the youth of the church to help them understand what profession of faith is and guide them in the process to becoming members of First Church.

Areas of Responsibility:

- Preach on Sunday evenings/mornings around 36 times per year.
- Attend Session meetings and moderate when needed.
- Lead Sr. High Youth Group, including teaching a Catechism Sunday School class and leading a discipleship trip each year.
- Oversee Jr. High Youth Group and Young Adults Group (ages 20-29).
- Lead Youth Task Force and build a strong team of volunteers to help serve the youth in various capacities.
- Develop deep relationships with the youth of First Church and their families.
- Participate in weekly Staff meetings.
- Mentor, shepherd, and counsel Youth, especially by actively work to transition the youth of First Church to professing members of First Church.
- Participate in all Chicago Metro Presbytery meetings and in some General Assemblies.

The man filling this position must be a mature Christian, passionate in his commitment to both Jesus Christ and to His Church. He must be qualified for ordination in the Chicago Metro Presbytery of the Presbyterian Church in America. This man must be energetic and connect well with youth, and he must be serious about discipleship, especially as a teacher of God's Word. He must be well organized, have the desire to see the ministry of First Church grow and function most effectively and efficiently, and truly take delight in serving in the areas of his giftedness.

The Assistant Pastor of Youth and Young Adults must be a strong "team player", serving as part of the church's ministry staff and working to achieve its goals. He needs to share the Lead Pastor's vision of the congregation and be comfortable with the Lead Pastor's role as leader of the ministry staff and support staff. He will serve under the authority of the Session, the oversight of the Church Leadership Team, and the direct supervision of the Lead Pastor.



Office of the Stated Clerk
1700 North Brown Road, Suite 105, Lawrenceville, GA 30043
Phone 678-825-1000 Email: pastorsearch@pcanet.org

CHURCH PROFILE FORM

Revised 8/2017

Check here if you would like to be added to our Ministry Opportunity List
(www.pcaac.org/get-involved/pastoral-job-positions/)

PART I -- BASIC DATA

1. NAME OF CHURCH: _____

ADDRESS: _____

TELEPHONE: _____ PRESBYTERY: _____

2. NAME OF PULPIT COMMITTEE CONTACT PERSON: _____

MAILING ADDRESS: _____

TELEPHONE: _____ EMAIL: _____

3. TYPE OF COMMUNITY

- Inner City _____
- Urban (Downtown) _____
- Urban (Residential) _____
- Suburban _____
- Small Town _____
- Rural _____
- College _____
- Retirement _____
- Resort/Recreational _____
- Agriculture _____

4. TYPE OF CHURCH

- Church with Multiple Staff _____
- Church with Solo Pastor _____
- Mission Church _____
- Non-PCA Church _____
- Overseas Church _____

5. SIZE CHURCH

- Under 100 members _____
- 101-250 members _____
- 251-500 members _____
- 501-800 members _____
- 801-1,000 members _____
- 1,001-1,600 members _____
- Over 1,600 members _____

6. TYPE OF POSITION VACANT

- Pastor (Solo) _____
- Senior Pastor _____
- Associate Pastor _____
- Assistant Pastor _____
- Interim or Supply _____
- Lay Professional _____
(e.g. Educator, Musician)
- Pastoral Counselor _____

7. CONGREGATIONAL INFORMATION

- Average Attendance _____
- # of Adults over 65 _____
- # of Adults under 65 _____
- # of Teens _____
- Number of Children _____

8. FINANCIAL INFORMATION

- Total Income _____
- Benevolent Disbursements _____
- Church Expenses _____
- Ministers Compensation Package _____

9. MANSE:

(a) Does the church have a manse? ___Yes ___No (b) If "yes," is the pastor expected to live in the manse? ___Yes ___No

10. SCHOOL:

Does the church own or operate a school? ___Yes ___No

11. PROGRAMS AND OUTREACH

_____.	_____.
_____.	_____.
_____.	_____.
_____.	_____.
_____.	_____.

**PART II -- PASTOR CRITERIA DESIRED
(Check all that apply)**

A. YEARS OF MINISTRY EXPERIENCE REQUIRED (may include ordained or nonordained experience):

- None needed _____
- 1-5 _____
- 5-10 _____
- 10-20 _____
- Over 20 _____
- No preference _____

B. Marital Status:

- Single _____
- Married _____
- No preference _____

PART III -- CONGREGATIONAL PRIORITIES

THE CONGREGATION PLACES PRIORITIES FOR THIS MINISTER ON THE FOLLOWING:

Check no more than six (6) of the following twenty activities to indicate the highest priorities for this ministerial position.

CHECK NO MORE THAN SIX (6)

1. ___ WORSHIP LEADERSHIP: Pastor and Session work to develop a rich worship life, educating the congregation for meaningful participation.
2. ___ PROCLAMATION OF THE WORD: The word of God is preached with urgency and conviction, bringing it to bear on the changing needs of individuals, the community, and the world. High priority of pastor's time placed on sermon preparation.
3. ___ SPIRITUAL DEVELOPMENT OF MEMBERS: Pastor shares members' struggles regarding the Christian faith, with opportunity provided for individuals and groups to reflect on beliefs, concerns, doubts regarding Christian understanding of the spiritual dimensions of life.
4. ___ CONGREGATIONAL VISITATION: Church officers and pastor develop and carry out a systematic plan for visitation of the entire congregation with special attention to prospective members and those with special needs.
5. ___ HOSPITAL OR EMERGENCY VISITATION: Those in hospitals or emergency situations are regularly visited; network developed to keep pastor and others informed of crisis situations; needs of ill or bereaved are met.
6. ___ CONGREGATIONAL FELLOWSHIP: Emphasis placed in developing fellowship, helping members to know one another; groups encouraged which give members the opportunity to love and support one another.
7. ___ COUNSELING SERVICE: A counseling program initiated for assisting those in and outside the Church; appropriate referrals made when needed.
8. ___ EVANGELISM: Pastor and congregation share faith in Christ as personal Savior in total lifestyle; seek to lead others within and outside the Church to accept Jesus Christ; congregation is informed, trained, helped to establish effective evangelism programs for the church.
9. ___ DISCIPLESHIP TRAINING
10. ___ ENCOURAGING THE MINISTRY OF THE LAITY: Creative ideas and directions developed together with the Session; many persons with appropriate skills stimulated to become involved in services.
11. ___ MISSION BEYOND THE LOCAL COMMUNITY: Awareness of the Church's worldwide mission and opportunities for corporate and individual involvement; specific projects identified: persons challenged to support, study and/or visit mission programs on six continents.
12. ___ DEVELOPMENT AND SUPPORT OF EDUCATION AND TRAINING PROGRAM: Session and pastor identify the educational needs of persons of all ages and backgrounds, developing programs to meet needs; church education supported; educational goals are congruent with the total mission of the Church.
13. ___ TEACHING RESPONSIBILITY: Pastor accepts an active teaching role, interpreting and teaching the Scriptures, theological concepts, history of the Church and current events; provides instruction for Church Officers; educational leaders, and confirms new members.
14. ___ INVOLVEMENT IN LOCAL COMMUNITY PROBLEMS AND ACTIVITIES: Concern for identifying social problems in the community; work done with groups seeking solutions. Time and skills committed to community groups. Information and encouragement provided which enable members to become informed and involved.

15. ___ CONGREGATIONAL COMMUNICATION: Two-way communication encouraged, information gathered and shared that will assist problem solving and decision making; varying opinions elicited and all encouraged to listen to opposing points of view.
16. ___ ADMINISTRATIVE LEADERSHIP: Pastor accepts appropriate administrative responsibilities, in climate of delegated tasks and shared leadership; volunteers and professional staff encouraged to use their ideas and skills. Work done on developing accountability.
17. ___ STEWARDSHIP AND COMMITMENT PROGRAMS: Session and pastor develop a planned stewardship education program to communicate the financial needs of the local church and mission beyond the local church; congregation challenged to commitment to Church's work.
18. ___ EVALUATION OF PROGRAM AND STAFF: Systematic procedures used to evaluate programs and staff performance in accord with goals and objectives. Others trained to use these skills. Regular assessment and evaluation.
19. ___ CONGREGATIONAL AND DENOMINATIONAL RESPONSIBILITY: Value placed on balance between local church and Assembly responsibilities. Congregation and Session know and are involved in the work of the denomination.
20. ___ DIACONAL MINISTRIES: Ministering to the needs of those inside and outside of the Church.

PART IV -- PASTORAL MINISTRY STRENGTHS OR EXPERIENCE DESIRED

Please check **NO MORE THAN SIX (6)** primary pastoral ministry strengths or experience expected for this position.

- | | | | | |
|-------------------------|-----------------------|-------------------------------|-------------------------|---------------------------|
| ___ Preaching | ___ Teaching | ___ Evangelism | ___ Discipleship | ___ Worship Leadership |
| ___ Team Work | ___ Counseling | ___ Youth Work | ___ Leadership Training | ___ Church Administration |
| ___ Christian Education | ___ Singles Ministry | ___ Stewardship | ___ Diaconal Ministry | ___ Ministry to Seniors |
| ___ Pastoral Visitation | ___ Community Service | ___ College & Career Ministry | | |