



Alignment Profile

Lead Pastor



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ABOUT THE CHURCH

Faith Reformed Church is a young, dynamic, and grace-filled congregation of over 600 people committed to connecting with Jesus, growing in their faith in community with others, and serving others as Christ served them. Their mission is simple: Connect. Grow. Serve. They do so with the desire to be a community of authentic believers who follow Jesus, live out his command to make better and more disciples, and witness lives transformed by the life changing reality of the Gospel. The church is thankful for its reputation as a congregation that is conservative in theology and abundant in love.

While thanking the Lord for the past, this healthy 43-year-old congregation looks ahead with the hope of maturing into the best version of itself. They speak often of “being the best we can be” and “bearing much fruit” and “living into fullness.” Consequently, the ministry would benefit from tweaks, not an overhaul, from the ministry of an internist, not a surgeon.

The ministry of Faith Church is supported by an effective staff that currently includes a full-time Director of Adult Discipleship and full-time Director of Youth Ministry, as well as three part-time individuals: Director of Children’s Ministry, Director of Church Life, and an Administrative Assistant. This staff, along with dedicated volunteers, creatively and strategically deliver a traditional ministry of worship services, Sunday School, midweek programs, and pastoral care. This up-to-date and upbeat ministry is supported by functional space and adequate technology.

The ministry of Faith Church includes a second campus called “The Lighthouse.” This creative lay-led initiative is for those in the community who prefer a smaller, informal, relaxed atmosphere with round table fellowship. Each Sunday morning, about 40 people gather for a non-traditional worship service followed by a shared meal.



Position	Lead Pastor
Church	Faith Reformed Church
Location	Rock Valley, IA
Weekly Attendance	500
Website	faithrv.com
Denomination	Alliance of Reformed Churches
Social Media	facebook.com/faithrv

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ABOUT THE COMMUNITY

Rock Valley is a vibrant and growing family-centered community of about 4,000 full-time residents in northwest Iowa. The blue-collar residents of Rock Valley are warm, generous, hard-working, and humble. They love small town living. In their estimation, Rock Valley is a wonderful place as the city offers full-service shopping, professional services, quality health care, and recreation facilities. Local churches provide a strong faith community. Area schools & colleges provide excellent education.

The city is known for its friendly people, historic culture, forward-thinking, and robust economy. Its people have a reputation for being generous and service oriented. The culture of Rock Valley manifests itself in being home to several non-profit organizations with national influence including, but not limited to, **Hope Haven**, **Love INC**, and **Justice for All**. The fastest growing demographic group in this predominantly white community is Hispanics which represent nearly 30% of the population.

Within an hour's drive from Rock Valley, residents enjoy the amenities of Sioux Falls, SD, a city of over 200,000, as well as those of Sioux City, IA, a community of about 80,000 residents. Both cities offer opportunities for entertainment, culture, food, shopping, and adventure. Both include regional airports.



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ABOUT THIS ROLE

Personal Qualifications—The Lead Pastor will:

- Be able to give testimony to his love for the Lord and call to pastoral ministry.
- Be a devoted follower of Jesus whose life reflects the fruit of the Spirit.
- Be an emotionally healthy person who loves people, both church and unchurched, and can create and sustain positive relationships with them.
- Be ordained as a pastor by a denomination in the Reformed tradition or desire such with the [Alliance of Reformed Churches](#).

Professional Competencies—The Lead Pastor will be:

- An unapologetic communicator, able to craft and deliver biblical and relevant sermons that effectively speak to both new and maturing Christians.
- A loving shepherd able to provide spiritual direction and pastoral care with wisdom and love.
- A skilled organizational leader with experience helping a congregation become more effective in making better and more disciples.
- A coach who enjoys building effective teams (Staff and Consistory).

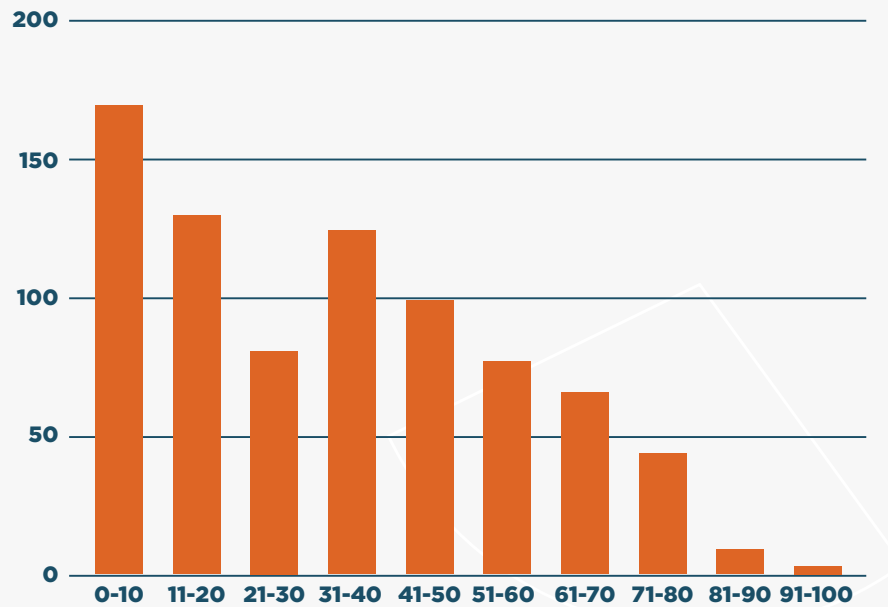
Primary Responsibilities:

- **Preaching/Teaching:** the Lead Pastor will be the primary preacher and will have opportunity to teach as time allows.
- **Corporate Worship:** the Lead Pastor will coordinate and plan worship services with support from dedicated volunteers.
- **Leadership:** the Lead Pastor will tend to the spiritual trajectory of the congregation by partnering with the Consistory towards the embrace of a compelling vision and mission, accompanied by the implementation of effective strategies.
- **Management:** the Lead Pastor will coach the Elders, the Admin Team, and the Staff.
- **Pastoral Care:** the Lead Pastor will have the opportunity to provide spiritual direction and pastoral care but do so as one member of a team within the congregation's effective and intentional Care Teams Model.
- **Public Presence:** the Lead Pastor has the privilege of representing the congregation in Rock Valley, in the broader community, and in the denomination (Network and Hub meetings).

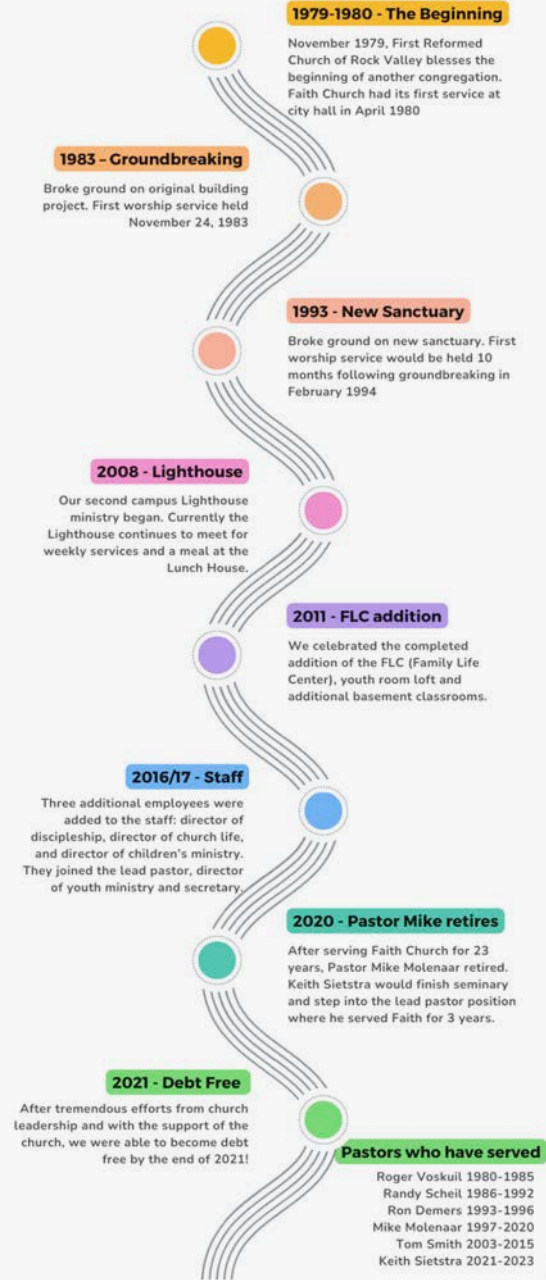


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Age Breakdown of Congregation

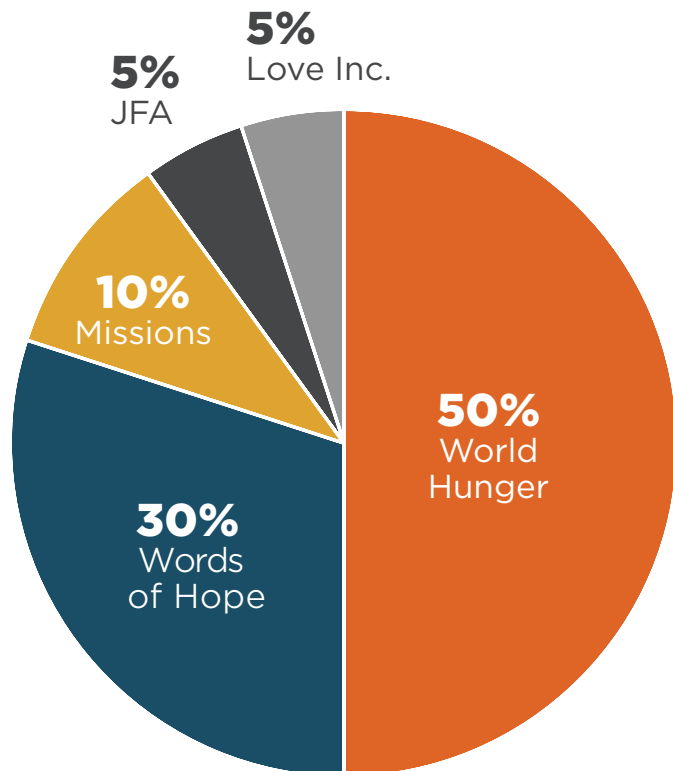


Faith's History

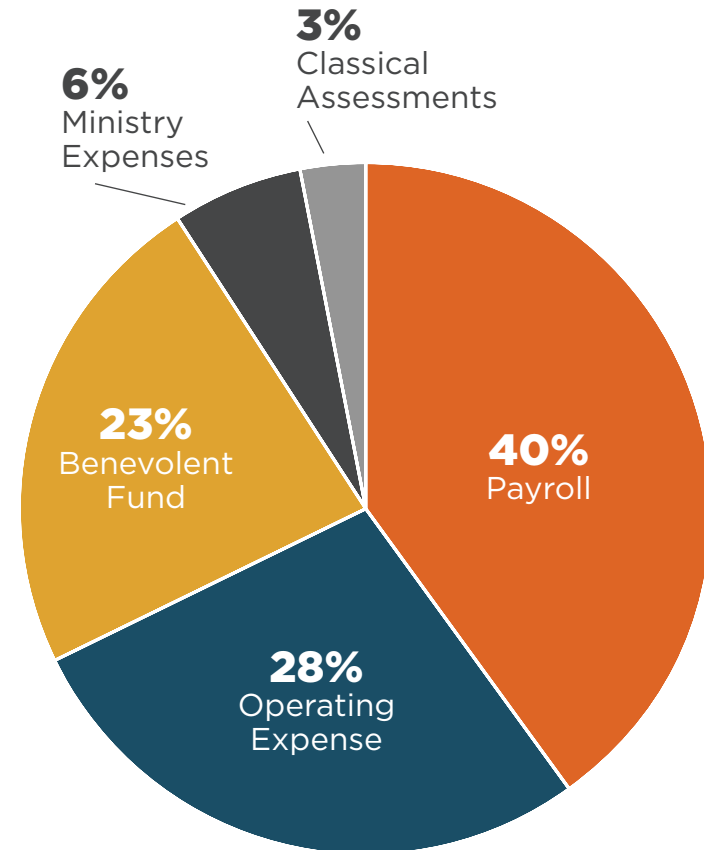


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2023 Thanksgiving Offering \$197,309



2024 Budget Breakdown: \$845,000



Annual Congregational Receipts

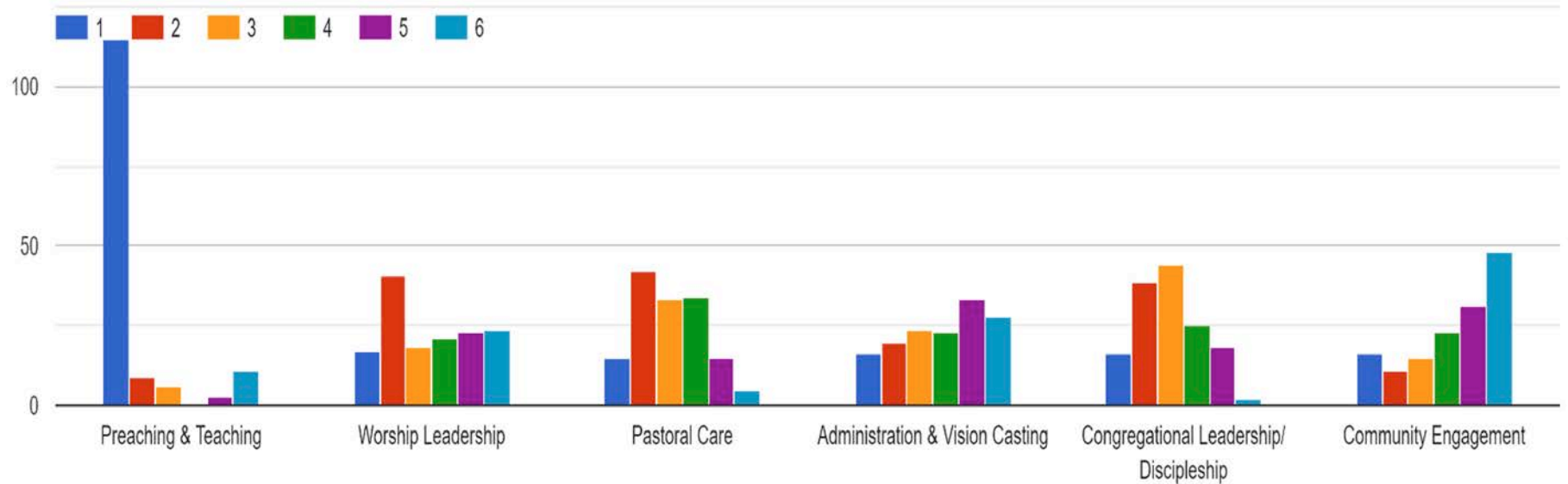
2019 - \$630,609
2020 - \$687,763
2021 - \$700,116
2022 - \$765,904
2023 - \$814,000



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Congregation Survey

Read through the following list. Of these six items, please rank them in order of highest priority to lowest. You can only use each number once. (1 is highest priority, 6 is lowest priority)



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FIVE C'S OF A GREAT FIT



CHARACTER

- You are a humble, authentic follower of Jesus whose life reflects integrity, sincerity, wisdom, and passion.
- You sustain a dynamic relationship with Jesus through His Word and Spirit.
- You are an emotionally healthy person who enjoys creating and sustaining positive relationships with people in the church and community.

CALLING

- You believe God has called you to preach God's Word unapologetically.
- You believe God has called you to serve the local church which is the hope of the world.
- You view being a pastor as a lifestyle, not a job.

COMPETENCIES

- You are a communicator able to craft and deliver biblical and relevant sermons.
- You are an organizational leader and coach able to nurture healthy teams for effective ministry.

CULTURE

- You enjoy living in a blue-collar community known for a strong work ethic.
- You are comfortable living in a small, rural community where people are known by name.

CREDENTIALS

- You are ordained by a denomination in the Reformed tradition, or you are willing to be ordained by the Alliance of Reformed Churches (ARC).
- You have ministry training and experience cultivating congregational health.

contact

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