



PLT Pastor – Discipleship Ministries Application

Thank you for applying to serve God at West Side Church in this role. This position is one of three on our Pastoral Leadership Team (PLT) and is responsible for overseeing the family team, adult Life Groups, and Internal Church Ministries. **Note, this is not a senior pastor position and should be considered with plurality of leadership in mind. See reference documents regarding the PLT below for more context/information.*

In order to be considered for this position, complete the enclosed application form in-full and attach any supporting documents. A complete application will include:

- PLT Pastor - Discipleship Ministries Application
- Cover letter and current resumé detailing:
 - Interest in serving in this role
 - Education
 - Ministry and work experience
 - Spiritual gifts and talents
- Responses to all application questions

Contact Information:

Name _____
 Address _____
 City _____ State _____ Postal Code _____
 Phone (____) _____ E-mail _____
 Personal Website (if applicable) _____
 Home Church _____
 Church Address _____
 Church Website _____

Application Questions:

Answer each question using as much space as needed. Links to reference documents are included below to help inform your responses.

1. **Share your personal testimony**
2. **Are you in agreement with West Side Church's Articles of Faith?** Yes No
 - If no, explain any/all points of disagreement.
 - Express any questions or concerns you have regarding any particular article.
3. **Do you support our leadership structure of a Pastoral Leadership Team (PLT)?** Yes No
 - If no, explain any/all points of disagreement.
 - What strengths do you have that would contribute to the current leadership structure?
 - How do you envision yourself functioning within the Pastoral Leadership Team?

Reference Documents:

- [West Side Articles of Faith](#)
- [Pastoral Leadership Team](#)

Submission:

Submit your application packet via e-mail in PDF format to searchteam@westsidechurch.info

I certify that the information given by me to West Side Church is true, accurate, and complete to the best of my knowledge. I understand that any false statement on the application, resume, or during the interview or hiring process may result in refusal of employment, or if employed, immediate termination from West Side Church employment.

Signature of Applicant: _____ Date: _____



CHURCH PROFILE

History

West Side Baptist Church of Yakima began as a cottage prayer meeting in the spring of 1953 under the leadership of Paul Vincent, a missionary of the Conservative Baptist Home Mission Society. Four families shared in prayer with him. On June 7, 1953, the first public worship service was held in a day nursery at 1014 South 6th Avenue with 20 people present. The church formally organized 68 years ago as West Side Baptist Church, with an affiliation in the Conservative Baptist Association of America.

As the church grew the congregation 1st rented facilities, then in 1954 purchased property to build on. The 1st services were held in the new building on February 10, 1957, with a membership of 153. God continued to bless West Side with growth, and in 1977 the church purchased 18.8 acres of land for a new building site, which they moved into in December of 1981. This is the site which West Side occupies at this time.

West Side has planted three daughter churches, sending the members, leaders and resources to start healthy churches. In 2002, Sun Valley Church was planted on the east side of Yakima. In 2009, Harvest Community Church was planted in the adjacent community of Selah. In 2013, Restoration Church was planted in downtown Yakima to reach the unique mission field there. All three churches are currently thriving and growing.

Senior Pastors

1953 – 1954	Paul Vincent (Church Planter)	1974 – 1984	Tim Blanchard
1954 – 1958	Paul Sweeney	1985 – 1997	Wayne Pickens
1958 – 1965	Orville Williams	1998 – 2016	Rick Harpel
1965 – 1973	Eugene Knautz	2016 – 2019	Rick Harpel*
		2019 – present	Joe Lehmkuhl*

**PLT member, Teaching Pastor (see church structure)*

Membership

The age of attendees spans all ages from birth through people in their 90's. There is a significant young family component; the Boomer generation is well represented; with a faithful senior age population. Yakima has been predominantly an agricultural and related industry community, though small businesses, robust health care and education sectors also contribute to the make-up of the community. Membership is varied and diversified in occupation but is more concentrated in professional and agricultural areas. The Yakima area has great diversity in both ethnic and socioeconomic demographics.

Missions

West Side is committed to the Great Commission both locally and globally according to Acts 1:8. We support our mission partners in prayer, financially, and by going to the different fields to help and encourage while at the same time growing in understanding and involvement in their work. Currently, we support 27 missionary units; we are the home church for seven of them. In addition, six local and foreign ministry organizations are supported. Since 2006 we have sent over 10% of our congregation on short term mission trips. The youth and children are also involved in these efforts.

Because of the growing Hispanic population in Yakima (over 45%), we have established a strong connection with the churches and ministries in Central Mexico, where the majority of the Hispanics in Yakima come from. We have been working there since 2006. We have also built a strong relationship with New Life Bible Church as a local Hispanic church connection.

Articles of Faith

[Click Here](#)



West Side Church Yakima Overview

Our Structure

The Pastoral Leadership Team (PLT) is a team of three equal pastors: Operations and Missions Ministries Pastor, Discipleship Ministries Pastor, and Teaching Ministries Pastor. All three members share responsibility for oversight of the church in partnership with the Elder Council. This includes ministry vision development and casting, strategy, staff oversight and pastoral care. Each pastor has his unique area of ministry, but all work closely together as the Pastoral Leadership Team to remain in line with the direction of the church as a unit. The PLT is given oversight by the Elder Council and specifically by the council officers. The role we are currently seeking to fill is the Discipleship Ministries Pastoral position. In addition to overseeing the Family Team (Birth – High School), Life Groups and internal Church Ministries (volunteer led ministries) this role is primarily focused on the Discipleship of the leaders within our church ministries. More information may be found on our website. ([Here](#))

Staffing

The current budget provides for three full time Pastor-Elders, four full-time Ministry Directors, two full-time Assistant Ministry Directors, and several part-time Ministry Assistants, Bookkeepers, and Custodians. Compensation is reviewed by church leadership with appropriate adjustments every year.

Budgetary provisions for the full-time staff include salary, health insurance, (medical, dental, vision), life insurance, a retirement plan, vacation time, conference expenses, a continuing education fund and a professional expense account.

Giving

Giving is done through stationary offering boxes each Sunday, with online giving and mail in options. Currently, the church is debt free!

Church Facilities

The facilities include a multi-purpose auditorium which can be set with 600 seats for regular Sunday services, with a maximum capacity more than 750. There are ministry rooms on two floors available for children and adult classes both on Sunday and during the week. A separate Early Childhood Center wing and Youth Center building are both well used and nearing capacity. Each of these has regular ministries of over 75-100 weekly.

The Commons coffee bar/espresso area with bistro tables is used regularly by small groups, for impromptu conversations, meals, and for weekly services. The commercial kitchen is used for various meals. Office space for the church is at capacity. The entire facility is Wi-Fi accessible. The church has sufficient parking and over 8 acres of yet undeveloped property.

Current Ministry Status

- **Early Childhood (One month-Pre-K):** Sunday School is available for the 10:15 AM services; Kids Mid-Week for ages three to five every Wednesday evening from early September through late March.
- **Elementary (K-5th grade):** Sunday School is available for the 10:15 AM service; First Wednesday's Meal is every first Wednesday of each month (September-March); Kids Mid-Week for Kinder to Fifth grade every Wednesday evening from early September through late March; Special Discipleship and outreach events throughout the year, such as: Sports Camp and other service projects with our local ministry partners.
- **Mid High (6th-8th grade):** First Sunday of every month, we encourage students to attend services with their families. All other Sundays, we meet at 10:15 AM in the youth center or in an adult ministry room; Wednesday nights 6:00-7:15 PM in the Youth Center; service projects, retreats and other events throughout the year.
- **High School (9th-12th grade):** High School meets Wednesday evenings from 7:30-9:00 PM; High School After Hours meets from 9:00-9:30 PM; Service days, special seasonal outreaches, concerts, and other social activities; Summer mission trips.



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- **All Adults:** Life groups—small groups of West Side attenders who meet regularly to study God's word, meeting in homes at various times; Adult Classes and Wednesdays at West Side offered twice a year; special conferences offered on various topics such as marriage, parenting, and retirement.
- **Women:** Biblical Studies for Women - Bible studies meeting at various times and places (childcare available); Mom to Mom - meets Tuesdays during the school year (childcare available). Soul Sisters- a fellowship ministry for all women.
- **Men:** Our men's ministry is currently being addressed to increase its impact. In the recent past we have done a short-term men's study in the winter, often accompanied with a one-night BBQ and teaching event in partnership with our local sister churches.
- **Seniors:** Meet Thursday Mornings at 10:00 am in the Commons for worship, fellowship, prayer, and the study of God's word; visitation teams and special outreach events.

Music and Arts

West Side has been blessed through the years with a heart for worship. From the early days of the church, there has been a talented and committed team of experienced musicians that have led the body in praise and adoration of our God. Through the years, the style, format and leadership has changed, but our heart's desire has remained the same: to come together as a body to worship our God through the gifts that He has given us. Sunday morning worship is led vocally by three to four people. The volunteer band consists of musicians proficient on piano, electronic keyboards, acoustic and electric guitar, bass, drums and percussion.

Special Events/Congregational Life

We welcome and encourage children to participate in the worship service every week. In months with five Sundays, we have a special focus on Family Worship service where children do not have children's ministry and intentionally join their families in the worship service. During the holiday seasons, there are special services including Good Friday and three Christmas Eve services. We also provide support as needed for funerals, weddings, and special events.

CHURCH VISION PROFILE

The Mission - "Reaching Our World For Christ By Building Mature Disciples, All To The Glory Of God."

This is based on the pattern of the church which began in Acts 4. The believers went out to reach people with the Gospel of Christ to bring them into the fellowship of His Church, where they came together, were built up in the faith, and were then sent back out to reach the world. This continual reaching – building rhythm describes the evangelistic witness and the discipleship purpose of the church. Acts 2:42-47

This mission is lived out in the following description of the maturing disciple and the disciple-making church. The core identities that form our values in living the Christian life as Christ's Body are based on identity traits given in Acts 2 and growing through the Book of Acts. They can be summarized under the headings: follow, connect, and share.

FOLLOW Jesus Christ the Savior & Lord (our relationship with Jesus) for salvation and spiritual growth by the Holy Spirit, through worship, the Bible, and prayer. John 3:16

- IDENTITY #1 "Worship of God": Do you participate regularly in corporate worship?
- IDENTITY #2 "Surrendered to God's Word": How do your priorities reflect obedience to Scripture?
- IDENTITY #3 "Praying People": With whom and for what are you faithfully praying?



West Side Church Yakima Overview

CONNECT in unity with the community of faith (our relationship with the Church/believers) loving one another through the mutual discipleship of encouragement, care, service, and generosity. John 13:34-35

- IDENTITY #4 "Unity of the Church": Are you making every effort to keep the unity of the Spirit with other believers?
- IDENTITY #5 "Devoted Discipleship": How are you becoming more like Christ in relationship with believers?
- IDENTITY #6 "Spiritual Serving": Where are you using your gifts to serve?

SHARE the Gospel to multiply God's kingdom (our relationship with the world) locally and globally through missional living, evangelism, and outreach. Acts 1:8

- IDENTITY #7 "Generosity": In what ways are you giving of yourself and resources?
- IDENTITY #8 "Intentional Multiplication": In whom are you investing to enable them to draw closer to Christ?
- IDENTITY #9 "Missional Living": How are you reaching your world for Christ with the Gospel?

The Vision

Our vision is the picture of what it will look like when God accomplishes His mission in us according to these identities.

"To become a community of people who desperately want to worship the Lord, love one another and share their faith with the world."

Discipleship Strategy

This mission is lived out in the following settings:

1. Lord's Day Worship
2. Group Life
3. All-Church Ministries

The various strategies and activities of the church are birthed, implemented and retired according to this foundation for ministry focused on the mission.

- (1) Lord's Day: We minister with the following biblical guidelines:
 - Christ-centered / God-centered: (Colossians 1:15-20)
 - Theologically accurate: (II Timothy 4:1-2)
 - Worship from the heart of the worshipper(s): (Romans 12:1)
 - Seeking to unify the Body: (Colossians 3:12-14) (Romans 12:10)
 - The Holy Spirit has influenced music throughout all generations that fosters worship from the heart. (Colossians 3:16-17)
 - Regular practice of the essential elements of worship.
- (2) Group Life: The Life Group's vision will be accomplished through:
 - Discipleship
 - Congregational Care
 - Evangelism and Missions
 - Group Leader Qualifications and Training
 - Groups Structure
 - Other Adult Groups like Men's and Women's Bible Studies and Leader Path.
 - Children/Youth Ministry
 - Early Childhood Ministry

- Elementary
Mid-High and High School Ministries
- (3) All Church Ministries: These events, projects and special opportunities include:
- Missions Support and Mission Trips
 - Community Evangelism
 - Service Projects
 - Connections
 - Conferences
 - Congregational Ministries

YAKIMA CITY PROFILE

Yakima is a city of approximately 93,637 with a total population of approximately 256,035 within the county. Yakima is located in the south-central part of Washington State, a 2.5-hour drive from Seattle, and a 3.5-hour drive from Portland, Oregon. The city is approximately 1,100 feet above sea level and covers 17 square miles. Yakima County covers 4,196 square miles, second largest land area and tenth largest population area in Washington State.

Sheltered from Western Washington's typically heavy rainfall by the Cascade Mountains, the Yakima Valley has a dry climate with four distinct seasons with long Spring and Fall periods. The four seasons provide an abundant variety of outdoor recreation choices. Average temperature ranges are from 37/20 in January to 88/53 in July.

Links regarding Yakima area

<https://www.yakimawa.gov/>
<http://www.city-data.com/city/Yakima-Washington.html>
<https://www.citytowninfo.com/places/washington/yakima>
<https://www.visityakima.com/>
<https://www.yakima.org/yakima/relocate.html>
<https://www.yakimacounty.us/>
<http://www.city-data.com/zips/98908.html>

Info on Yakima Schools

<https://www.wvsd208.org/> - West Valley School District (district Westside resides in)
<https://www.yakimaschools.org/> - Yakima School District (largest area school district)
<http://www.riversidechristianschool.com/> - Riverside Christian School (10 miles from the church)
<https://www.evsd90.org/> - East Valley School District (12 miles from the church)
<https://www.immanuelclassical.orgs> - Classical School for Elementary Aged Students (5 miles from the church)

Yakima Weather

<https://www.usclimatedata.com/climate/yakima/washington/united-states/uswa0502> - Yearly Data