

## **Blackhawk Ministries—Fort Wayne, IN**



**Job Title:** Associate Pastor (General)

**Location:** Fort Wayne, IN

**Status:** Exempt, Full-time, Sunday-Thursday

**Direct Report:** Lead Pastor

### **Church Information**

Blackhawk Ministries is located on the Northeast side of Fort Wayne, Indiana. Blackhawk is a vibrant faith community with a commitment to strong biblical teaching and dedication to spreading the love of God throughout the community and around the world for over 50 years. Under the leadership of a new Lead Pastor who started in 2023, we have experienced consistent growth and renewed unity and momentum. Our Sunday worship experience encourages members to encounter God through expositional preaching and modern worship. With our strong leadership, dedicated members, and unwavering faith, Blackhawk is poised to continue making a difference in the lives of people in Fort Wayne and around the world for many years to come.

Blackhawk Ministries is also home to Blackhawk Christian School, which our founding pastor, Dr. David Jeremiah began in 1973 with 33 students enrolled. Five decades later, we continue to grow and thrive, with 100+ faculty and staff serving over 1,000 Pre-K through 12th grade students. With over 150,000 square feet of facility and a newly-renovated worship center that seats 1600, our church and school are well poised for city and regional impact.

### **Church Mission Statement**

Making disciples who make disciples

### **Position Summary**

The Associate Pastor role is a non-teaching position focused on pastoral care, adult ministries, and our Best Impressions team. We are seeking a man of God who will officiate weddings and funerals, perform baptisms, and provide pastoral care. The Associate Pastor will serve as oversight and point of contact for various adult ministries. He is also responsible for the support and development of a systematic and effective approach to Gospel-centered connections and assimilation (preferably based on the Fusion system by Nelson Searcy). The ideal candidate will be a caring shepherd with some leadership/administrative giftings. He will display excellent interpersonal and communication skills, a capacity to facilitate relational connections, and an ability to motivate leaders and teams to accomplish the task of caring for and connecting people. This is a non-preaching position, with limited Sunday teaching responsibilities.

\*We have two Associate Pastor positions open - this one is more general focused on pastoral care, connections, and assimilation, and the other is focused on overseeing our small group ministry.

### **Qualifications**

- Demonstrated a track record of spiritual maturity and character consistent with the biblical requirements for leadership (1 Timothy 3:17, Titus 1:6-9, 1 Peter 5:1-4)
- Experience or familiarity with the Nelson Searcy assimilation model is a plus
- Commitment to the mission, vision, and ministry philosophy of Blackhawk Ministries



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- College education (minimum: bachelor's degree)
- We are open to a recent college graduate seeking to pursue continued online seminary training. These costs could be included as part of the compensation package. Details upon request.
- Pastoral experience characterized by empathy, discipleship, leadership development, and a commitment to God's Word
- At least 2 years of experience and leadership in a similar organization are preferred
- Positive experience and attitude in leading successful teams, building relationships, and recruiting
- Detail-oriented and decisive with the ability to organize and coordinate work, set priorities, and meet deadlines
- Strong interpersonal skills with the ability to effectively communicate with leadership, staff, and the congregation
- Collaborative team player who has the ability to bring people together, bridge ministry areas, and advance the mission and vision of the church
- Ability to multitask and meet deadlines in a fast-paced environment

### **Job Expectations & Responsibilities**

- Officiate weddings and funerals as needed to support the church body
- Provide vision, leadership, and volunteer development for connections and assimilation, evangelism, and discipleship strategies and systems in alignment with the church's mission and vision.
- Provide pastoral care for the congregation, as well as staff and volunteers in your ministry area
- Possible opportunities for development of a preaching gift. This might include intentional involvement with ongoing services and sermon development in addition to strategic Sunday preaching opportunities with review / coaching.
- Create and oversee the processes and systems to connect guests and support next steps (follow up with guests, new believers, baptisms, membership, etc.).
- Recruit, train, and coach volunteers in the ministries you oversee to enable and encourage them to use their gifts and talents
- Duties may be modified based on the gifting of the Associate Pastor and the leadership needs within the church as directed by the Lead Pastor.

### **Expectations for staff at Blackhawk Ministries**

- Fully back the vision and strategic direction of the Lead Pastor/Elders
- Agree with the Blackhawk Ministries Statement of Faith (and other docs/statements/ministry distinctives)
- Be a tithing member
- Participate in a Small Group (either as a member or leader)
- You will report to the Lead Pastor and connect regularly through 1:1 meetings
- Your full-time position will be between 43-48 hours of work per week.

### **Compensation**

Competitive salary based on experience and education. We offer an attractive benefits package including health insurance, retirement, and a BCS tuition discount.

Interested applicants please send these items to [jobs@blackhawkministries.org](mailto:jobs@blackhawkministries.org)



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- Resume
- Cover letter



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