

CHEMISTRY ✦ STAFFING

CHURCH & CANDIDATE PROFILE

We're hiring a
ASSISTANT PASTOR

Salem Reformed Church · Menno, SD

● AT A GLANCE

A GROWING, COMMUNITY CHURCH



DENOMINATION

Congregational

CCCC

WEEKEND ATTENDANCE

216

Growing

ANNUAL BUDGET

\$264,110

DEBT

\$0

Debt-free

CHURCH WEBSITE

<https://saalemreformedchurch.com/>

WORSHIP SERVICE

https://youtu.be/I_H2lmyN4Os?si=m-e-QywOOBUhk2T9

Salem Reformed Church is a vibrant, growing congregation in the small town of Menno, South Dakota. With a blended worship style and a deep commitment to biblical truth, this church has flourished since leaving the UCC in 2006 and joining the Conservative Congregational Christian Conference. The congregation has nearly doubled in size over the past two decades and is now launching its first-ever assistant pastor role to support continued growth and ministry impact.

● LOCATION

PEACEFUL SMALL-TOWN LIFE, CLOSE TO EVERYTHING YOU NEED

A kind and caring community, always willing to support one another through the good times and the challenging times.



Our high school youth mission project at a sister CCCC church in Tonganoxie, KS.

CITY POPULATION

653

Menno

COUNTY POPULATION

7,427

Hutchinson County

Menno is a kind, caring community of 653 people in Hutchinson County, South Dakota - a town where neighbors support one another through good times and hard, and where peaceful, godly living is a daily reality. Founded in 1879 by Germans from Russia, Menno retains its strong immigrant heritage and close-knit character.

The town has its own school system (Pre-K through 12th grade, about 225 students), swimming pool, a softball field, baseball diamond, Legion Ball, and Town Team baseball. Menno Lake - just two miles outside of town - offers camping, fishing, and kayaking. The community celebrates together with a large Fourth of July parade, a patriotic worship service in the City Park, and the September Pioneer Power Show, which draws thousands of visitors.

Menno offers a small grocery store, two gas stations (one with vehicle service), one bank, nursing home, three restaurants, and beauticians. For bigger needs, Walmart and the amenities of Yankton (population 15,000) are only 30 minutes away along the beautiful Missouri River, Lewis and Clark recreation area, home to Mount Marty University. Sioux Falls - South Dakota's largest city at 250,000, with the University of Sioux Falls and Augustana University - is just an hour's drive. Freeman, SD (15 miles away) has a small regional hospital, clinic and golf course.

If you want to escape the hustle and bustle of city life and live out 1 Timothy 2:2 - "that we may live peaceful and quiet lives in all godliness and holiness" - Menno is the perfect place to call home.

● OUR STORY & TODAY

FROM 1882 IMMIGRANT ROOTS TO A THRIVING, BIBLE-CENTERED FUTURE

Salem Reformed Church was founded in 1882, originally part of the Eureka Classis of Reformed Churches. In the 1930s, the church entered the merger that formed the Evangelical and Reformed Churches. Around 1960, Salem joined the larger merger that created the United Church of Christ. Yet Salem always remained on the biblically conservative side of the UCC.

Over time, the congregation grew increasingly frustrated with the direction of the denomination. In January 2006, by a 94% majority, the church voted to leave the UCC. At that same annual meeting, the congregation voted almost unanimously to join the **Conservative Congregational Christian Conference (CCCC)**, and Salem has enjoyed fellowship with the CCCC for the past twenty years.

The church has flourished. From 2006 to the present, average Sunday attendance has grown from 125 to just over 200.

The current church building was constructed in 1964–1965 and was planned exceptionally well - no basement, a 500-seat sanctuary (including balcony), a nice social hall and kitchen, an education wing with most classrooms, three additional classrooms in the balcony, a small church library, and two offices. The congregation has faithfully maintained the facility for sixty years.

Vision, Mission, and Values

Salem believes the Bible to be the inspired, inerrant, infallible Word of God in its original manuscripts - the supreme authority in all matters of doctrine and practice. The church affirms the core tenets of historic biblical Christianity based on an uncompromising conviction in the truth of Holy Scripture.

Salem believes **God has called the church to be a Life Saving Station**, holding forth the Word of Truth in the midst of a crooked and perverse generation (Philippians 2:14–16).

The congregation's guiding values, drawn from the CCCC, are:

- A Culture of Believing Prayer and Intercession
- Healthy Pastors
- Healthy Disciple-making Church
- Healthy Church Multiplication
- A Community of Shared Life and Shared Mission
- A Culture of Biblical Peacemaking and Reconciliation
- A Membership Reflective of the Harvest Field's Diversity

● MINISTRY IMPACT

A CHURCH FULL OF YOUNG FAMILIES, REACHING THE NEXT GENERATION

We continue to see new growth in the church as the members reach out to others in Menno and the surrounding communities.

Salem is a congregation rich with young families who are active, engaged, and working together to build up the body and reach the community. The church is seeing **continued growth** as members reach out to friends and neighbors in Menno and the surrounding area.

Major Ministries

Salem's ministry heartbeat is discipleship across every age. The **High School Youth Group** meets on the first and third Sunday evenings each month, led by two young couples serving as advisors. **Women's Bible Studies** meet during the school year, offering both Wednesday morning and evening options. The **Men's Bible Study** gathers on the first and third Monday evenings. **Confirmation Classes** for sixth through eighth graders run most Wednesday afternoons through the school year, with Confirmation Sunday typically held in mid-April. **Sunday School** runs during the school year, and the church hosts **Contemporary Worship Services** three or four times a year on Sunday evenings.

Outreach and Partnerships

Salem's **Vacation Bible School** is a major summer outreach to the community and has been quite successful over the years. The church is heavily involved in the **Fellowship of Christian Athletes (FCA)** ministry at the local high school (grades 8–12).

Salem supports **Samaritan's Purse**, a young missionary with **Youth With a Mission (YWAM)**, and various other mission programs.

Biggest Opportunity and Challenge

The congregation's biggest opportunity - and challenge - is **filling this new assistant pastor position**, which was approved at the annual meeting. It's a historic step for Salem, a sign of health and growth, and a critical need as the church prepares for the next chapter of ministry impact.

Blended Worship That Honors Hymns and Praise Choruses

Salem's worship style is blended. From 10:15 to 10:30 a.m., as people arrive in the sanctuary, the congregation sings praise choruses led by a few voices and a pianist. The church has four pianists and one organist who rotate week by week. Some are more gifted with hymns; a couple excel with contemporary songs. Depending on who is playing, the music on any given Sunday - both during the praise time and the main worship service - reflects a beautiful mix of the church's rich hymnody and vibrant contemporary worship.

● THEOLOGICAL CONVICTIONS

AN UNCOMPROMISING STAND ON SCRIPTURE AND BIBLICAL TRUTH



Salem Reformed Church believes the Bible to be the **inspired, inerrant, infallible Word of God** in its original manuscripts. It is the supreme authority in all matters of doctrine and practice. The church is affiliated with the **Conservative Congregational Christian Conference** and affirms the core tenets of historic biblical Christianity based on an uncompromising conviction in the truth of Holy Scripture. The church allows for the private practice of **tongues**, though it is not part of corporate worship. **Infant baptism** is customary, and the pastor must be willing to perform infant baptisms. However, we do allow for baby dedication and believer's baptism. Confirmation is provided for students in grades 6–8 using the Bible, the Heidelberg Catechism, and other resources.

Biblical Marriage and Sexuality

Salem's constitution includes an amendment stating that **marriage is only between a man and a woman**, and no same-sex marriage will be allowed in the church. A known, practicing homosexual would not be allowed membership in the congregation. The church would not forbid attendance if someone is willing to receive the truth of God's Word and is open to repentance.

Pro-Life Conviction

Salem is a **strong pro-life congregation**. We observe Sanctity of Human Life Sunday and support pro-life ministries.

Patriotism and Service

Salem is a **very patriotic congregation** with many veterans and active-duty service men and women. The church often sings "God Bless America" after the benediction as a prayer for the nation.

Church Governance

The Salem Reformed Church Constitution states: The Consistory of this congregation shall be five elders and five deacons (male or female) with the pastor as ex-officio member. Our current Consistory consists of nine men and one woman (elder).

● THE POSITION

ASSISTANT PASTOR

A devoted and joyful disciple of Jesus Christ

Salem Reformed Church is seeking an Assistant Pastor who is a devoted and joyful disciple of Jesus Christ, committed to prayer, God's Word, and living and proclaiming the gospel.

Reports To: Senior Pastor and Consistory (Elders and Deacons)

Working closely with the Senior Pastor and Consistory, the Assistant Pastor will help nurture the spiritual growth of the congregation, provide pastoral care, support the church's vision of being a life-saving station, and help foster continued growth within the church ministry, and help facilitate continued growth within the church and community.

As a new position for Salem Reformed Church, the first year will focus heavily on building relationships, learning the congregation and its culture, and serving alongside the Senior Pastor and existing leadership team. Rather than coming in with an expectation of immediate change, the Assistant Pastor will take time to understand how Salem functions while identifying opportunities to serve, strengthen ministries, and reach people in the surrounding community.

Key Responsibilities:

- **Spiritual Leadership:** Model a Christ-centered life and encourage the congregation to grow as disciples who live and proclaim the Gospel.
- **Children & Youth:** Invest in junior high and high school students through Confirmation, Sunday School, youth ministry, and community involvement through mission projects and FCA.
- **Young Adults & Families:** Build relationships and create opportunities to reach and connect young adults and families with Salem Reformed Church.
- **Pastoral Care:** Provide biblical counseling, prayer, home and hospital visitation, and assistance with weddings, funerals, and other pastoral needs.
- **Preaching & Teaching:** Preach on occasion, teach sound biblical doctrine, and share general pastoral and worship responsibilities.
- **Ministry Support:** Assist the Senior Pastor with church ministry, operations, leadership, and implementation of the church's vision.
- **Community Engagement:** Build relationships within the local community and help Salem strengthen its community presence and outreach.
- **Team Ministry:** Work collaboratively with the Senior Pastor, Consistory, staff, ministry leaders, and volunteers, stepping in for the Senior Pastor when needed.

● THE CANDIDATE

A SPIRITUALLY MATURE AND RELATIONAL LEADER

- The ideal candidate will be a spiritually mature and relational leader who demonstrates sound biblical teaching, personal integrity, a strong work ethic, and a warm and caring approach to ministry. This person should respect the existing culture of Salem Reformed Church, work well within a team, communicate effectively, and have a genuine passion for helping people grow in their relationship with Christ.
- A Bible college degree is preferred, and approximately three years of relevant church ministry experience is beneficial. The position requires flexibility to serve during regular office hours, worship services, evening and committee meetings, and other ministry activities as needed.

● GREAT CANDIDATES

THE PASTOR WHO WILL THRIVE HERE

Salem is looking for an assistant pastor who loves God's Word, loves people, and is ready to roll up their sleeves in a small-town church full of young families and multigenerational ministry. This is a pastor who thrives in a close-knit community, who can preach with conviction and compassion, who invests in students and adults alike, and who sees discipleship as the heartbeat of everything we do.

The right candidate will share Salem's theological convictions, embrace the CCCC's guiding values, and be energized - not intimidated - by the opportunity to help launch a brand-new staff position in a growing, healthy church.

Biblically grounded preacher

Loves discipleship

Heart for youth & families

Team player

Small-town fit

CCCC aligned

● NON-STARTERS

WHAT WE CANNOT COMPROMISE

We need a pastor who stands with us on the authority of Scripture, the sanctity of life, and the biblical design for marriage and human sexuality.

Denies biblical inerrancy

Affirms same-sex marriage

Affirms Pro-choice stance

● PUBLIC JOB POSTING

ASSISTANT PASTOR • SALEM REFORMED CHURCH • MENNO, SD

Salem Reformed Church in Menno, South Dakota, is seeking an **Assistant Pastor** to join our growing, biblically faithful congregation.

Who We Are

Salem is a vibrant, congregational church affiliated with the Conservative Congregational Christian Conference (CCCC). We believe the Bible is the inspired, inerrant, infallible Word of God and our supreme authority in all matters of doctrine and practice. Since leaving the UCC in 2006 and joining the CCCC, our average Sunday attendance has grown from 125 to over 200. We are a community of believers committed to being a "Life Saving Station," holding forth the Word of Truth in the midst of a crooked and perverse generation (Philippians 2:14–16).

Our Community

Menno is a peaceful, close-knit town of 653 people in Hutchinson County, SD, founded in 1879 by Germans from Russia. We have our own school system (Pre-K through 12th grade), celebrate together with a big Fourth of July parade and patriotic worship service, and host the Pioneer Power Show each September. We're 30 minutes from Yankton (population 15,000) and an hour from Sioux Falls (250,000). If you're looking to escape the hustle of city life and live out 1 Timothy 2:2 - "that we may live peaceful and quiet lives in all godliness and holiness" - Menno is the place.

The Role

This is a **brand-new position** approved at our annual meeting - a historic step for Salem. We're looking for a biblically grounded pastor who loves discipleship, has a heart for youth and families, and is excited to work alongside our congregation in a small-town, multigenerational ministry setting. You'll help lead worship, preach, invest in our High School Youth Group, support our confirmation and Bible study ministries, and walk with our members as we continue to grow.

We're Looking For

- Uncompromising commitment to the authority, inerrancy, and sufficiency of Scripture
- Alignment with CCCC theology and Salem's biblical convictions (pro-life, biblical marriage)
- A heart for preaching, teaching, and discipleship
- A love for students, young families, and multigenerational ministry
- A team-player spirit and a call to small-town ministry

What We Offer

A debt-free, healthy church with a 500-seat sanctuary, strong lay leadership, and a congregation full of young families eager to serve. A warm, supportive community where you can live peacefully, raise a family, and make a lasting kingdom impact.

Ready to Learn More?

If God is stirring your heart for this opportunity, we'd love to hear from you.

Salem Reformed Church asks that interested candidates work directly with Chemistry Staffing at this time. Please do not contact the church directly. Thank you!

APPLY NOW