

FBC LONGVIEW | PASTOR OF CHILDREN AND YOUNG FAMILIES

Job Description Summary

FBC Longview desires to be specific and purposeful about reaching out to young families with children who are of elementary age, preschoolers, and of earlier ages. We are looking for a leader of leaders with a passion to reach these young families and their children with the gospel. This leader will partner with the current leadership and volunteer structure of our children's ministry and serve with the title of "Pastor of Children and Young Families," "Children's Ministry Pastor" for short. His responsibilities will include direct pastoral engagement with young families as defined herein.

The term "Children's Ministry" at FBC Longview will include all children ages infant to 5th grade, as well as the parents of these children.

The Children's Ministry Pastor will engage his field by recruiting, coordinating, and empowering volunteers to expand the harvest of God's work among the young families in the Longview-Kelso area. He will regularly initiate personal evangelistic conversations and cultivate outreaching relationships with young unchurched parents and their children. He will also provide consistent direct pastoral-care contact with children and young families of the church.

The Children's Ministry Pastor should be able to teach, envision and develop new programming, and live a life of compassion for others fueled by a passion for Jesus. He should prioritize the transformation of all those within the scope of his ministry.

Ministry Field Description

The Longview-Kelso community includes surrounding municipalities as well as the paired cities of Longview, Washington and Kelso, Washington. Longview is an historic Mill Town situated on the southwest boundary between the states of Oregon and Washington along the I-5 Corridor between Seattle and Portland. Longview has experienced more than 8% growth in the past two decades and is increasingly becoming a bedroom community for young families working in Portland. Longview shares city boundaries with Kelso, the county seat of Cowlitz, Washington, and together this community boasts a population of around 50,000. The growing metropolitan statistical area encompasses more than 100,000 who call the Longview-Kelso area their home.

FBC Longview in Brief

Sundays at FBC Longview are a modern worship experience with two identical worship services and an average Sunday-morning attendance of 350. Wednesdays at FBC Longview include ongoing gatherings as well as seasonal LifeGroup opportunities. Children are a ministry priority for all gathering opportunities at FBC Longview. We affirm *soulcare* not merely childcare.

The leadership of FBC Longview seeks to empower the people of FBC Longview through a confluence of a passion for Jesus with a compassion for others that results in a transformation for all. We pursue the fulfillment of this transformative confluence through our shared values of excellence, initiative, education, innovation, and optimism. We are a gospel-centric church, desiring Christ to be at the heart of all our endeavors, to make everything outreach, and to evangelize the lost at every opportunity.

Job Description Detailed

- Volunteer Development:
 - This aspect of the role will include three primary components.
 - Recruiting, coordinating, and training volunteers primarily for (but not restricted to) children’s ministry-related activities
 - Care for our children through ministry teams by creating, scheduling, and tracking rotating teams of voluntary workers to accommodate busy schedules of volunteers
 - Encouraging and prioritizing volunteers as key component of developing the overall ministry
 - Upper-level volunteer leaders formed as “Leadership Quad” will serve as advisors and delegates to the Children’s Ministry Pastor for ongoing development of personnel.
- Programming Development:
 - Weekly Programming Responsibilities:
 - Sunday programming
 - Childcare/soulcare for nursery and toddlers
 - Care-taking ministry arranged for younger children during both hours of our worship experience
 - Sunday School
 - Preschool through 5th grade
 - Single sessions each Sunday, opposite JAM
 - Children’s Church Experience—JAM (Jesus And Me)
 - Emcee/teach each week in partnership with volunteers
 - JAM Jr. for Kindergartners through 2nd grade
 - JAM for children in 3rd grade through 5th grade
 - Sunday Evening Worship Experiences—“First Sunday” (monthly)
 - First Sunday childcare/soulcare for children ages infant through preschool, gradeschoolers join with adults
 - Mid-week programming
 - Wednesday Evening Gatherings—LifeGroup Confluence (seasonal)
 - Childcare/soulcare for children ages infant through preschool
 - Worship and learning experiences for children ages kindergarten through 5th grade
 - Ongoing Programming (at regular intervals)
 - Biblical parenting skills and Home Discipleship classes for parents
 - Reward parties for leaders and growing classes or groups
 - Specialized age-specific extracurricular gathering opportunities
 - “Pumpkin Patch” for preschooler families
 - “Pajama Party” for grade-schooler families
- Outreach Events:
 - Outreach Events represent a key strategic factor in creating opportunities to connect with new and unchurch young families in Longview-Kelso.

- The Children’s ministry Pastor will be responsible for creation, promotion, and development of community-wide family outreach events designed to establish evangelistic prospects by gaining contact information of unchurched families.
 - Outreach Events currently engaged by FBC Longview include these
 - Harvest Fest—Halloween alternative and family-friendly “Trunk-or-Treat” lot with “Indoor Inflatable Carnival”
 - Eggstravaganza—Dual egg hunts, for both younger children and older, and Bunny Family Photos on Saturday before Easter
 - Vacation Bible School (VBS)—Week-long summertime experience, partnering with local school for promotion
- Potential Long-term Goals:
 - The following possible goals are related to the current Lead Pastor’s vision for FBC Longview’s Children’s Ministry potential.
 - Complete current planning and construction of Children’s Ministry Wing to include “Children’s Atrium” playground with above-roof-line slide
 - Launch of an advanced-placement preschool program
 - Ongoing development of cutting-edge security measures, including check-in system for children and limited-access areas to keep children safe
 - Build state-of-the-art video and audio technology into classroom/meeting spaces to better serve modern needs of children
- Direct Pastoral Care for Children and Parents of Children:
 - This encompasses the relational aspect of this role, involving visits in homes, hospitals, and wellness-care phone calls, as well as other contacts such as these.
 - Family counseling
 - Advising parents on biblical child-rearing
 - Actively encouraging young parents to remain consistent in spiritual growth, offering accountability as needed
 - Integrating new families into the Children’s Ministry
 - Contacting and welcoming newcomers, children and parents
 - Transitioning new children into the gathering opportunities
 - As a member of the Pastoral Staff Team the Children’s Ministry Pastor will operate as an agent of the Lead Pastor and represent the leadership of the team.
 - Preach on occasion as opportunity arises
 - Serve as a delegate to community or denominational meetings
- Ongoing Professional Training:
 - FBC Longview will accommodate the Children’s Ministry Pastor to pursue both theological and professional education by offering limited reimbursement for course tuition and conference expenses, as well as permitting time for study.
 - Formal theological training as needed from Gateway Baptist Theological Seminary *or other Southern Baptist seminary* will be advised
 - Certifications in childhood development strategies or elementary education methods will be encouraged
 - Professional training for non-profit management related to recruiting and training volunteers should be among the ongoing educational pursuits of the Children’s Ministry Pastor.

- Other conferences or outcome-based educational pursuits will be considered as needed.
- Expectations:
 - The Children's Ministry Pastor will be a direct report to the Lead Pastor at FBC Longview.
 - The Children's Ministry Pastor will exhibit an enthusiasm to invest in the Kingdom efforts of FBC Longview and to grow the Children's Ministry into a central strategic growth generator within our church.
 - The Children's Ministry Pastor should exhibit the capacity not only to develop programming for children and to disciple children directly, but also to lead and teach the parents of young children how to disciple their little ones in the home.
 - Requirements for candidates who might meet these expectations are as follows:
 - Saving faith in Jesus Christ as Lord
 - Agreement and theological alignment with the doctrinal position of FBC Longview in these statements of faith
 - Baptist Faith and Message 2000 (BF&M2000) [primary]
 - Chicago Statement on Biblical Inerrancy
 - Nashville Statement on Biblical Manhood and Womanhood
 - Able to articulate a call to vocational gospel ministry
 - Commitment to continued personal and spiritual growth
 - Value excellence, initiative, education, innovation, and optimism
 - Operate as a team player, able to collaborate and follow an agreed-upon plan of action
 - Hungry for success and motivated as a self-starter
 - Experience in children's ministry and/or other elementary or early childhood education work (volunteer or otherwise)
 - Willingness to pursue ongoing education for specialized training and/or theological training
- Compensation:
 - The Children's Ministry Pastor will be a full-time position with hours and benefits in accordance with common expectations for full-time pastoral ministry staff.
 - Salary commensurate with experience and education
 - Health, dental, and retirement benefits
 - Paid vacation as well as conference leave
 - Parsonage package included as part of housing compensation
 - Tuition payments for seminary or other ongoing training

Applying and Connecting

Thank you for your interest in joining up with us here at FBC Longview. We look forward to getting to know you better upon receipt of your resume.

Email your resume and cover letter, along with references, to Rev. Cameron L. Williams here: cameron@fbc747.com. You can discover more about FBC Longview online here: www.fbclongview.com and www.facebook.com/firstbaptistlongview. Explore our location via GoogleMaps at 747 Wheeler Street, Longview, WA 98632.