

Family and Youth Pastor for First Baptist Church in Jackson, MN

Position Description-Family, Youth and Education

Purpose: To make the Great Commandment and the Great Commission intimate and personal in the lives of our families and youth

Personal Qualities: We desire to partner with an **effective communicator** who can **equip and coach** ministry teams focused on families and youth. This person should be a **relational leader** who upholds the vision and direction of the church, develops relationships with the Elder Team and involved lay people as a **personable networker**, and possesses a passion for discipling families and youth with the heart of a **caring shepherd** that flows from a growing and authentic personal relationship with the Lord.

Family Ministry: The Family and Youth Pastor is responsible to lead, equip, and empower a team that is focused on intentionally and relationally reaching out to and shepherding families with youth and children. With the help of the Elder Team, he will also seek to enhance connect groups, and men's and women's ministry groups.

Family Essential Job Functions:

- A. Develop and lead a shepherding ministry focused on the spiritual growth of families with children and youth, equipping parents to serve as disciple-makers within their family and spheres of influence.
- B. Work with the Pastor and Elders to enrich and grow Connect Groups, Men's and Women's Ministry through the training and development of leaders.
- C. Provide pastoral care and counsel to couples and families and/or delegate to appropriate mentors.
- D. Develop and lead outreach and follow-up focused on families who have children involved in youth group and AWANA.

Youth Ministry: The Family and Youth Pastor is responsible for the oversight of the Jars of Clay ministry to ensure the equipping and empowering of adult and student leaders who will disciple students in grades 6-12.

Essential Job Functions:

- A. Continue to implement a disciple-making culture through the development of yearly ministry plans to ensure spiritual growth and development of leaders and students through the use of practical, Biblically sound, and culturally relevant curriculum.
- B. Oversee and direct recruitment, training, and development of adult leaders who will serve in the JOC ministry and related activities, and be engaged in the discipleship process.
- C. Foster among the youth a willingness to participate in service, outreach, and evangelism locally and beyond Jackson.
- D. Oversee the administrative needs of the JOC ministry through effective coordination and delegation to ensure proper communication with students and parents in regards to policies and procedures that pertain to regular meetings, special events, activities, and trips.
- E. Develop an annual budget for the JOC ministry and manage it through proper oversight of all youth activities and the coordination of various fundraising events.

Education and Experience: This position prefers a candidate who possesses:

- A. A shepherd's heart for people and a gift for discipleship.
- B. A bachelor's degree in biblical studies or a related field, or equivalent ministry experience.
- C. At least three years of service in ministry.

Essential Job Expectations:

- A. Function as a member of the pastoral staff, carrying out duties that can include preaching and performing baptisms, weddings and funeral services as called for by the Lead Pastor and Elder Team.
- B. Be in agreement with our statement of faith, be supportive of an elder-led church model, and maintain accountability with the Lead Pastor and Elder Team.
- C. Serve and partner with the Elder Team and Jars of Clay Youth Ministry Team.
- D. Invest 45 hours per week in preparation, planning and actual ministry opportunities.

DREAM: Help First Baptist Church create a disciple-making culture that extends the love and truth of Jesus by intentionally investing in relationships.

CONTACT US

If this role and the responsibilities described align with God's burden and call on your heart, please send a current resume and cover letter to ryan.brinks@fbjackson.org introducing yourself to our Pastoral Search Team. There is a Church Profile and Community Profile included on the next few pages. Feel free to contact us if you need more information about FBC to consider your fit with our church.

2024 Church Profile for First Baptist Church, Jackson, MN

I. Purpose

A. First Baptist Church (FBC) seeks to obey our Lord's command to "go into all the world and make disciples." We believe that through the development of a discipleship culture, our mission of presenting the Good News of Jesus Christ will transform the lives of men, women, and children through intentional shepherding and engaging in committed relationship. FBC seeks to grow and equip followers of Christ to reproduce others who will in turn make disciples.

II. Statement of Faith

The Bible:

We believe that the Bible is the Word of God. Every word is inspired by God and is without error in the original writings.

2 Timothy 3:16-17; 2 Peter 1:20-21; Matthew 5:18; Romans 15:4; John 1:1

God:

We believe God is the only fitting object of our worship. There is one God, who exists in three persons, Father, Son and Holy Spirit. He is perfectly and infinitely loving, just and holy.

2 Corinthians 13:14; Isaiah 37:16; Jeremiah 23:23 -24; 1 John 4:7-8

The Father:

We believe in God the Father, perfect in holiness, infinite in wisdom and measureless in power. He concerns Himself mercifully in the affairs of men, hears and answers prayer, and saves and keeps all who trust His Son for salvation.

Psalms 145:8, 9, 17-20; Jeremiah 32:17; 33:3; Romans 11:33; 1 Peter 1:15, 16

Jesus Christ:

We believe that Jesus Christ is God the Son, is the second person of the Trinity and is fully God and fully man. Having always existed, He took on human flesh and was born of the Virgin Mary. He lived a perfect, sinless life on earth. His death on the cross paid the penalty for our sins and is the only basis for the salvation of those who trust in Him. He rose bodily from the grave and now is reigning in power with the Father. He offers us eternal life, forgiveness of sins and peace through faith in Him. He is the only way to God. We await his visible and glorious return to the earth to claim His own and to judge.

John 1:1-2, 14; 14:6; Luke 1:35; 2 Corinthians 5:21; Romans 3:24-25; 4:25; 1 Peter 1:3-5

Holy Spirit:

We believe that the Holy Spirit is God and is the third person of the Trinity. He came to convict the world of sin, righteousness and judgment. He dwells in the believer, glorifies Christ and equips us for service.

John 14:26, 16:8; Romans 8:9; 1 Corinthians 12:12-14; Ephesians 1:13-14

Satan:

We believe in the personality of Satan, that he is the unholy god of this age, and the author of all the powers of darkness, and is destined to the judgment of an eternal justice in the lake of fire.

Matthew 4:1-3; 2 Corinthians 4:4; Revelation 20:10

Man:

We believe that man is created by God in God's image, through sin has become unable to please God, and is condemned to suffer eternal punishment apart from accepting God's gift of eternal life through Jesus Christ.

Genesis 1 :26-27; Romans 5:12; 6:23; Ephesians 2:12

Salvation:

We believe that salvation is freely offered to all and comes only through Jesus Christ alone. Salvation provides the believer with eternal life in God's presence.

John 3:3-7; 3:16-18; Acts 4:12; Romans 3:22-24; 10:9-10; Ephesians 2:8-10;
1 Thessalonians 5:9-10; Revelation 20:11-15

Ordinances:

We believe that Communion (the Lord's Supper) and Believer's Baptism by immersion should be celebrated. Communion will be open to all believers, regardless of church affiliation or membership.

Matthew 28:19-20; Acts 8:26-40; Matthew 26:26-28; 1 Corinthians 11:23-26

The Church:

We believe that the church is composed of all those with personal faith in Christ as Savior and is expressed locally by this fellowship in worship, service, the spread of the Gospel and fellowship of believers.

Acts 1:8; Romans 12:1-2; 14:13; 1 Corinthians 12:12-27; 16:1-2; 2 Corinthians 6:14; 7:1;
Ephesians 2:19-22; Hebrews 10:24-25

Marriage:

We believe that marriage can be entered into only by one man and one woman.

Genesis 2:18-24 (Wife is defined as a woman); Matthew 19:4-6

III. Church History

A. The Beginning

First Baptist Church of Jackson began as a house church in 1951 and was formed by a group of families committed to the truth of God's Word who desired to have an outreach in their local community. By 1955 a constitution was adopted and 21 people became charter members. Their conviction of reaching the next generation with the gospel showed in the establishment of a Sunday school, vacation Bible school, summer Bible camp, support for missions, and eventually an active youth group.

The First Baptist Church is a part of the Venture Church Network (www.venturechurches.org), which was formerly known as the Conservative Baptist Association of America.

B. Pastors

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| 1. 1952-1956 | Pastor Virgil Fitch |
| 2. 1957-1962 | Pastor Bruce Young |
| 3. 1963-1967 | Pastor Myron Holmgren |
| 4. 1968-1971 | Pastor Don Douthitt |
| 5. 1971-1981 | Pastor David Cripe |
| 6. 1982-1986 | Pastor Robert Chapman |
| 7. 1987-1998 | Pastor Bill Robertson |
| 8. 1999-2002 | Pastor John Campbell |
| 9. 2002-2007 | Pastor Doug Standerwick (Interim) |
| 10. 2007-2018 | Pastor Stephen DeKok |
| 11. 2019-Present | Pastor Nathan Janzen |

IV. Overview of the Church

A. Membership: The membership consists of 66 active members. The active membership breaks down into the following age groups:

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|-----------------------|------------|
| 1. Under 18 year-olds | 1 members |
| 2. 18-29 year-olds | 5 members |
| 3. 30-49 year-olds | 18 members |
| 4. 50-65 year-olds | 25 members |
| 5. Over 65 year-olds | 17 members |

B. Current Ministries:

1. Sunday Morning Worship:

The Sunday morning worship service is a blend of contemporary and traditional styles. Worship teams lead music that is a mixture of hymns and choruses.

The average attendance for Sunday morning worship for the past 3 years is as follows:

2021 - 84	2022 - 86	2023 - 93
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There are just about 200 individuals (including members) that would consider FBC their home church. To view the livestream of our recent services, check out our Facebook page: www.facebook.com/fbjackson.org

2. Connect Groups

We have a ministry that meets in homes to encourage deeper relationships centered around the study of God's word, prayer, and service. This ministry serves as an opportunity to be discipled as followers of Jesus Christ.

3. Children's Church

During the school year children's church is offered during the sermon portion of the Sunday service for children in Preschool through 3rd grade. This is an educational time similar to traditional Sunday School. Nursery for 3 and younger, busy bags & sermon notes are also provided for children during the service.

4. Jars of Clay Youth Ministry

Youth group is made up of students in 6th -12th grade. All students from our community are invited to attend. We have regular volunteers from one other church joining with us currently. We function as a team and have someone to represent each decade from age 20-60. We have had an annual Spiritual Growth weekend called Alongsiders in August for the Senior High to gain focus for the upcoming school year. All students can attend a winter retreat called Arctic Advance put on by our VCN, in the spring we have a 30-hour famine (fast) followed by cosmic bowling, and in the summer mission trip in combination with other church youth groups in our area. Semi-annually we invite all the other county youth groups for a meal. They bring their own volunteers to help serve and facilitate the night. We have had 100 plus students in attendance on these nights. Throughout the year we host the 5th quarter after home football games, and host other activities as time and interest permits. In the summer we operate differently. Setting up specific age group gatherings. It looks like more outside park recreational fun with a time of connection and a lesson. The MS and HS currently allows us to help with FCA one morning a week. Our JOC Facebook page is

<https://www.facebook.com/JarsOfClayJackson>

Jr High (6th-8th grade) meets on Wednesday evenings starting with a hang out time, a group lesson and we break into small groups for discussion and connection. Then they join the Senior High for a combined worship time and are dismissed. There are many regular attenders from the community (parents not connected with FBC). Average attendance for 2023 was 20-25 of which 8 students attend FBC.

Sr. High (9th-12th grade) starts their Wednesday nights with the combined worship time and then has a group game and a lesson followed by smaller groups to discuss. Some of the students from our community participate in a discipleship opportunity we offer called Alongsiders where more intentional discipleship is available if they want to participate. Many of them meet daily to pray before school starts. The average attendance for 2023 Sr. High students was 20 of which 6 attend FBC.

5. Bible Studies

Different men's and women's, and age-targeted groups have and continue to meet for Biblical, topical or book studies and fellowship. These groups are established and led by lay people in the church.

6. AWANA

Throughout the school year, children Kindergarten through 5th grade are learning and memorizing biblical truth on a weekly basis in a disciple-making environment. They enjoy a fun time of games, often around the AWANA circle. There is large group teaching where the stories and lessons are taught to the various age groups. During small group/book time the leaders help the kids better learn and understand the lesson and memory verse. Cubbies and Nursery are also provided for the volunteer families. A

majority of the children attending are from families that are not attending FBC. We have 67 kids registered for AWANA this year.

7. Release Time

The Jackson County Ministerial Association makes arrangements for students to be released one hour a week during school for the purpose of religious education. The goal of this time is to increase Biblical Literacy and lay a foundation of basic understanding of the major Bible stories and personal faith in Jesus as their Savior. The Brite* Curriculum (published by AWANA) is used for this. Four of the local churches join together to provide 8 volunteers/pastoral staff who lead classes (currently 4 from First Baptist Church). This year 16 3rd graders meet at Salem Lutheran Church right next door to the Riverside Elementary school and 23 4th and 5th graders meet at St. Joseph Catholic Church, less than a block from Pleasantview Elementary in Lakefield. Many of the students are from families who do not regularly attend our church.

8. Camp

Our church, along with other regional Venture Church Network churches, is associated with and financially supports Camp Shetek (www.campshetek.com). We also send students to Camp Grace, a ministry of InFaith that meets in Chandler, MN (www.campgracemn.org).

9. Outreach

Our desire is to equip the people of our church family to make an intentional effort to build relationships with the people God brings across our paths as we go throughout our lives with eyes open to behold the fields that are ripe unto harvest. This past year we prompted the B.L.E.S.S. Initiative, a five-step path to relational evangelism. In addition to this, ministries that God has used to opened doors into the community include our Women's and Men's Bible studies, connect groups, Release Time education, AWANA kid's ministry, and our Jars of Clay Youth Ministry.

In 2021 FBC was in need of additional ministry space and the Lord provided the Sheldon Jackson Outreach Center that hosts our Jars of Clay Youth Ministry, reaching numerous youth in our community. We also have developed a hosting ministry that serves our community by working alongside other will servants to host community-oriented ministries and programs, such as Celebrate Recovery, Alcoholics Anonymous, United Community Action Partnership Early Headstart, Bio Girls, and numerous other graduation parties, birthday celebrations, family gatherings, and other ministry events. The SJOC facebook page is <https://www.facebook.com/SheldonJacksonOutreachCenter>.

FBC leads a community worship service and picnic in the park each summer and helps organize and lead the Jackson County Ministerial Community Worship and Prayer service at the Jackson County Fair each summer.

10. Missions

The call to send laborers out into the world has been a central part of FBC since its inception. The founders shared a passion for spreading the Gospel around the world and faithfully included prayer and financial support of missionaries. In addition to full time missionaries FBC has sought to send out teams for short term missions. This has resulted in 2 of our members becoming full time missionaries. One is now serving in India and another is with YWAM. We believe in the call to reach the next generation and support Shetek Baptist Camp. Our association with this summer camp has impacted our youth in many ways. We strive to bring the needs of our missionaries before our church family so they regularly pray and give to reach those who need to hear the Gospel.

V. Facility

In 1979, 7.7 acres of land were purchased in a rural setting just to the west side of Jackson that has now become a mostly developed neighborhood. This is the location of the current building completed in 1981. The sanctuary has a seating capacity of 200. There are 6 classrooms, a senior pastor’s office, a secondary office, a secretary's office, kitchen, nursery, and rest rooms. The parking lot is currently 1/3 cement with remainder as gravel and has spaces for approximately 80 cars. The roof was replaced in 2023 and the HVAC update was completed in 2003.

In 2011, the needs of the church were reviewed for additional meeting space. A five-phase plan was developed and brought before the congregation. The first phase consisting of water/sewer hookups, drainage work, sidewalk, and cement parking lot has seen great progress as we await the remainder of the parking lot to be poured. With the purchase of the Sheldon Jackson Outreach Center in 2021, we paused the building plans and invested \$60,000 in remodeling the SJOC to accommodate our Jars of Clay youth ministry and serve as host site for other ministry and outreach needs. This included opening up the second level classrooms into a larger fellowship hall and updating the dining hall. There are some additional renovations that are in the plan, including updates to the bathrooms and office spaces as well as the gathering room. FBC has been debt free since the mortgage was retired on the current facility in 1994.

VI. Finances

A. The total annual budget, received, and spent for the past three years is as follows:

	<u>2021</u>	<u>2022</u>	<u>2023</u>
Budget	\$224,329	\$224,566	\$224,567
Received	\$180,303	\$246,900	\$234,728
Spent	\$192,605	\$223,637	\$235,171