

Seattle First Baptist Church
1111 Harvard Avenue
Seattle, WA 98122

JOB DESCRIPTION ASSOCIATE PASTOR

Focus on Next Generation Ministries

Reports to Lead Pastor

Supervises Youth and Family Programs Coordinator, Sunday school teachers, nursery staff, and volunteers working with children, families, and young adults.

About Seattle First Baptist Church

Seattle First Baptist Church (SFBC) is an historic American Baptist congregation located in the vibrant heart of Seattle's urban core. SFBC is a church community that seeks to follow the way of Jesus Christ, to be a people of God and to love and care for our neighbors. We are a welcoming and affirming congregation, and part of the Evergreen Baptist Association of churches. Our congregation celebrates its diversity in race, ability, gender orientation and expression, age, and religious background. We have growing nursery, Sunday school, youth group, and young adult programs as well as strong adult education and senior adult ministries. Here, you will find a dynamic faith community that has been a voice for social justice for more than a century. Here, it is safe to hold your Christian heritage unapologetically while also valuing opportunities to collaborate within our walls with people of all faiths on issues that we hold in common.

We encourage you to visit our website www.seattlefirstbaptist.org to learn more about our life together as a faith community.

About the Position

We are a large urban church seeking a dynamic leader to join our pastoral team as Associate Pastor with experience and passion to lead for next generation ministries. In addition to the the general responsibilities that the Associate Pastor will share with the rest of the pastoral team, the Associate Pastor will also be primarily responsible for developing and managing programs supporting the spiritual formation of children and youth.

The candidate must be ordained or eligible for ordination in the American Baptist Churches USA, and, as an expression of our commitment to diversity and belief in the importance of including women's voices in the leadership of our church, SFBC is searching for a woman to fill this position.

Attributes We Are Looking for in an Associate Pastor

Below are listed core values of our congregation and related attributes that we are looking for in an associate pastor.

Our Values	Related attributes we are looking for in an Associate Pastor
<p>We will go deeper in faith as we do justice, love mercy, work for peace and walk humbly with God.</p>	<ul style="list-style-type: none"> ● A person who can verbalize her own spiritual path and relates to the paths of others. ● A pastoral leader capable of deep spiritual leadership, not just platitudes and churchianity. ● A talented storyteller and energetic leader with a passion for faith formation.
<p>We will be present to one another and our neighbors in our personal relationships and by creating venues for engagement where we can learn about viewpoints different from our own.</p>	<ul style="list-style-type: none"> ● A person who celebrates and nurtures the individual spiritual growth of all people at every stage of life. ● A leader who is real with our community, with an understanding that it's our brokenness that binds us. ● A willingness to be appropriately open about her own struggles and victories. ● Interest and enthusiasm for creating opportunities for intergenerational connection
<p>We will respect all religions by learning about the beliefs, values and struggles of our neighbors and by demonstrating support for them.</p>	<ul style="list-style-type: none"> ● Understanding that SFBC is a spiritual home for people of all faiths and celebrates all faiths. ● Excitement and willingness to continue to foster interfaith opportunities for the church.
<p>We will welcome the stranger, including immigrants and refugees, as our Scriptures instruct. We will explore how to support their causes and advocate for justice, remembering that many of us are the children of immigrants and refugees.</p>	<ul style="list-style-type: none"> ● A leader with a strong social justice lens in her preaching and ministry.

<p>We will actively work to recognize and change our own biases and to fight racism, sexism, classism, homophobia, ageism and other systemic prejudices.</p>	<ul style="list-style-type: none"> ● Knowledge about feminist theologies including theologies of liberation by people of color and a desire for continued learning. ● Understanding that SFBC is a spiritual home for people of all gender identities and sexual orientations. ● A person who celebrates and welcomes diversity with a deep understanding of social and economic challenges faced by underrepresented populations. ● A person who is committed to speak and act on behalf of those populations. ● A person who is committed to examine her own polarizing beliefs and behaviors toward others. ● A person who is able to walk with folks in their journey of discovering their own biases.
<p>We will protect our environment and support preservation programs that are based on scientific data designed to improve our resources, enhance biodiversity, and reverse human-caused climate change.</p>	<ul style="list-style-type: none"> ● A leader who is willing to work alongside our Faith Climate Action group and continue to help the church grow in this work.

Specific Responsibilities

Core Responsibilities

- Build on the existing strengths and activities of the church to further develop, staff and enhance spiritual programs and connections for next generation ministries.
- Recruit, nurture, train, mentor and support the volunteers and contract personnel who teach and work with children and youth.
- Supervise paid staff and volunteers who serve the youth church community including the youth and family programs coordinator, Sunday school teachers, and nursery staff.

Focus Population	Existing Programs	Existing Support*
Infants and young children	Nursery	Paid nursery staff
Elementary age children	Sunday School – Godly Play	Paid Sunday school teachers Volunteer storytellers
Middle and high school age youth	Youth Group	Volunteer youth group leader
College age young adults	None	None
Families	Family Fellowship Hour Family events throughout the year	Children, Families, and Young Adults (CFYA) Commission

Young"ish" Adults (ages 18-40)	Monthly young adult lunches	Volunteer lunch coordinator
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*The Associate Pastor will be responsible for hiring a youth and family programs coordinator to support these programs. The CFYA Commission is also responsible for supporting these programs.

Additional Responsibilities

- Provide leadership in the development of programming (e.g., annual retreat) that engages women of all ages.
- Challenge the younger population to grow spiritually and morally, including through work on social justice issues.
- Find opportunities to create intergenerational connections regardless of family ties.
- Act as a pastoral liaison to the Children, Family and Young Adult Commission and Outreach Commission
- Preach at least 8 times per year at the Sunday worship service as part of the preaching rotation of the pastoral team.
- Attend staff meetings with the Lead Pastor and ministerial staff for planning, evaluating, and coordinating the ministries of SFBC.
- Accept other duties as assigned.

General Responsibilities of Pastoral Team

The following duties apply to all members of Pastoral Team. The team is responsible for assigning duties to individual pastors.

- Work as a team with clear team and individual responsibilities.
- Collaborate with team members and members and friends of the congregation to fulfill the mission of SFBC.
- Strive to live by the Behavioral Norms of SFBC, which can be found at <http://www.seattlefirstbaptist.org/mission.html>.
- Encourage and enable the involvement of lay members of the congregation in all phases of church life.
- Work with and guide SFBC's commissions and committees to plan and coordinate programs to meet the varied needs of SFBC.
- Meet with potential members, answer their questions, and educate them about church membership.
- Engage with members and people outside the church to effectively represent SFBC in the wider community and to establish relational partnerships.
- Provide instruction and discussion in Adult Education classes as time allows.
- Maintain appropriate office hours in consultation with the Lead Pastor.

Experience and Qualifications

- Master's of Divinity or an equivalent from an accredited theological seminary
- 5 years of experience working in ministry

- Understand and adhere to the Baptist liberties
- Ordained or eligible for ordination in the American Baptist Churches USA

Compensation

This position is full time, exempt and reports to the Lead Pastor and Personnel Commission. The salary for this position is \$55,000 to \$62,000. Benefits include employer-paid health insurance and retirement benefits.

To Apply

If you are interested in applying for this position, please

1. Go to <https://goo.gl/forms/6Q3uVzzeQZ4lc7S73> to enter your name, phone number, Skype ID, and other contact information.
2. Send resume and cover letter describing how your education and experience match the job requirements with specific examples of how you embody the values and related attributes in the job description. Email materials to jobs@seattlefirstbaptist.org

All materials must be received by December 31, 2017 in order for your application to be considered.