



Family Pastor – Application

Thank you for applying to serve God at West Side Church in this role. This position is responsible for overseeing the family team (the Youth Director and Children's Ministry Director).

In order to be considered for this position, complete the enclosed application form in full and attach any supporting documents. A complete application will include:

- Family Pastor - Application
- Cover letter and current resumé detailing:
 - Interest in serving in this role
 - Education
 - Ministry and work experience
 - Spiritual gifts and talents
- Responses to all application questions

Contact Information:

Name _____

Address _____

City _____ State _____ Postal Code _____

Phone (____) _____ E-mail _____

Personal Website (if applicable) _____

Home Church _____

Church Address _____

Church Website _____

Application Questions:

Answer each question using as much space as needed. Links to reference documents are included below to help inform your responses.

1. Share your personal testimony
2. Are you in agreement with West Side **Church's** Articles of Faith? Yes No
 - If no, explain any/all points of disagreement.
 - Express any questions or concerns you have regarding any particular article.
3. Do you support our leadership structure of a Pastoral Leadership Team (PLT)? Yes No
 - If no, explain any/all points of disagreement.
 - What strengths do you have that would contribute to the current leadership structure?
 - How do you envision yourself functioning under the Pastoral Leadership Team?

Reference Documents:

- [West Side Articles of Faith](#)
- [Staff Structure](#)

Submission:

Submit your application packet via e-mail in PDF format to searchteam@westsidechurch.info

I certify that the information given by me to West Side Church is true, accurate, and complete to the best of my knowledge. I understand that any false statement on the application, resume, or during the interview or hiring process may result in refusal of employment, or if employed, immediate termination from West Side Church employment.

Signature of Applicant: _____ Date: _____

PURPOSE: The Family Pastor will be responsible for the overall support of families at West Side Church—coordinating the ministries of our Youth Director and Children’s Director for maximum impact and effectiveness.

Team Responsibilities	Individual Ministry Duties
<ul style="list-style-type: none"> ▪ Participate as an elder. ▪ Report to the PLT designee. ▪ Supervise the Family Team for their ministry during the week. ▪ Develop & provide training for teachers, volunteers, and parents. ▪ Disciple and provide discipling opportunities for teachers, volunteers, and parents. ▪ Assign tasks to a shared ministry assistant. <p>Desired Strengths</p> <ol style="list-style-type: none"> 1. Someone who is “present” in the ministries they oversee. 2. Someone who is skilled in training men and women. 3. Someone who possesses high standards for biblical instruction of youth. 4. Someone who is approachable. 	<p>Personal Spiritual Disciplines</p> <ol style="list-style-type: none"> 1. Be devoted to prayer and the ministry of the Word. 2. Maintain a healthy spiritual walk with Christ through daily prayer and devotions. 3. Maintain daily habits of prayer for the Family Ministry Team of West Side Church. <p>Family Ministry Duties</p> <ol style="list-style-type: none"> 1. Supervise and oversee the Family Team (Youth Director and Children’s Ministry Director). 2. Oversee and coordinate all ministries for children, teens, and parents. 3. Oversee and coordinate the training and discipleship of parents so that they can disciple their children (through classes, seminars, resources, etc.). 4. Disciple people into the role of teachers and volunteers, providing continual ministry support and encouragement for them through classes, seminars, resources, retreats, and shepherding. 5. Provide biblical counseling for students and their parents. 6. Provide vision, leadership, and administration in the following areas: <ol style="list-style-type: none"> a. Establish and maintain a “path to baptism” (baptism classes before/after baptism) for children and teens. b. Establish and maintain a program that provides a consistent and smooth transition for students going from Children’s Ministry into Mid-High Ministry. c. Establish and maintain solid and consistent communication within your Family Ministry Team. <p>Other Duties</p> <ol style="list-style-type: none"> 1. Attend staff meetings as assigned. 2. Report regularly to PLT designee on the state and needs of Family Ministry. 3. Other duties as assigned.

QUALIFICATIONS:

1. Must be deeply in love with the Lord and continually cultivate this relationship in his life.
2. Must Exhibit Christ-like character according to the qualifications in 1 Timothy 3:2-7.
3. Must exemplify characteristics of a godly servant with proper motives. (1 Peter 5:1-4)
4. Must Agree with West Side’s established Articles of Faith, by-laws, mission, and discipleship strategy.
5. Must be driven by a heart to lead people into a growing relationship with Jesus Christ.
6. Must have a minimum of a bachelor’s degree in a ministry related field. A master’s degree in a related theological discipline is strongly preferred.
7. Must have at least five years of experience in children’s, youth, or family ministries.
8. Must have a proven track-record of making disciples who make disciples.
9. Must have a teachable spirit.
10. Must have a WSC approved ordination or be willing to pursue ordination in the first year of service.



CHURCH PROFILE

History

West Side Baptist Church of Yakima began as a cottage prayer meeting in the spring of 1953 under the leadership of Paul Vincent, a missionary of the Conservative Baptist Home Mission Society. Four families shared in prayer with him. On June 7, 1953, the first public worship service was held in a day nursery at 1014 South 6th Avenue with 20 people present. The church formally organized 68 years ago as West Side Baptist Church with an affiliation in the Conservative Baptist Association of America.

As the church grew the congregation first rented facilities, then in 1954 purchased property to build on. The first services were held in the new building on February 10, 1957 with a membership of 153. God continued to bless West Side with growth, and in 1977 the church purchased 18.8 acres of land for a new building site, which they moved into in December of 1981. This is the site which West Side occupies at this time.

West Side has planted three daughter churches sending the members, leaders, and resources to start healthy churches. In 2002, Sun Valley Church was planted on the east side of Yakima. In 2009, Harvest Community Church was planted in the adjacent community of Selah. In 2013, Restoration Church was planted in downtown Yakima to reach the unique mission field there. All three churches are currently thriving and growing.

Senior Pastors

1953 – 1954	Paul Vincent	1985 – 1997	Wayne Pickens
1954 – 1958	Paul Sweeney	1998 – 2016	Rick Harpel
1958 – 1965	Orville Williams	2016 – 2019	Rick Harpel*
1965 – 1973	Eugene Knautz	2019 – current	Joe Lehmkuhl*
1974 – 1984	Tim Blanchard	<i>*PLT member, Teaching Pastor (see church structure)</i>	

Membership

The age of attendees spans from birth through people in their 90's. There is a significant young family component. The boomer generation is well represented with a faithful senior age population. Yakima has been predominantly an agricultural and related industry community though small businesses, robust health care, and education sectors also contribute to the make-up of the community. Membership is varied and diversified in occupation but is more concentrated in professional and agricultural areas. The Yakima area has great diversity in both ethnic and socioeconomic demographics.

Missions

West Side is committed to the Great Commission, both locally and globally, according to Acts 1:8. We support our mission partners in prayer, financially, and by going to the different fields to help and encourage while at the same time growing in understanding and involvement in their work. Currently, we support 27 missionary units; we are the home church for seven of them. In addition, six local and foreign ministry organizations are supported. Since 2006, we have sent over 10% of our congregation on short-term mission trips. The youth and children are also involved in these efforts.

Because of the growing Hispanic population in Yakima (over 45%), we have established a strong connection with the churches and ministries in Central Mexico, where the majority of the Hispanic people in Yakima come from. We have been working there since 2006. We have also built a strong relationship with New Life Bible Church as a local Hispanic church connection.

Articles of Faith

[Click Here](#)



Our Structure

The Pastoral Leadership Team (PLT) is a team of three equal pastors: Operations and Missions Ministries Pastor, Discipleship Ministries Pastor, and Teaching Ministries Pastor. All three members share responsibility for oversight of the church in partnership with the Elder Council. This includes ministry vision development and casting, strategy, staff oversight, and pastoral care. Each pastor has his unique area of ministry, but all work closely together as the Pastoral Leadership Team to remain in line with the direction of the church as a unit. The PLT is given oversight by the Elder Council and specifically by the council officers.

We also have two pastoral positions that are not part of the PLT. They are the Worship Pastor and Family Pastor. More information on the staffing structure and difference of responsibility can be found [here](#).

Staffing

The current budget provides for five full time pastor-elders, two full-time ministry directors, one hourly assistant director, and several part-time ministry assistants, bookkeepers, and custodians. Compensation is reviewed by church leadership with appropriate adjustments every year.

Budgetary provisions for the full-time staff include salary, health insurance (medical, dental, vision), life insurance, a retirement plan, vacation time, conference expenses, a continuing education fund, and a professional expense account.

Giving

Giving is done through stationary offering boxes each Sunday with online giving and mail-in options. Currently, the church is debt free!

Church Facilities

The facilities include a multi-purpose auditorium which can be set with 600 seats for regular Sunday services with a maximum capacity of more than 750. There are ministry rooms on two floors available for children and adult classes both on Sunday and during the week. A separate Early Childhood Center and Youth Building are both well used and nearing capacity. Each of these have regular ministries of 75-100 people weekly.

The Common Grounds coffee bar/espresso area with bistro tables is used regularly by small groups, for impromptu conversations, meals, and weekly services. The commercial kitchen is used for various meals. Office space for the church is at capacity. The entire facility is Wi-Fi accessible. The church has sufficient parking and over 8 acres of yet-undeveloped property.

Current Ministry Status

- Early Childhood (One month old-Pre-K): Sunday School is available during the 10:15 AM service. Kids Mid-Week for ages three to five is every Wednesday evening from early September to late March.
- Elementary (K-5th grade): Sunday School is available for the 10:15 AM service. **First Wednesday's Meal** is every first Wednesday of each month (September-March). Kids Mid-Week for kindergarten to fifth grade every Wednesday evening from early September to late March. Special discipleship and outreach events happen throughout the year such as Sports Camp and other service projects with our local ministry partners.
- Mid-High (6th-8th grade): On Sundays, our middle school students meet at 10:15 AM in the Youth Building or in an adult ministry room. Students meet on Wednesday nights from 6:00-7:15 PM in the Youth Building. They also have service projects, retreats, and other events throughout the year.
- High School (9th-12th grade): High School meets Wednesday evenings from 7:30-9:00 PM. High School After Hours meets from 9:00-9:30 PM. They also have service days, summer mission trips, special seasonal outreaches, concerts, and other social activities.

- All Adults: Life groups – small groups of West Side attendees who meet regularly to study God's Word, meeting in homes at various times. Adult classes and Wednesdays at West Side are offered twice a year. We have special conferences on various topics such as marriage, parenting, and retirement.
- Women: Biblical Studies for Women – Bible studies meet at various times and places (childcare available). Mom to Mom meets on Tuesdays during the school year (childcare available).
- Men: Our men's ministry is currently being addressed to increase its impact. In the recent past we have done a short-term men's study in the winter often accompanied by a one-night BBQ and teaching event in partnership with our local sister churches.
- Seniors: Thursday Morning Worship meets at 10:00 AM in the Commons for worship, fellowship, prayer, and the study of God's Word. We also have visitation teams and special outreach events.

Music and Arts

West Side has been blessed through the years with a heart for worship. From the early days of the church, there has been a talented and committed team of experienced musicians that have led the body in praise and adoration of our God. Through the years, the style, format, and leadership has changed, but our **heart's desire has remained the same** – to come together as a body to worship our God through the gifts that He has given us. Sunday morning worship is led vocally by two to four people. The volunteer band consists of musicians proficient on piano, electronic keyboards, acoustic and electric guitar, bass, drums, and percussion.

Special Events/Congregational Life

We welcome and encourage children to participate in the worship service every week. In months with five Sundays, we have a special focus on family worship with a service where children do not have children's ministry and intentionally join their families in the worship service. During the holiday seasons, there are special services including Good Friday and Christmas Eve services. We also provide support (as needed) for funerals, weddings, and special events.

CHURCH MISSION & VISION PROFILE

The Mission - ***"Glorify God. Proclaim Christ. Make Disciples."***

This is based on a study of the Great Commission passages of the New Testament (Matt 28:16-20, Mark 13:10; 14:9, Luke 24:44-49, and Acts 1:4-8). We do not believe we have been given a unique mission; rather, this is the same mission every church has. This is just our way of summarizing the biblical teaching on this subject.

There are five specific ways we are working to equip every member of West Side Church to engage and fulfill that mission.

Glorify God

1. Corporate Worship: We glorify God through weekly corporate worship. We seek to bring glory and honor to God by worshipping Him as His people in one place on Sunday mornings.
2. Individual Worship: We glorify God by worshipping Him in our private lives through personal devotions, prayer, living sacrificially, and living a life fully submitted to His will.

Proclaim Christ

3. Personal Evangelism: We proclaim Christ wherever we go. Above all, this should be done in our personal lives as God leads us to the lost in the places He has called us to live. Beyond this, we engage in church-wide evangelistic events, support local ministries, and support global missionaries.

Make Disciples

4. Small Group Discipleship: We build disciples as we pursue Christ in Christian community. The primary way we engage in this at West Side Church is through life group participation. Beyond this, Bible study groups and dedicated discipleship groups exist as well.
5. Serving: Discipleship also takes place when we serve others within and outside of the church. Every believer has been given a gift, and using that gift is a key aspect of following Christ. In every area of service at West Side, we are equipping older and more mature believers to disciple the younger and less mature believers beside them.

Yakima City Profile

Yakima is a city of approximately 93,637 with a total population of approximately 256,035 within the county. Yakima is located in the south-central part of Washington State, a 2.5-hour drive from Seattle, and a 3.5-hour drive from Portland, Oregon. The city is approximately 1,100 feet above sea level and covers 17 square miles. Yakima County covers 4,196 square miles. It is the second largest land area and tenth largest population area in Washington State.

Sheltered from Western Washington's typically heavy rainfall by the Cascade Mountains, the Yakima Valley has a dry climate with four distinct seasons with long spring and fall periods. The four seasons provide an abundant variety of outdoor recreation choices. The average temperature ranges from 20°F-37°F in January to 53°F-88°F in July.

Links regarding Yakima area

<https://www.yakimawa.gov/>
<http://www.city-data.com/city/Yakima-Washington.html>
<https://www.citytowninfo.com/places/washington/yakima>
<https://www.visityakima.com/>
<https://www.yakima.org/yakima/relocate.html>
<https://www.yakimacounty.us/>
<http://www.city-data.com/zip/98908.html>

Info on Yakima Schools

<https://www.wvwd208.org/> - West Valley School District (district Westside resides in)
<https://www.yakimaschools.org/> - Yakima School District (largest area school district)
<http://www.riversidechristianschool.com/> - Riverside Christian School (10 miles from the church)
<https://www.evsd90.org/> - East Valley School District (12 miles from the church)
<https://www.immanuelclassical.orgs> - Classical School for Elementary Aged Students (5 miles from the church)

Yakima Weather

<https://www.usclimatedata.com/climate/yakima/washington/united-states/uswa0502> - Yearly Data