

LEAD PASTOR

COLFAX FIRST BAPTIST CHURCH

EMPLOYMENT PACKET



TABLE OF CONTENTS

CHURCH HISTORY · · · · ·	1
CORE VALUES · · · · ·	2
CONGREGATIONAL PROFILE · · · · ·	3-4
COMMUNITY PROFILE · · · · ·	5
PREFERRED ATTRIBUTES · · · · ·	6
JOB DESCRIPTION · · · · ·	7-8

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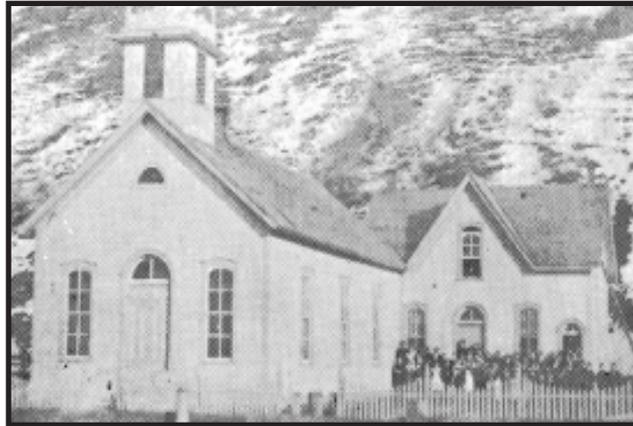
HISTORY

This brief history of the people, buildings, and the programs of First Baptist Church (FBC) of Colfax testify to 144 years of God's faithfulness. As it was in 1876, may it continue to be until Christ returns: that God be praised, honored, and glorified by this body of believers meeting together as FBC of Colfax.

First Baptist Church of Colfax organized in 1876 from the efforts of a pastor from Oregon and two American Baptist circuit preachers. Founded with six members, the church building was completed in two years and was a traditional frontier church. By 1891, membership had increased to 134 alongside the growing town of Colfax. As Colfax's population stabilized so did attendance, consistently ranging between 125-175.

The building has undergone changes throughout the years, yet it holds on to its historical identity. Rebuilt after a tragic fire and improved with additions and renovations, the church remains where it was originally established. Corporately, with its American Baptist missionary beginning, and a merger with a neighboring North American Baptist Conference church in 1946, FBC of Colfax was affiliated with both ABC and NAB Conferences. However, the ABC influence has diminished and is currently considered affiliation in name only.

Keeping with its missionary heritage, FBC has a long tradition of equipping, funding, and sending. Focusing on evangelism and sharing the gospel, missionaries have been commissioned and supported, both short and long term. In addition, there's been student summer and family mission trips, each bringing a greater awareness of the universal need of the gospel.



Youth programs continue to play an important role in the ministry at FBC. A bus ministry provided availability of Sunday School to the community.

Since the 1970's there has been a Wednesday night youth outreach program. Camp ministry keeps the youth connected during the beautiful summers of the Pacific Northwest. Additionally, there has been a children's choir, VBS, as well as Jr. high, high school and college ministries. Adult ministry included in-home Bible

studies, prayer gatherings, family camp, couple's retreats, and additional men and women's functions.

FBC has been active with servant leadership in the community. Throughout the years, pastors and lay-workers have been involved with providing a church service at the assisted living center, ministering with song at the rehabilitation center and serving Meals on Wheels. The pastors have actively participated in the Colfax Ministerial association and hospital chaplaincy. Community outreach has also included Church in the Park, handing out booklets and hot cocoa for the Colfax Christmas parade, Bethlehem Revisited live nativity, community use of the Family Center, Christmas Eve Service, fun runs hosted for mission trips, jail ministry and many other activities.

Looking forward to the future, we are united in our goals as a church body: to continue in the faithful work of our forefathers, preaching the inerrancy of the Word of God, and proclaiming the truth of the gospel. Pray we continue to seek God and rely on the Spirit until Jesus' return.



CHRIST EXALTING

Jesus Christ is lifted up in truth and made the center of our focus. Our union with Christ should bring Him glory.

GOSPEL AND MISSION CENTERED

We are sinners saved by grace alone, through faith alone, in Christ alone. Christ's glory is our motivation for holiness. As He has entrusted us with the Gospel, we are to go make disciples of all nations.

(Ephesians 2:1-10)

GRACE BASED

Humbly loving and encouraging all to live a life pleasing to the Lord. Living out the truth and love of the gospel through forgiveness and reconciliation because of God's own purpose and grace.

(2 Timothy 1:9)

CORE VALUES

BIBLE SATURATED

Fully immersed and studying His Word, discerning His will for our lives.

EXPOSITORY PREACHING

Presenting the authority of Scripture that explains in detail the meaning of the text or passage. Preaching the exact meaning of a passage in its original context.

(2 Timothy 3:16; 4:1-2)

DISCIPLESHIP MINDED

Being transformed into the image of His Son, we are to mentor and train up others as followers of Christ by engaging in accountability and encouraging growth in spiritual maturity.

(Colossians 1:9-11, 2 Timothy 2:2)

GODLY SERVANT LEADERSHIP

Serving the church body, leading it one step closer to our Lord and Savior, Jesus Christ.

FAMILY ORIENTED

Providing an unshakable foundation of values. Strengthening and encouraging the family structure which is fundamental to the health of our church.

CONGREGATIONAL PROFILE

Average weekly attendance:

Pre-Covid 125-150

Currently 75-100

Active attendees approximately 170

Residing Within:

Colfax city limits 48%

Nearby towns 4%

Rural area 48%

<u>Age Range</u>	<u>Percentage</u>
1-11	14%
12-17	12%
18-24	3%
25-34	9%
35-44	12%
45-54	11%
55-64	16%
65-79	18%
80 +	5%



Sampling of Occupations Within Congregation

Realtor

Pilot

Veterinarian

Manager

Mechanic

Retired

Health Field

Lobbyist

Secretary

Accountant

Banker

HVAC Installer

Assembler

Student

Janitorial

Engineer

Realtor

Farmer

Self-employed

USPS

IT Specialist

Teacher

Welder

Customer Service

Congregational Profile (Continued)

Gifts & Offerings

Average Monthly Giving:	Annual Missions Giving:
2018 \$26,000	2017 \$ 68,000
2019 \$27,000	2018 \$120,000
2020 \$25,000 (COVID)	2019 \$ 60,000

Monthly offerings ebb and flow



In addition to FBC's missionary giving and special offerings, the church has a budgeted provision for local needs. An average of \$4-5,000 year from our Benevolent Fund assists with a variety of needs, such as utility bills, medical bills, rent, and hotel stays.

Current Staff: Senior Pastor Associate Pastor Secretary Treasurer Janitor

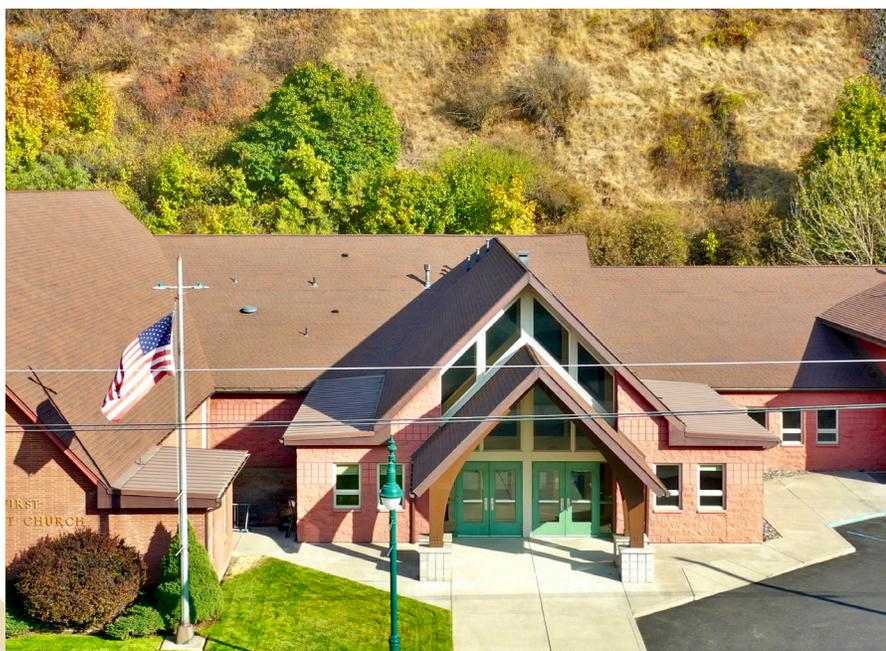
Boards: Executive Deacon Deaconess Trustee Missions Finance Christian Education

Activities & Opportunities to Serve in the Church & Community

Sunday School for all ages
Security Watch Team
Seniors Helping Others
Prayer Meetings
Children's Church
Wed. Night Youth Programs
Small Groups

Choral Ensemble
Praise Team
Summer Youth Camp
Christmas Eve Service
New Year's Eve Service
Men's Breakfast
Men's Bible Study

Ladies' Bible Study
Youth Groups
Jail Ministry
Women's Heart to Heart
Community Church in the Park
City Christmas Parade



Church Properties

Main church building
Family Center/
gymnasium

Facilities serving the community by hosting:
Youth League Basketball
Weddings & Receptions
Mission Fundraising
Funerals
Community Yard Sales
Graduation Receptions
Hospital Auxiliary Fundraiser

COMMUNITY PROFILE

Colfax Population: ~2,880

Whitman County Population: ~50,100

Median Household Income (2017): \$50,357

Colfax, Washington is located in the beautiful rolling hills of the Palouse geographic region. A bustling small town, Colfax is filled with a friendly people and plays an important role in the greater community. It houses the County seat and is close to Pullman, home to Washington State University and Schweitzer Engineering Laboratories. Our county is proud of its status as the nation’s top producer of wheat. Wheat is grown alongside other non-irrigated crops such as barley, garbanzos, peas, lentils, canola, and mustard. With four seasons and close vicinity to numerous mountains, lakes, and rivers, Colfax affords plenty of opportunity for outdoor activities.

Ethnicity	County	Colfax	Age Range	Population
White	83.9%	96.1%	0-17	21%
Asian	8.4%	1.3%	18-34	18.7%
Hispanic/Latino	6.6%	1.3%	35-54	25%
African American	2.4%	1.3%	55-74	23%
Other	<1%	<1%	75+	11.5%
Foreign Born	10.9%			

Ethnicity profile info from [census.gov/quickfacts](https://www.census.gov/quickfacts)

Age profile from [bestplaces.net](https://www.bestplaces.net)

Churches in Colfax

Colfax First Baptist
 Macedonia Baptist
 St. Patrick’s Catholic
 Congregational

Lutheran
 Real Life
 LDS

Nazarene
 Methodist
 Catalyst

Rural Churches:

Onecho Bible

Country Bible



PREFERRED ATTRIBUTES OF AN INCOMING PASTOR

Expository Preacher

Communicates God's Word and reveals the person of Jesus Christ with clear, relevant preaching and teaching.

Effective Communicator

Effectively communicates with love and kindness. Able to handle tough conversations and mediate when necessary.

Evangelist

Reveals God's Good News, both practically and verbally to people of all cultures, in and beyond our church building.

Visionary Leader

Reads the culture well and clearly communicates and implements vision for current and new ministries.

Shepherd and Pastor

Attentively provides pastoral care and counsels congregation.

Relatable to All

Respectable by each generation. Able to relate in a healthy manner with those in and outside congregational life.

Administrator

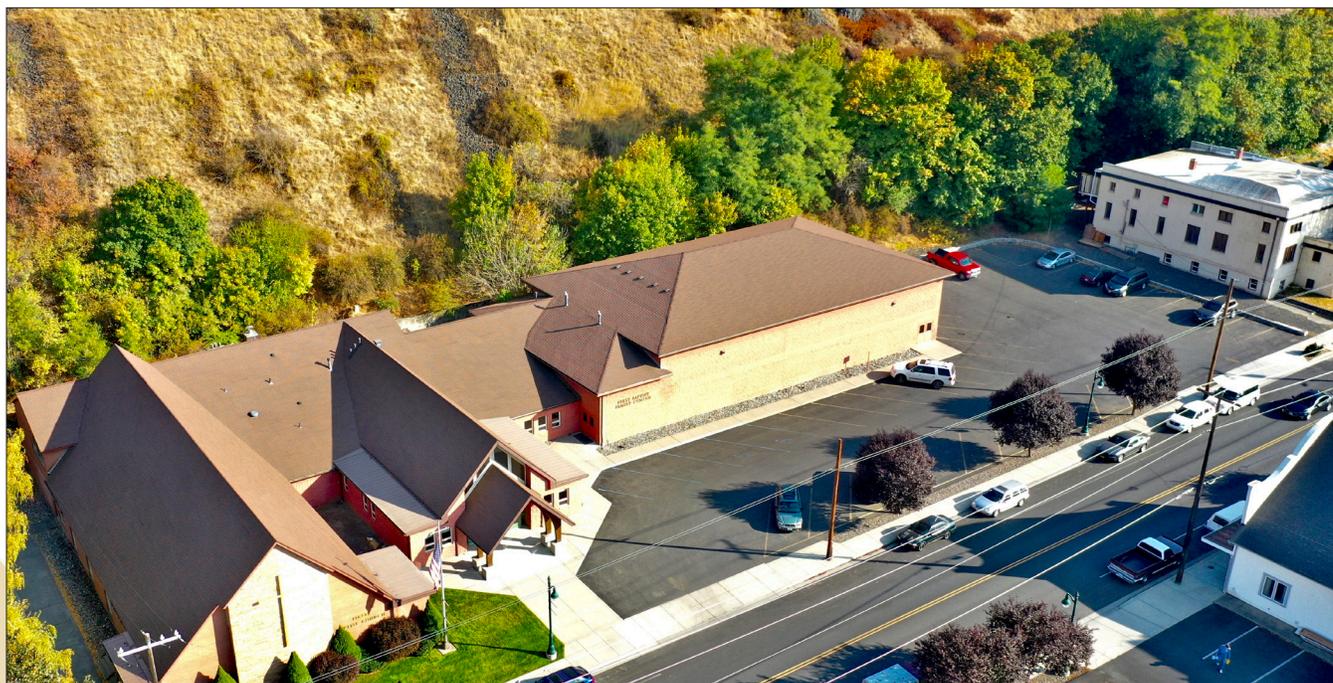
Provides stewardship of gifts and resources. Displays ability to turn ideas into reality. Organizes people and enables results.

Discipler/Mentor

Equips others for service and effectively discipled followers of Christ. Mentors one-on-one and oversees discipleship groups.

Servant Leader

Notices and responds to those in need, in the congregation and beyond, with a generous and gracious spirit.



Position Description, Lead Pastor

I. Description: The Lead Pastor has the primary responsibility for preaching and teaching the Word of God, sustaining the biblical doctrines of Colfax First Baptist Church (FBC), and discipling and equipping the saints for ministry.

II. Qualifications

- A. Clear testimony of faith in Jesus Christ.
- B. Consistent moral character and lifestyle, complying with the biblical leadership qualifications of an overseer described in 1 Timothy 3:17, Titus 1:5-9, and the constitution of FBC.
- C. Agreement with the doctrinal statement of FBC.
- D. Competent in organization, administration and interpersonal relationships.
- E. Potential and desire to remain in a long-term ministry at FBC.
- F. Strong in biblical preaching and expository teaching.
- G. History of faithful ministry experience.

III. Responsibilities

A. Worship

1. Direct Sunday's order of service.
2. Preach the Word of God regularly, with practical, biblical relevance.
3. Administer the ordinances and ceremonies of the church.

B. Leadership

1. Lead by example with servant leadership
2. Join with the deacons in exercising spiritual oversight.
3. Work with the leadership to organize, delegate, and facilitate ministry development.

C. Administration: An ex-officio member of all boards and committees.

1. Guide and administer the core ministries of the church.
2. Oversee potential staff positions.
3. Conduct meetings with the staff of the church on a regular basis.
4. Conduct an annual review, along with the deacons, of all staff positions.

(Continued)

Position Description, Lead Pastor
(Continued)

D. Training: Ensure the discipleship and training of staff and lay-leaders.

E. Pastoral Care: Shepherding the congregation and community in cooperation with staff and lay-leaders.

IV. Accountability

A. The Lead Pastor is accountable, first and foremost, to God and His Word, and secondly to the board of deacons and the membership of FBC.

B. Maintain and enhance knowledge, skills, and abilities related to this position through continued education.

C. This position, and job description, will be evaluated annually or more frequently as directed by the Deacon board.

