



Children's Director Application

Thank you for applying to serve God at West Side Church in this role. This position is responsible for overseeing and directing all children's ministry for children birth – 5th grade. This includes events, and recruitment of volunteer leaders.

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

- Children's Director Application (items below)
- 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 attached documents 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 not, please attach an explanation for any points of disagreement.
- Express any questions or concerns you have regarding any particular article.

3. Do you understand and support our pastoral staffing structure at West Side? Yes No

- If not, please attach any questions or points of disagreement.

Reference Documents:

- [West Side Articles of Faith](#)
- [West Side Staffing 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 children's director works with the staff, elders, parents and children's leaders to shepherd our children (birth to 5th grade) in order to Glorify God, Proclaim Christ, and Make Disciples.

Team Responsibilities	Individual Ministry Duties
<ul style="list-style-type: none"> ▪ Report to the family pastor. ▪ Coordinate the children's ministry coordinators. ▪ Coordinate the childcare coordinator. ▪ Participate in the Pastor, Director and Coordinator team (PDC). ▪ Participate with the Family Team. ▪ Coordinate the Children's Ministry Leadership Team (core team). <p>WE DESIRE SOMEONE WHO...</p> <ol style="list-style-type: none"> 1. Has a deep love for God and His Word. 2. Is a natural leader with management skills to help others succeed. 3. Is approachable and relatable to parents and children. 4. Enjoys background work and creating organizational structure. 5. Is proficient with Microsoft Office and Planning Center. 	<p>Children's Ministry</p> <ol style="list-style-type: none"> 1. Coordinate the Children's Ministry in line with the ministry philosophy of West Side Church and the Family Team. This will include but is not limited to teaching, leadership development, budget, curriculum, calendar, worship service, and service opportunities. 2. Coordinate the curriculum development for the Children's Ministry with the family pastor. 3. Coordinate the Children's Ministry coordinators to accomplish the Children's Ministry vision. 4. Recruit and coordinate the Children's Ministry volunteers so that they will build up the children into mature disciples through relationships with Spirit-filled adults. 5. Coordinate the Children's Ministry Leadership Team. 6. Develop and coordinate children's events of evangelism and discipleship through the Children's Ministry. 7. Coordinate West Side childcare. 8. Develop safe and effective policies for the Children's Ministry. 9. Champion the Children's Ministry. <p>Relationship with Pastoral Staff</p> <ol style="list-style-type: none"> 1. Participate with the pastoral staff to accomplish the vision of West Side Church. 2. Complete ministerial tasks (praying with families, participating in baptism, jointly plan holiday worship services, etc.) 3. Other duties as assigned. <p>Relationship with the Family Team</p> <ol style="list-style-type: none"> 1. Participate with the Family Team to bring a cohesive philosophy to family ministries at West Side.

QUALIFICATIONS:

1. Must exhibit Christ-like character according to I Timothy 3:8-13.
2. Must be deeply in love with the Lord and continually cultivate this relationship in their life.
3. Must agree with West Side's established Articles of Faith, by-laws, mission and discipleship strategy.
4. Must have a heart for ministering to parents and children.
5. Must have a teachable spirit.
6. Must be able to manage teams.
7. Must have strong written and verbal communication skills.
8. Must be able to help cast and implement vision.
9. Must have a minimum of three years of relevant experience.
10. Must have a bachelor's degree in Christian education or relevant field.
11. Must pass a national background check.

Definitions...

“Coordinate” = a specific duty unique to this position including supervision, leading and evaluation of effectiveness.

“Participate” = a task coordinated by another that requires involvement of this position.



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 purchased property to build on in 1954. 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

West Side is a multi-generational church. There is a significant number of young families and the boomer generation is well represented with a faithful senior population. Yakima has been predominantly an agricultural town though small businesses, 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 24 missionary units; we are the home church for three of them. In addition, seven 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 pastor, discipleship pastor, and teaching 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 overseen by the Elder Council, 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, three full-time ministry directors, several hourly ministry coordinators and ministry assistants, a bookkeeper, and custodian. 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 is set with 500 seats for regular Sunday services. There are ministry rooms on two floors available for children and adult classes both on Sunday and during the week. The 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 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 (Birth-Pre-K):** The Early Childhood Center is available during both Sunday worship services. During our Wednesdays at West Side, ministry is also available for Kids for ages three to five and is every Wednesday evening from early September to late March.
- **Elementary (K-5th grade):** Elementary is available during both Sunday worship services. Children's Ministry is also available 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 join the congregation for worship during the 10:15 am service and then are dismissed to the Youth Building. Students also meet on Wednesday nights from 6:00-7:15 pm in the Youth Building. There are 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. They also have service days, summer mission trips, special seasonal outreaches, concerts, and other social activities.

- **All Adults:** Life groups are small groups of West Side attendees who meet regularly to study God's Word, meeting in homes or at the church at various times. Adult classes are offered twice a year as part of our Wednesdays at West Side. We also have special conferences on various topics throughout the year.
- **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. They meet quarterly for breakfast, an early morning men's study, men's only discipleship groups and last year we had our first men's retreat in years that will become an annual event.
- **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 keyboards, acoustic and electric guitar, bass and drums.

Special Events/Congregational Life

We welcome and encourage children to participate in the worship service every week. In months with a fifth Sunday, we have a special focus on family worship with services 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 for Good Friday and Christmas Eve. 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 six specific ways we are working to equip every member of West Side Church to engage in 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.
- 4. Global Missions:** Missions is the mobilization of God's people in order to work alongside other believers to support the proclamation of the gospel to the whole world. At West Side, we work with our missions' partners in the U.S. and around the world through financial support, prayer, and short-term mission trips.

Make Disciples

- 5. Small Group Discipleship:** We build disciples as we pursue Christ in Christian community, primarily through life groups and Bible studies. 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.
- 6. 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 93,390 with a total population of approximately 256,643 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 the Yakima area

<https://www.yakimawa.gov/>
<http://www.city-data.com/city/Yakima-Washington.html>
<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.wvsd208.org/> - West Valley School District (district West Side resides in)
<https://www.ysd7.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.org/> - 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