

ASSOCIATE PASTOR

FIRST BAPTIST CHURCH OF COLFAX
EMPLOYMENT PACKET



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CONTACT INFORMATION

ADDRESS

First Baptist Church of Colfax
200 N. Mill St
Colfax, WA 99111

PHONE

(509) 397-4676

WEBSITE: firstbaptistcolfax.org

EMAIL: pastoralsearch@firstbaptistcolfax.org

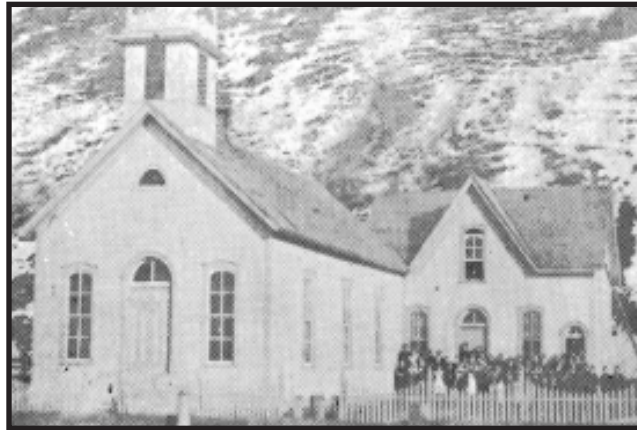
HISTORY

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: 155

Active attendees approximately 210

Residing Within:

Colfax city limits 54%
 Nearby towns 13%
 Rural area 33%

<u>Age Range</u>	<u>Percentage</u>
1-11	17%
12-17	9%
18-24	5%
25-34	5.5%
35-44	8.5%
45-54	11%
55-64	18%
65-79	19%
80 +	7%



Sampling of Occupations Within Congregation

Realtor	Health Field	Assembler	Self-employed
Pilot	Lobbyist	Student	USPS
Veterinarian	Secretary	Janitorial	IT Specialist
Manager	Accountant	Engineer	Teacher
Mechanic	Banker	Realtor	Welder
Retired	HVAC Installer	Farmer	Customer Service

Congregational Profile (Continued)

Gifts & Offerings

Average Annual Giving:	Annual Missions Giving:
2021 \$315,300	2021 \$54,500
2022 \$370,000	2022 \$70,200
2023 \$331,500	2023 \$79,300



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 Secretary Treasurer Janitor

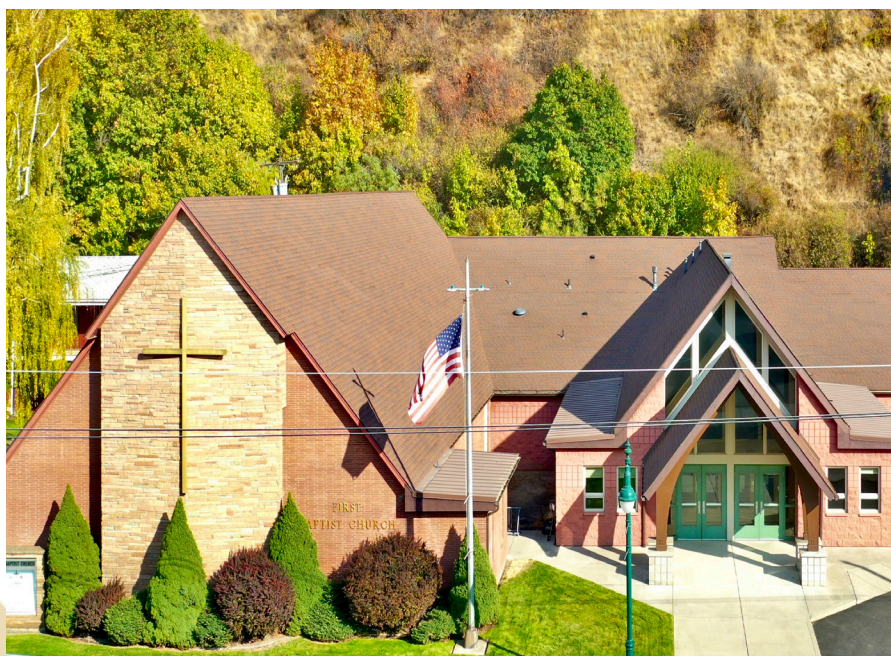
Boards: Executive Deacon Deaconess Trustee Missions Finance Christian Education

Activities & Opportunities to Serve in the Church & Community

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

Choral Ensemble
Praise Team
Summer Youth Camp
Men's Breakfast
Men's Bible Study
Ladies' Bible Studies

Youth Groups
Jail Ministry
Community Church in the Park
City Christmas Parade
Christmas Eve Service



Church Properties

Main church building
Family Center/gym
Additional multiuse building

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: ~2,773

Whitman County Population: ~47,619

Median Household Income (2022): \$49,345

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

First Baptist
Macedonia Baptist
St. Patrick’s Catholic
Congregational

Lutheran
Real Life
LDS

Nazarene
Community
Catalyst

Rural Churches:

Onecho Bible

Country Bible



POSITION DESCRIPTION, ASSOCIATE PASTOR

The associate pastor will work alongside our current pastor to serve and care for the congregation, facilitate ministry activities, and disciple individuals in their relationship with Christ. They will have the opportunity to use their gifting across a broad range of church life as opportunity and occasion allow. They will be expected to regularly attend church functions (Sunday School, Church services, Monthly prayer gathering).

The associate pastor's primary ministry emphasis will be overseeing our junior and senior high youth programs by:

Evangelizing and discipling teens

Overseeing and being appropriately involved in Junior High youth group on Wednesday nights (average attendance 20-25) and High School youth group on Sunday nights (average attendance 20-25).

Recruit, equip, and support volunteer youth workers.

Employment Requirements:

Candidates must meet the character and gifting qualifications of an elder defined in 1 Timothy 3 and Titus 1.

Some theological training (undergraduate or graduate degree) preferred but not required. Opportunity and support for continued theological training will be provided.

Must affirm the church's doctrinal statement and covenant.

Musical ability would be a nice benefit, but not a requirement.



