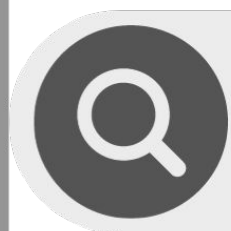


Church & Candidate Profile

Minister to Children and Their Families
Bonsack Baptist Church





Bonsack Baptist Church at a glance...

Denomination

Southern Baptist

Affiliations

Roanoke Valley
Baptist Association

Baptist General
Association of Virginia

Service & Campuses

Weekly Services: 2
Campuses: 1

Weekend Attendance

650

Budget & Debt

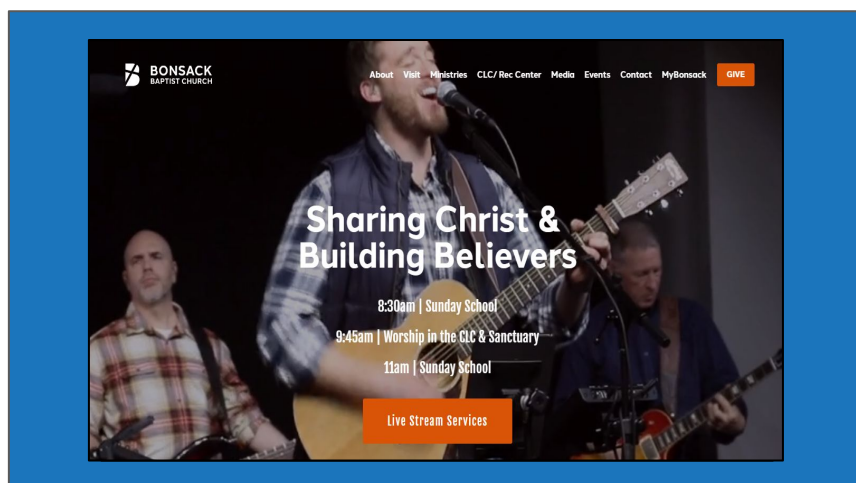
Budget: \$2.7M

Debt: \$4.8M

Bonsack Baptist Church is a large, multi-staffed church with numerous ministries that host events and programs on almost any day of the week. Whether it is our exceptional music program, which offers opportunities for people of all ages, our children and youth ministries, which connect with families across the Roanoke valley, our emphasis on missions education and regular engagement with partner missions and ministries, our recreation center, which is open to all people regardless of church affiliation, our ministry with older adults, or our weekly worship services, which form the backbone of our identity, we are always seeking ways to connect with and reach people for the gospel of Jesus Christ. It is all an expression of our unchanging mission statement, which is *Sharing Christ, and Building Believers*. Our primary goal is not necessarily to have a busy church calendar (though we certainly do); our primary goal is to see people come to know Jesus Christ as their savior and to grow in their maturity as his disciples.

Governance & Polity

Ultimately, we operate by a congregational polity, at least when it comes to major decisions (hiring, budgeting, building, etc.). Day-to-day operations and decisions are made by senior staff, in partnership with key committees, such as the Personnel and Stewardship Committees.



Visit Our Website:

<https://www.bonsackbaptist.org/>

There's a lot to love about Roanoke, VA!



Located only six miles from downtown Roanoke, VA, Bonsack Baptist is in the Roanoke Valley's northeast sector. This area, which was once rural, has grown in the last decades to become a suburban outpost. Though close to downtown Roanoke, this area has a life of its own. Income and education levels are relatively high, and there is a mix of white collar and blue-collar professionals.

The population in this area is also relatively stable; there is not a high rate of turnover. In other words, people who move here tend to stay. The church is located at the intersection of two major arteries across this end of the valley, one moving east-west, and the other moving north-south. We are also located just a few hundred yards from the line which separates Botetourt and Roanoke counties.

Why People Love Living in Roanoke...

Our community benefits from two very good public school systems, one in Botetourt County and one in Roanoke County, as well as several strong private schools. The region also benefits from tremendous natural beauty and outdoor resources. We enjoy four distinct seasons. The Blue Ridge Parkway and the Appalachian Trail both pass within less than 6 miles from the church, and Smith Mountain Lake is less than 30 minutes to the south. Those who enjoy such activities as hiking, kayaking, and mountain biking will find plenty of opportunities here. There has been a boom in the medical and biotech fields in the last few years. This, combined with the presence of several engineering-related industries means there is a growing presence of highly educated professionals.



Roanoke Population

Roanoke: 200K

County Population

Botetourt County: 35K

Bonsack Baptist Church Worship Style



We hold two worship services each week, but they happen simultaneously at 9:45 a.m. A traditional, choir-based, organ-led service takes place in the Sanctuary, and a contemporary, band-led service happens in the Community Life Center. The music and other elements of worship leadership happen live in each venue, and the sermon is broadcast via video from the Sanctuary to the Community Life Center.

While we offer these simultaneous and unique worship opportunities to allow our church family to express themselves in an environment that matches their personal style, our church body is united in vision, purpose and direction. We have some members who float back and forth between the two services from week to week, and many of our Sunday School classes are made up of people from both services. We also are intentional about utilizing all our pastoral staff in both services so we foster connections throughout the church body.

Bonsack Baptist Church

Church History



Bonsack was founded in 1880. The name comes from a family who donated the land upon which the original church building stood. For the first several decades, the church barely survived, as the area around the church was sparsely populated. As the region began to grow in the mid 20th century, the church began to stabilize and gain a foothold.

Through the 1960s the church grew, calling its first full-time pastor and adding to its facilities. In 1971, the church began construction on a new site located less than a mile from the original location but much better positioned with the new highways being widened and/or added at the time. Through the 1990s, the church began adding multiple staff members, all of whom had long tenures. This was accompanied by significant growth. The facilities were expanded and new worship services were added. In 2019, prior to Covid, average weekly attendance was 845. When the church resumed in-person gatherings in June of 2022 after a three-month suspension during Covid, attendance had not surprisingly dropped into the mid 400's. Since then, attendance has been steadily climbing. In 2023, average weekly attendance was 650. So far in 2024, attendance has exceeded 700 multiple times.

Since 2014, the church has gone through transition as long-time staff retired or moved on, and new staff have begun to assume leadership. Most of this transition was planned for in a gradual, deliberate manner. Over that time, we have seen an almost complete turn over in both pastoral and administrative staff, yet we have experienced minimal disruptions in the midst of all that change.



Bonsack Baptist Church Vision Mission Values



As previously stated, Bonsack's unchanging mission statement is *Sharing Christ, and Building Believers*. We want to see people come to a saving knowledge of Jesus Christ and to grow in maturity as his disciples. Everything we do should point back to this fundamental purpose.

We have named three priorities to help give shape to this purpose. Each of these priorities has a word and a practice attached to it. The first priority is to love God with all our heart, soul, and mind. The word we attach to this is *know*. We want to know God in a personal way. The practice we associate with this is worship. We call on our people to participate regularly and consistently in worship, both personally and congregationally.

The second priority is to be church to each other. The word we attach to this is *grow*. We want to be in community with each other as we seek to grow in our maturity as disciples of Jesus. The practice we associate with this is Sunday School. We call on our people to connect with a Sunday School class for the purpose of regular Bible study and forming relationships with each other.

The third priority is to love our neighbors as ourselves. The word we attach to this is *go*. We want to be on mission as servants of the Kingdom. The practice we associate with this is service. We call on our people to find a way to serve the church in a way that fits their giftedness, and to be intentional about serving the people whose paths our lives cross outside of the church.

Bonsack Baptist Church Facilities



The original building, which is now used entirely for educational purposes, was constructed in 1971. In 1981 another building was added that now serves largely for administrative purposes as well as an auxiliary space for mid-sized gatherings.

The current sanctuary, which seats 550 was added in the early 1990s, and a dedicated children's facility was built in 2002. In 2016, we completed the construction of our Community Life Center, which houses a gym that also doubles as worship space, a large event hall, a large atrium, and some additional educational space. Altogether, we have over 120K square feet of space, much of which is multi-functional. In the last half of 2023, the sanctuary was renovated, as was the entrance and the flooring in the children's facility.



Bonsack Baptist Church

Our Staff



Full time Staff:

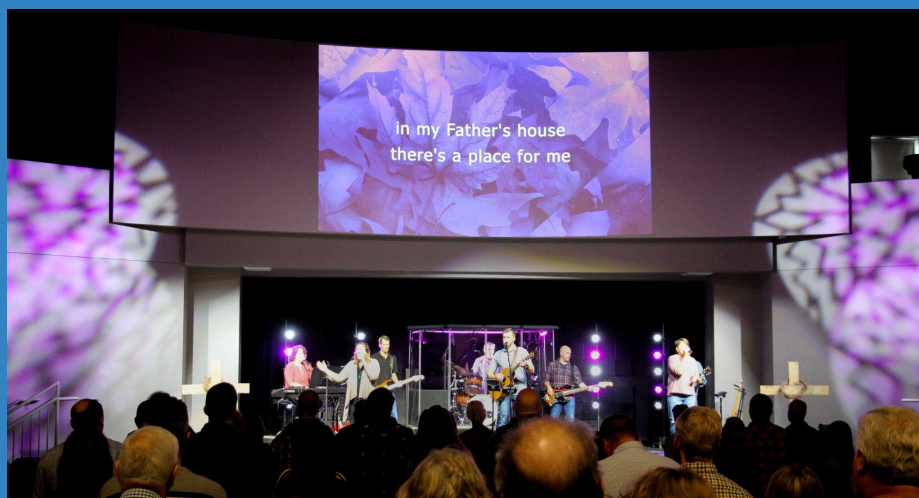
- Senior Pastor
- Executive Pastor
- Minister of Music
- Minister of Community Life
- Minister to Adults 60+
- Minister of Youth
- CLC Worship Leader and Director of Media Ministries
- Director of Christian Education
- Minister to Children and Their Families (vacant)

Administrative Staff

- Executive Administrative Assistant
- Organist and Music Associate
- Director of Communications
- Database Administrator (part-time)
- Children's Ministry Assistant (part-time)
- Music Time for Kids Coordinator (part-time)
- Facilities Director
- Receptionist
- Finance Director
- Financial Secretary (part-time)
- Administrative Assistant (part-time)
- Weekday Early Education Center Director
- Media Assistant (part-time)

Bonsack Baptist Church

Minister to Children and Their Families



Bonsack Baptist Church Major Ministries



We have a dynamic Sunday School program, serving all ages. An amazing team of staff and volunteers work together to lead this ministry, equipping new teachers as the ministry continues to grow and thrive.

We also have a vibrant music ministry that includes graded choirs for children, a large adult choir, a senior adult choir, a praise band, a youth praise band, handbells, and an orchestra that assists in worship several times a year.

Our youth ministry holds its main event on Wednesday nights, and our children's ministry hosts weekly and seasonal events. Our ministry to adults 60+ sponsors events for fellowship, service, and discipleship throughout the year.

Our Rec Center is open to the public Monday-Friday, providing access to exercise facilities and classes for hundreds of people every week, regardless of their church affiliation.

Outreach to our community and beyond:

Our partnership missions program provides support and funding for people to participate in hands-on mission experiences. This includes local partner ministries with which we engage on a regular basis, as well as regional and international partners. In 2024, for example, our youth will travel to the Dominican Republic in March to work with our friends at Pathway Dominicana, and a group of adults will travel to Kenya in September to work with Sodzo International.

Outreach to guests:

Our Sunday School ministry is a key to outreach and assimilation for all ages. While our weekly worship services are the primary point of first contact with guest, Sunday School is the first step toward assimilating them into the life of the church. This smaller, more intimate gathering is pivotal to our ability to meaningfully connect with people newer attendees, engaging in meaningful conversations, studying God's Word and getting to share each other's stories.

Bonsack Baptist Church Wins & Challenges



Our Biggest Church 'Wins' in Last 18 Months

The long-time goal of hiring a new full-time leader for our Sunday School ministry had been delayed and deferred for multiple reasons, including budget realities and the interruptions brought on by Covid. Finally, in late 2023, we were able to bring a new Director of Christian Education on board. Given the central role of Sunday School in our model for outreach and growth, this is a major success, as we will now be able to more intentionally resource, equip, and train our Sunday School leaders for greater effectiveness.

Financially, 2023 was the strongest year of giving we have had on record. Regular giving exceeded our budget by \$135K. This was happening at the same time that we launched a new 3-year capital campaign for the dual purpose of paying down debt related the construction of our CLC, and relocating our youth ministry from its current location in the old parsonage to currently unfinished space in the CLC.

Our Biggest Opportunities in the Next 18 Months

One of the unique marks of Bonsack's culture has been the willingness of people to serve. It takes a lot of hands to execute the multiple events and programs that make up our ministry footprint, and we have historically found that people are eager to get involved. As we experience the natural transition of older and longer-term members passing on or stepping away from leadership, we have before us the challenge of reinforcing and reproducing that culture of service. This need is particularly evident in our children's ministry, because of the high number of volunteers necessary to staff that ministry in accordance with our safety guidelines. One of the most important things our Minister to Children and Their Families will do is to find ways to cast a positive vision for that ministry and recruit willing servants.

Bonsack's Biggest Challenge for the Future

As previously stated, the population in this area is stable; people who move here tend to stay here. However, there are two ways in which we are beginning to see transitions in our immediate area. First, those families that first moved into the area as new neighborhoods were being constructed 30 years ago are now slowly aging and downsizing. This means newer families are taking up ownership of these homes. While this isn't happening on a massive scale, it does mean we have newer neighbors who are not readily connected to us. Second, a recent developmental push has resulted in new housing starts in our area. This combination of apartments and single-family homes means there will be hundreds of new families taking up residence in our immediate vicinity within the next 2-5 years. We have to be intentional and strategic in figuring out how to reach these new neighbors.

Bonsack Baptist Church Theology



Overall, we would describe Bonsack Baptist Church as Evangelical – Moderate

Here are some theological hills we are willing to die on...

We believe in the authority of Scripture, the Lordship of Christ, and in faith in his atoning sacrifice as the sole means of salvation. We are Armenian in posture, but with a strong belief in the sovereignty of God.

Hot-Button Social/Cultural Issues for us...

We hold to a traditional, biblical understanding of marriage as a lifelong covenant between one man and one woman and would not bless same-sex unions. That said, we would welcome anyone to worship with us.

Our Statement of Beliefs can be found on our website at www.bonsackbaptist.org/beliefs.



Bonsack Baptist Church

Job Description



Position Title: Minister To Children and Their Families

Minimum Degree Requirement: We have a strong preference for a candidate with a seminary degree that has focused on Christian education with children. We are also open to someone who has a degree with a different focus, but who has taken course work in this area.

Reporting Relationship: This person will report directly to the Executive Pastor, who oversees all our educational staff. As part of that reporting relationship, this person will be expected to work in a close, collaborative relationship with the other ed staff, including the Director of Christian Education, The Minister to Youth, and the Minister to Adults 60+. This is to ensure a consistent philosophy across all our educational ministries.

Goals and Expectations

The Minister to Children and Their Families will need to establish a good rapport with our volunteer base and nurture a culture of willing and positive service. This person will need to help our people catch a compelling vision for ministry which creates a desire to serve. It is our desire to transition away from need based volunteer recruitment to a more vision based approach.

We are looking for an individual who is able to encourage new volunteers to join the fun and meaningful ministry that is taking place! By sharing the stories of why current volunteers love to serve and how families are blessed by the ministry that is happening each week, we know that God will stir the hearts of new leaders as we prepare for future growth!

Bonsack has a long culture of willing service. All our ministries have managed to cultivate a solid base of volunteers who see the value of that ministry, not only for its own sake but for how it feeds back into the larger church to strengthen the body. Covid created a challenge for everyone, because the total number of people who attend church is less than it once was. Though that number is creeping back upward, it means there are fewer people available to staff the same number of ministries. Children's ministry is where we have felt this the most. Several years ago, we established a new set of safety protocols which put strict ratios and more defined policies in place. This, combined with our complex ministry schedule, particularly, on Sunday morning, means we need lots of volunteers. The biggest challenge, however, has been the anxious atmosphere mentioned above. One of our greatest desires for this position is to see that atmosphere change.

Speaking of culture, we want this person to help expand parents' understanding of their role in discipling their children. This has been an unspoken assumption in the past, but we have purposefully expanded to the job title to include Minister to Children **and** Their Families. We want to be more intentional about equipping families to be a primary source of evangelism and discipleship for children.

Bonsack Baptist Church

Job Description



Job Description

Principal Function:

Develop, implement and direct a comprehensive program of Christian education for children (birth through the sixth grade). Guide, encourage, and minister to their families.

Responsibilities:

- Oversee the preschool and children's educational programs, including Sunday School, Discipleship Training, Mission Education and Vacation Bible School, GAs and RAs
- Enlist, train, and develop leadership for the various organizations in the preschool and children's area
- Provide pastoral care to workers, children, and their families (e.g., hospital visits) •
- Reach out to visiting families and assist new members with their assimilation •
- Develop and work with a Children's Ministry Team
- Work with the Discipleship Council and Children's Ministry Team to develop programs that equip and support Christian parents and families, including, but not limited to classes, support groups and workshops
- Collaborate with the Executive Pastor and WEEC Director to provide guidance to the Weekday Early Education Program
- Supervise and coordinate with the Children's Ministry Assistant for scheduling childcare for weekday activities, such as Bible studies and special events needing childcare
- Hire and supervise all paid childcare personnel
- Stay current on the latest materials and methods in preschool and children's ministry
- Prepare and administer the children's ministry budget
- Continually improve and comply with established church policies, including abuse prevention, and procedures as well as all applicable federal and state laws
- Develop and implement a unified Christian education program with the assistance of the Minister of Youth and the Director of Christian Education
- Perform other duties as assigned by the Executive Pastor

Bonsack Baptist Church Job Description



Qualifications:

- A loving and vibrant relationship with Jesus Christ
- Support of the vision and the mission of Bonsack Baptist Church
- A love and understanding of early childhood development and an understanding of special needs education
- Ability to collaborate with staff and be part of a ministry team to promote unity and a broader vision of church service
- College degree
- Seminary degree preferred, Christian education with an emphasis in children's ministry
- Five years of experience working with children in a church setting or other child-related position
- Five years of church staff experience preferred
- Ability to listen and communicate, both orally and in writing.
- Keep children and families informed of planned events and requirements
- Exceptional organizational skills
- Must pass criminal and sexual misconduct background checks



Bonsack Baptist Church Disqualifiers



Disqualifier Checklist: Please do not apply if any of these describe you...

- In 2023, we updated [our statement of basic beliefs](#). Any candidate would need to be willing to endorse those beliefs. Beyond what is articulated in that statement (which we consider primary), the person in this role would need to be willing to work through any differences on matters that are secondary, both with fellow staff and with the congregation. Someone who is overly dogmatic on non-essential matters would not be considered.
- Of course it goes without saying that any person who cannot pass a criminal and sexual misconduct background check would be disqualified.



Bonsack Baptist Church

Skills & Abilities



SPECIFIC SKILLS:

- This person must have a “big-picture” view. There are many specific tasks that will need attention, but this individual must have the ability to see how those specific tasks fit into the larger framework of a vision for ministry, both within the children’s ministry and within the church as a whole.
- This will require good organizational skills, the ability to empathetically relate to people, and the willingness to work collaboratively with all church staff.
- As far as ministry-specific skills are concerned, we need a candidate who understands the developmental needs of children and the pedagogical methods to effectively communicate with them.

TECHNICAL ABILITIES?

We are increasingly a tech-reliant church, but the good news is that we have people and resources in place to help guide us through the needs this raises. This person would clearly need to be comfortable with utilizing digital resources, but as long as they are able to learn, then expertise in any one platform is not necessary as a prerequisite.

EQUIPPER OR DOER?

Given the size and complexity of our church, this person will have to be an equipper. The needs will be too great for any one person to effectively do all the tasks themselves. Our children’s ministry is especially volunteer-intensive, so a person who cannot recruit and equip others will not survive long in this role.

ATTRACTIVE VS. MISSIONAL

We are a large, regional, program-driven church, so there is no getting around the fact that we have a strong attractional model. Of course, we always want to encourage new and creative approaches to ministry to better extend our reach beyond our walls. Covid forced us to think more about this than ever before, so we welcome a candidate who can push us to new expressions of ministry, but we cannot ignore the fact that our overall approach to ministry involves attracting people to come and participate.

URGENCY

We are ready and motivated to hire the right person quickly! Our interim Director of Children’s Ministries completes her commitment at the end of June. As we look to the exciting things being planned for the Fall of 2024, we would love for our new Minister to Children and Their Families to be an integral part of the planning and execution of these endeavors!

Bonsack Baptist Church Personal Qualities



PERSONAL CHARACTERISTICS

As previously mentioned, we place a high value on the ability to work collaboratively with other staff and a willingness to celebrate wins in any area of church life. This requires a level of humility and a willingness to not take themselves too seriously. However, we don't assume this will require any one particular personality type. We have both introverts and extroverts on our staff, and we welcome anyone who is willing to work with us and share life with us.

OTHER "MUST HAVE" SKILLS

This person must have the spiritual maturity that comes from an active and vibrant relationship with Christ. That relationship should be the basis of this person's sense of calling to ministry.

OTHER "NICE TO HAVE" SKILLS

It would be very helpful if this person is comfortable speaking from the platform in a congregational setting so that he or she can participate in leading worship and other gatherings. This doesn't necessarily imply a willingness to preach, though that would be an added bonus.

FINALLY...

The "perfect" hire would be someone who is committed to Christ, who is enthusiastic about serving the church, and whose primary ministry love is for children. Such a person would also be theologically competent, emotionally healthy, and personally self-aware. They would have a strong enough sense of self to be able to fulfill this role with confidence, yet also humble, eager to learn, and willing to collaborate with others in an environment of mutual support.





We'd love for you to apply!

Bonsack Baptist Church in Roanoke, VA is in search of a Minister to Children and Their Families. This individual will be responsible for implementing and directing a comprehensive program of Christian education for children, aged birth through 6th grade, as well as encouraging and equipping their families to nurture them in the faith. This will include setting a vision for the ministry, planning and overseeing children's events, recruiting and equipping volunteers, and collaborating with other staff members to integrate children and their families into the life of the overall church.

What you'll be doing:

- Overseeing the preschool and children's educational programs, including Sunday School, Discipleship Training, Mission Education and Vacation Bible School, GAs and RAs
- Enlisting, training, and developing leadership for the various organizations in the preschool and children's area
- Developing and working with a Children's Ministry Team
- Coordinating with the Children's Ministry Assistant for scheduling childcare for weekday activities, such as Bible studies and special events needing childcare
- Developing and implementing a unified Christian education program with the assistance of the Minister of Youth and the Director of Christian Education

What you need to have:

- A loving and vibrant relationship with Jesus Christ
- A love and understanding of early childhood development and an understanding of special needs education
- Seminary degree preferred, Christian education with an emphasis in children's ministry
- Five years of experience working with children in a church setting or other child-related position
- Exceptional organizational skills

Bonsack Baptist is located in the northeast sector of the Roanoke Valley. This once-rural area has grown in the last decades to become a suburban outpost. Though only six miles from downtown Roanoke, this area has a life of its own. People who move here have a tendency to stay and the community benefits from two very good school systems. The Blue Ridge Parkway and the Appalachian Trail both pass within less than 6 miles from the church, and Smith Mountain Lake is less than 30 minutes to the south. It is truly a beautiful place to live!

APPLY NOW