



HENDRICKS AVENUE BAPTIST CHURCH

Friends,

In 1946, on the south banks of the St. Johns River, a group of Baptists came together to form a church. New steel bridges over the St. Johns meant that more and more families would be moving to the southside of Jacksonville, and they wanted to be ready to welcome them. More to the point, they wanted to be ready to serve them. Thus, once they had enough money for a building, their first priority was a gymnasium. They could worship in a gym, they knew, but their neighbors' children couldn't play in a sanctuary.

That commitment to loving and serving our neighbors runs deep at Hendricks Avenue Baptist Church ("HAB"). It goes all the way down to our roots, and over the years it's flowered into all parts of our life together. Today, we're searching for someone to join us in these ministries and to help shape and nurture them according to the needs of our neighbors and the guidance of the Spirit. This person will be our new **Associate Pastor for Children and Community Life**.

This is a full-time Associate position with "generalist" leadership opportunities, but its primary focus will be on two overlapping ministries of our church. The first of these is our church's children's ministry. Having just "graduated" a significant cohort of kids into our youth group this summer, HAB currently has a small but vibrant children's ministry that is led by a gifted team of parents and volunteers. Our new Associate Pastor will help shape this ministry and tend to the spiritual nourishment of the youngest amongst us. The second major aspect of this position is its focus on Community Life. As was the case in the '40s and '50s, the neighborhoods around our church are again seeing a rapid influx of young families. Jacksonville itself is growing, but our area is growing more quickly because of the attractiveness of the location, the schools, and the broader quality of life. Thus, as we welcome new neighbors around us—and particularly as we welcome them onto our church's campus through ministries and partners including Little Friends Preschool and HACAA's little league athletic programs—we are looking for innovative, hospitable ways to get to know them and to let them know that our congregation is here to care for them. The opportunities for ministry here are tremendous, and, truth be told, as a congregation we haven't done a very good job of taking advantage of them.

Perhaps that is where you come in. If you're reading this note, then you've received a copy of our new Associate Pastor job description. Perhaps you're the person God is calling to come help us discern a way forward as we seek to offer ourselves in ministry to the community around us. Perhaps you feel led to come and help the youngest members of our families learn what it means for God to love them and for them to love their neighbors. If so, then you are encouraged to apply. And if you have any questions about the position itself, or the good, kind, faithful church which it will help lead and serve, please know that I would welcome that conversation as well.

Kindest regards,
B.J. Hutto, Senior Pastor



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Assoc. Pastor for Children & Community Life

Description: An Associate Pastor with particular focus on our church's Children's Ministry and on our congregation's integration into its broader community. Needed attributes include excellent communication and organizational skills; the ability to conceive, plan, and implement events and programs; the ability to proactively reach out to and form relationships with church members and neighbors, particularly young families with children; and the ability to be flexible within the church's life and mission. A Bachelor's degree is required for this position, as is experience serving in the life of a congregation. A seminary degree is strongly desired.

General Responsibilities

- Regular preaching and worship leadership
- Pastoral Care, visitation, and committee leadership within the church's broader life
- Plan and strategize with the other ministers and church leadership
- Other general pastoral requirements within the church's life, and other responsibilities as appropriate

Children's Ministry Responsibilities

- Through formation and relationships, lead the church in raising its children in the Faith
- Work with the Children's Ministry Team to cast a renewed vision for HAB's children's ministry
 - Plan and lead weekly (Sunday and Wednesday) opportunities for children
 - Work with staff, volunteers, and parents to fully integrate our children into the worship life and leadership of the church
 - Plan and lead other calendared events through the year: retreats, recreation opportunities, summer events, Passport Camp, etc.
 - Remain informed and up-to-date on children's ministry structures, resources, methods, etc.
 - Coordinate with other ministries and ministry teams of the church, particularly the Spiritual Formation Committee
- Lead all aspects of the Children's Ministry
 - Choose and/or develop curricula to support Sunday morning and Wednesday night formation
 - Budget preparation and oversight
 - Recruitment of, vetting, training, and resourcing Children's Ministry volunteers, teachers, and teams as needed
 - Recruitment of, vetting, training, and resourcing nursery workers and volunteers
 - Development of a program-year calendar for publication
 - Consistent, weekly communication with parents about the life of the children's ministry using emails, social media posts, and other appropriate outlets of engagement
 - Work with Little Friends leadership in the sharing of educational space and resources on campus
- Focus on the communal, developmental, and pastoral care needs of the young families within the church, particularly those with children



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Assoc. Pastor for Children & Community Life (cont.)

Community Life Responsibilities

- Help HAB introduce itself to its new neighbors and reintroduce itself to its old neighbors in Jacksonville
- Find ways to be a presence within the community, particularly the neighborhoods immediately around HAB
 - Coordinate with members and other staff to develop a plan for the church to be welcoming and warm to visitors, to follow up with them, and to make sure that they have appropriate opportunities and resources to get to know our congregation
 - Coordinate with staff and leadership teams around the church's overall messaging, portrayal, and presence within media and social media
 - Coordinate with HAB families in order to discern how the church might better serve their friends and neighbors
 - Attend community events our church's members are involved in, children in particular
 - Plan, lead, and promote opportunities to build community between HAB families and their neighbors
- Help HAB determine how to better engage families involved in the HACAA baseball leagues on campus
 - Develop strategies and opportunities for HACAA families to get to know who HAB is as a church
 - Develop strategies and opportunities for HAB to reach out to and serve HACAA families on our campus
 - Maintain a personal, visible, presence on game days, as appropriate
 - Help the wider congregation plan and implement special, occasional outreaches during the seasons
- Be a consistent presence in the lives of the students and families involved in Little Friends Preschool
 - Help coordinate and lead Little Friends' weekly chapel services and other services throughout the year
 - Be available to, and get to know, Little Friends students and families
 - In coordination with HAB staff and Little Friends leadership, develop strategies and opportunities for Little Friends families to get to know who HAB is as a church
 - In coordination with HAB staff and Little Friends leadership, develop strategies and opportunities for HAB to reach out to and serve Little Friends families
 - Be available for pastoral care needs among Little Friends staff and families, as appropriate