



# a united family of faith

## An Opportunity for Ministry

Kids and Grace Minister

**Broadmoor**

## POSITION DESCRIPTION

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**Title:** Kids and Grace Minister

**Department:** Next Generation Discipleship

**Supervisor:** Next Generation Discipleship Pastor

**FLSA Status:** Exempt / Full Time

### Position Summary

The Kids and Grace Minister at Broadmoor Baptist Church (BBC) is responsible for identifying, developing and supporting curriculum, classes and programs that are Gospel centered and biblically sound. The curriculum selected should lead toward spiritual growth and disciple-making among children first through fifth grade. This work should be done in partnership with the Ministerial staff with a focus both on kids and families.

### Primary Job Responsibilities include but are not limited to the following:

- The Kids and Grace Minister is a leader in spiritual growth and disciple-making within the church. As such, the goal will be to maximize participation on Sunday mornings, during mid-week equipping or other such small group gatherings.
- This Minister should regularly audit the effectiveness of current programming and make changes in curriculum, meetings days/times, teachers/leaders and methods to increase, with intentionality, participation and spiritual growth.
- As part of the focus on children (first to fifth grade), the Kids Minister should be equipped and comfortable to engage in age-appropriate conversation that can assist kids in understanding Bible basics, the key elements of the Gospel and what it means for them to have a personal relationship with Jesus.
- The Kids and Grace Minister should work with the Next Gen Discipleship Pastor to review and provide support materials for parents to assist in continued study and Gospel conversations at home.
- Within the purview of the incumbent's focus on children from first to fifth grade, the Kids and Grace Minister is responsible for identifying, recruiting and training high-quality volunteers for the breadth of planned programs. This includes a passion for making disciples and equipping them to make disciples of others.
- To effectively evaluate, hear feedback, and mobilize volunteers within the ministry, the Kids and Grace Minister should form a ministry advisory team. This team should be equipped to carry out the vision for Kids ministry at Broadmoor.
- Supervise a team that is trained and developed and equipped to meet the church's needs. This includes regular evaluations of staff, along with the recruiting and retention of the best talent available and includes the training on safety policies.
- Supervise and work with the Grace Ministry Coordinator to provide a loving, biblically centered environment for those with special needs. Exploring ideas for inclusion in Next Gen ministries and creating experiences for fellowship and growth within our special needs' population.

## Key Requirements for Success

- A personal sense of calling from God to vocational Christian ministry
- A mature Christian who demonstrates the Fruits of the Spirit, is growing in their faith and is committed to spiritual disciplines such as Bible reading, prayer.
- Minimum of a bachelor's degree from an accredited university or seminary. A graduate degree or certificate from a SBC Seminary is preferred.
- A minimum of 5 years of service as a lay and/or staff leader for a Next Gen ministry (i.e. preschool, children, youth) in a Southern Baptist church.
- Ability to manage multiple teams of people.
- Ability to communicate effectively and professionally, both orally and in writing, with church staff, church members and the community.
- The proven ability and relational skills to identify, equip, lead and care for staff and lay leadership.
- Ability to organize, focus and multi-task.
- Ability to collaborate, cooperate and function well in a team environment.
- The proven ability to manage budgets, long range planning and plan implementation.



## OUR MISSION

We are a United Family of Faith  
Joining Jesus on His Mission  
for the Glory of God and the  
Good of our Communities

**Our Mission** answers the question:  
*"What we will do and what we will be?"*





## OUR VALUES

### **We Submit to God's Word**

The Bible is the good news of Jesus and the authority for all areas of life because of its power to transform and shape us from the inside out.

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### **We Pursue Reconciliation**

Just as we have been reconciled to God through Jesus, we are called to be ambassadors of the grace, forgiveness, and reconciliation that was shown to us, bringing God's compassion and healing power into a broken world.

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### **We Equip Disciplemakers**

We equip every generation to walk alongside others so they move from simply believing in Christ to being a mature disciple who makes disciples.

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### **We Run to the Hurting**

Our community actively looks to serve those struggling on any level, whether in the seat next to us or on the streets around us, we are not passive in serving those in need.

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### **We Cultivate Healthy Relationships**

When we live life alongside fellow believers we are able to know and be known, giving and receiving the encouragement necessary to live out our calling and witness in this world.

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### **We Live Generously**

We strive to be a community that models God's love through tangible expressions of generosity that bless people and bring glory to God.





# 1953

## OUR HISTORY

The congregation of Broadmoor began meeting over 65 years ago following the rapid expansion of the City of Jackson after WWII. The church was a mission plant of the First Baptist Church of Jackson and was chartered as an independent congregation in January 1953. Membership quickly grew, eventually securing a tract of land on

Northside Drive, where it met until moving to its Madison location in January of 2000. Six lead pastors have served Broadmoor from its inception to the present day. Multiple ministries touching the lives of countless people have made a Kingdom impact locally, nationally, and globally over the church's six-plus decade existence.



### The Move to Madison

With a total membership of over 6,000 people and weekly worship attendance averaging over 1,600 attendees, Broadmoor Baptist Church is a multi-structure campus of roughly 215,000 square feet of space located on 35 acres on Highland Colony Parkway in Madison, Mississippi.

### A Church Focused on Mission

Always a mission-minded church, Broadmoor supports local, North American, and international ministries. Our church and lead pastor launched "The Go Campaign" in 2011. During "The Go Campaign" and the subsequent "GO 2.0" initiatives, our church leadership challenged every member to commit up to one month to serving on mission by 2020.



### Creation of the Church Council

In 2017 and 2018, the Deacon Executive Council and Executive Pastors (with feedback from the Deacon body) led our church through a comprehensive review of all polity, processes, and policies. This review resulted in the creation of a Church Council, which has led to positive changes for our congregation, the representation of lay members, and church governance. Our church congregation approved new bylaws on February 18, 2018, and formally adopted operational policies and the Personnel Policy Manual in January 2018.



**Josh Braddy**

LEAD PASTOR

2020

## A New Era for Broadmoor

On June 21, 2020, Pastor Josh Braddy became Broadmoor's 6th Lead Pastor, ushering in a new era for Broadmoor. Since that day, God has blessed Broadmoor with successfully navigating COVID restrictions, resuming regular activities on the Madison campus, and paying off the church's outstanding debt. Considering the uncertain climate of the culture and economy during those times, we recognize God's faithfulness to Broadmoor in this season of ministry.

## A New Brand and Visual Identity

In April 2022, Broadmoor revealed a new branding strategy for the church that focused on clearly articulating our mission, identifying core values, defining strategy, and understanding how to measure success. We believe this process better aligns the people of Broadmoor with shared values and methods to reach the community more effectively. Under God's faithful direction, Broadmoor is prayerfully looking toward the future that awaits us as we strive to be more and more like Christ.







## OUR COMMUNITY

**The campus of Broadmoor Baptist Church is located in the city of Madison in Madison County.**

Madison is in central Mississippi and is a suburb of Jackson, the capital of Mississippi. Family Circle Magazine named Madison one of the top ten cities to live in the United States, and for the past three years, Madison has been named Mississippi's best city. Madison prides itself on both safety and quality of life for citizens.

### Madison County Schools

There are many opportunities for quality education. The Madison County Public School System has an A rating and is our state's 5th largest school district. Other options in the community include private, college preparatory, Christian schools, and a strong homeschool community. Our area also has many preschool and Mother's Morning Out programs, including Broadmoor's Weekday Preschool for three and 4-year-olds.

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### Shopping, Dining and Entertainment

Madison County offers a variety of shopping, dining, entertainment, and healthcare options for all ages. Located just off the interstate, Renaissance at Colony Park in Ridgeland is an outdoor shopping experience with some of the finest retail and dining in the metro area. When it comes to dining, there is no shortage of both local and national chain restaurants to accommodate any food craving. Farmer's markets, family events, festivals, holiday celebrations, car shows, and movie theaters all offer entertainment and a connection to the community throughout the year.

Within 15 miles of the church's location, there are five major hospitals to serve metro Jackson, many of which have satellite clinics in Madison. Numerous facilities in the area offer varying exercise opportunities and fitness workouts. The Madison and Ridgeland communities have three beautiful and well-maintained parks providing for all sorts of recreational needs, including universal playground equipment and walking trails. Ridgeland also has 14 miles of multi-purpose trails for runners, walkers, and bicyclists. Madison County provides many athletic programs throughout the year, including soccer, basketball, volleyball, football, tennis, softball, and baseball.



# COMMUNITY STATISTICS

Our community report reflects the population within a 15-minute drive of Broadmoor. This area has moderate growth, and in 2016, Madison County was the second fastest-growing county in Mississippi.

Ethnic Breakdown	57% White	38% Black	2.4% Asian	1% Other
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Average Age Late 30's	Largest Age Groups 1. 35-54   2. 5-17   3. 55+
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70% Family Households	26% Single Households	\$\$\$ Highest Average Household Income in the Area
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Largest Religious Affiliations Protestant Denominations Catholic Affiliation	Religious Community Involvement 62% Not Involved 38% Involved
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Average Home Price in Madison County \$211,300	Average Home Price in Mississippi \$129,200	Average Home Price in the United States \$219,700
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Madison County cost of living is 3.2% higher than the national average



## ABOUT OUR

# Family of Faith

### Ages

**10%** 0-12  
**13%** 13-18  
**27%** 19-34  
**34%** 35-60  
**16%** 60+

### Demographics

**10%** Single  
**45%** Married  
**6%** Divorced or Widowed  
**39%** with Children

### Average Weekly Attendance

**2,000 in Worship and 1,900 in Groups**

## KEY TEAM MEMBERS



### Shaun Selman Next Generation Discipleship Pastor

Shaun has served Broadmoor as the Next Generation Discipleship Pastor for four years. Shaun is married to Lynn, and they have three children, Kiersten (21), Keenan (18), and Kent (16). Shaun has a Master of Theological Studies degree from New Orleans Theological Seminary. Shaun's ministry career has been concentrated in student ministry over the previous 22 years. Shaun has a deep love for God's Word and wants others to enjoy the richness of it. He loves seeing others grow in their ministry contexts and enjoys working alongside parents to equip them to engage and disciple their children. Combining his love for God's Word and his love for people, Shaun enjoys working with the Next Gen team to effectively minister to families as they continue to pursue Jesus in their daily lives for the glory of God and the good of those around them.



### Thomas Lister Kids Associate

Thomas has served on our Broadmoor staff for 14 years. He started as the Kids Ministry Intern and has served as the Kids Associate since 2016. Thomas has been blessed to call Broadmoor his church home since the age of seven! Thomas is married to Jennings, and they have two daughters, Katherine (4) and Sarah (1). Thomas has a Master of Divinity from New Orleans Baptist Theological Seminary and has a deep love for God's Word. He cherishes the ability to teach it to children and partner with parents as they disciple their children to follow Jesus.



### Lauren Payne NextGen Administrative Assistant

Lauren has been a full-time staff member at Broadmoor for nearly 3 years, but her connection runs much deeper as a lifelong church member. Before joining the Next Generation Ministries team, she served with both Weekday Preschool and Student Ministry. While Lauren values all aspects of NextGen ministries, she has a particular passion for working with preschool and elementary-aged children. Her extensive history with Broadmoor provides her with unique insight that enhances her current role serving the church's youngest members.

# LEADERSHIP & STRUCTURE

## Church Council

The Church Council is Broadmoor's governing body. This administrative board comprises lay leaders, executive staff, and one rotating staff member. Lay leaders are elected every other year. This body monitors the church from a spiritual, administrative, and stewardship perspective.

## Lead Pastor, Executive Pastors, and Senior Staff

The Lead Pastor and Executive Pastors are supported by Council members in their respective areas of responsibility. The Senior Staff ministry team supports, assists, and leads in all aspects of ministry in the church.

## Deacons

The congregation elects the Deacon Body to serve, unify, and lead throughout the church. The Deacons promote peace, harmony, and cooperation among our members by extending pastoral care throughout the congregation and by serving as leaders throughout our ministries.

## OUR STRATEGY

### How does Broadmoor equip church members to live out this mission?"

This simple map helps connect all ministries back to our mission. We think of it as a "3+1" strategy.

**Broadmoor provides 3 weekly settings for members' first steps. These venues equip members with resources and relationships for the journey of disciple-making.**

**1 Worship** | Joining for a worship service positions us to elevate the glory of God rather than promote the value of ourselves.

**2 Groups** | Gathering for a group experience places us with a family of other members, learning to unite around Jesus' priorities rather than disagree over our preferences.

**3 Service** | Rallying with a team of others to accomplish a shared goal situates us to see others' "needs" rather than our "wants."

God works through these shared experiences within the Church Family. At the same time, when hearts are out of alignment, a person can attend worship services, groups, and even serve on great teams and still miss out on the faith-filled life we are all re-created to experience.

The Holy Spirit is the catalyst for real, observable, and lasting life change. He draws one to follow Jesus, changes them to become like Jesus, and empowers each one toward the mission.

The Holy Spirit works inside each person in the three settings, fueled by one daily pursuit of abiding with Jesus.



### +1 Abiding in Jesus

Spending time in spiritual practices "with" Jesus rather than performing "for" Jesus.





# MINISTRIES AT BROADMOOR

Our mission unites us, but we recognize that how each person lives it out may differ based on life stage, skills, and interests. Ministry staff members, leadership teams, and deacon ministry teams work together to create a culture of submission to the Word and Jesus' mission of making disciples. To do so, we set annual goals that require aligned and inter-ministry short-term objectives.

## NextGen

Preschool  
Kids  
Middle School  
High School

## Adults

College  
Singles  
Men  
Women  
Prayer

## Community Impact

Sports  
Prison  
Disaster Relief

## Connections

Frontline

## Creative Arts

Worship  
Communications  
Production

## Care & Support

Counseling  
Support Groups  
Benevolence

## Missions

Local  
North American  
International

