



**CHEMISTRY**  
STAFFING

# **CHURCH & CANDIDATE PROFILE**

**KIDS PASTOR**  
Hoffmantown Church  
Albuquerque, New Mexico

### **Population of City**

942,000

### **Population of County**

682,382

### **Community Overview**

Hoffmantown Church is located in the Northeast Heights, which is one of Albuquerque's most desirable areas to live. The NE Heights are just west of the beautiful Sandia Mountains and have easy access to the city's two main highways (I-25 and I-40), making travel to nearby cities (like Santa Fe) faster and more convenient. The area is known for its well established and maintained homes, businesses, and park areas. In addition to some of the best school districts in the state, the NE Heights are also home to several reputed private schools.

### **Why People Like Living Here**

New Mexico is sometimes called the "Land of Enchantment" due to qualities like its natural surrounding beauty, southwestern culture, and tasty cuisine. Perhaps its best known quality, however, is the incredible weather year round. On average, there are 300+ days of sunshine in Albuquerque, far surpassing the national average. Most days are sunny with blue skies and low humidity making conditions ideal for getting outside and enjoying the weather. Speaking of the outdoors, residents love the easy access to a number of natural recreational activities like hiking, biking, or skiing. There are also a number of award winning golf courses around the city. Albuquerque is known for its International Balloon Fiesta, which hosts the world's largest hot air balloon festival. Every year, thousands of people from all over the world, come to Albuquerque in October to witness the "Mass Ascension" of balloons filling the sky over the beautiful Rio Grande Valley. Some of the city's most visible companies are Sandia Labs, Intel, and Amazon. Albuquerque also offers many of the amenities that come with a large city. There are plenty of restaurants, shopping, and recreational activities to enjoy.

### **Church History**

1950's: Chapel to Church

- Hoffmantown was established in January of 1953 as a mission church of First Baptist Church Albuquerque. Earl R. Keating was called to lead as the first pastor of Hoffmantown Mission Chapel. Approximately 300 attended the first service. One year later, Hoffmantown became a self-sustaining church, changing its name to Hoffmantown Baptist Church on its 1st anniversary.

1960's: Continued Growth

- Pastor Keating retired in 1965. That same year, Hoffmantown built a new auditorium which still stands in Wyoming, near Menaul. Dr. Kenneth Balthrop was called to be the second pastor leading Hoffmantown. Dr. Balthrop continued to lead the church through years of growth and change.



### 1970's: Ministry Expands

- This decade is marked by God's leading to reach out to the community, state, nation and world through various ministries. Dr. Balthrop served as pastor until 1972. Hoffmantown's third pastor Dr. James Bryant was called to lead. During his tenure, solid biblical teaching was used by God to spiritually deepen the church. Dr. Bryant concluded his pastorate in 1976. Pastor Norm Boshoff was called to Hoffmantown the following year.

### 1980's: Relocation

- Under the leadership of Pastor Boshoff, Hoffmantown continued to grow spiritually and in membership. In 1981, funds were initiated for a relocation project, eventually moving the church to its present location at Ventura and Harper. Groundbreaking took place in April of 1986 and the first worship service in the new building took place on September 20, 1987.

### 1990's: Focus on Outreach

- Pastor Boshoff retired in 1990. In 1991 Dr. Charles Lowery became the fifth man to lead Hoffmantown. Due to continued growth in membership, in 1995 groundbreaking began on the current kids building. In 1999, Hoffmantown founded Hoffmantown West, a church plant on Albuquerque's growing westside. Todd Cook became the pastor and still leads Sagebrush Community Church, as it is known today.

### 2000's: A New Direction

- Pastor Lowery resigned in July of 2001. In March of 2002, Dr. Wayne A Barber became Hoffmantown's sixth pastor. His passion for God's word and expository preaching played a key role in the church's transition to Elder leadership and the commitment of being an equipping church. Under Pastor Barber's leadership, God led the church to embrace the concept of Living Grace and to define the 7 Pillars of Ministry, both of which still shape the church's approach of ministry used today. The church also renewed its commitment to missions at home and abroad.

### 2010's: The Road Forward

- The Mission Field and amphitheater were completed in 2010. It is used not only by the church but for the community as well. Pastor Barber resigned in January 2011. In October 2011 Pastor Erik Christensen was affirmed as the seventh pastor. Pastor Christensen's expository teaching/preaching encouraged the church to go deeper into God's word as we surrender to God's leading. Pastor Christensen served until June of 2018. While without a senior pastor, the church sought leadership from God and developed new statements of purpose, vision, and mission; implemented a different structure of church governance; and adopted new By-Laws to guide our ministry in the coming years.

### 2020's: To God Be the Glory

- In 2020, after more than two years without a senior pastor, God powerfully and independently led the church to extend an invitation to Pastor Lamar Morin to accept the call to become Hoffmantown's eighth Senior Pastor. We praise the Lord for His work among us in the past and eagerly anticipate His bringing glory to Himself among and through us as we, Pastor and church, commit ourselves to spreading the good news of the gospel and "making disciples of all nations." Come join us as we wait upon the Lord and continue to serve Him.

### **Vision, Mission, Values**

Purpose: To Know, Love, and Proclaim Christ

Vision: Aligned with Christ, defined by His love & united in His work.

Mission: Loving Christ, loving others and fulfilling His Great Commission.

Philosophy of Ministry:

- By God's grace, all that we do at Hoffmantown will rest on these pillars, which flow from an understanding of Living Grace. Only in daily surrender to God and His word can we become conduits through whom He accomplishes His work.
- We are not interested in producing ministry for God. Our hope and prayer is to join God in what He is already doing.

Seven Pillars

- True ministry is initiated by God. Anything of eternal significance originates with God, not man. (1 Corinthians 12:4-11)
- Ministry God initiates is ordained. We can not accomplish true ministry through our wisdom, strength, or resources. (Isaiah 6:1-8)
- True ministry is received from God, not achieved by man. He is faithful to reveal His direction in His time. ( John 11:1-16; Acts 16:1-12)
- True ministry is a result of our surrender, not of our commitment. Only when living in submission to the Will and Word of Christ does ministry yield eternal fruit. (Romans 1:1, 9, 14)
- God alone gets the glory for His ministry. All things are done for the sake of His glory and His kingdom. (Romans 11:33-36; 2 Corinthians 4:7; Ephesians 3:21)
- The church is an organism, not an organization. Each member of Christ's body has different gifts, all working together to glorify Him. (Romans 12:1-8)
- The role of church leadership is to equip the body for ministry. God builds up the entire body through the exercise of each member's gift. (Ephesians 4:11-16)

### **Average Weekend Attendance**

Around 500 with approximately 200 online

### **Attendance Trend**

Growing



### **Overview of Weekly Worship Gathering**

Hoffmantown Church meets for corporate worship on Sunday mornings at 9:30am. We have adult Sunday School classes that meet at 8:15am and Sunday School for all age groups at 11am. Our Worship Choir, Praise Team, Rhythm Band, and Orchestra lead the congregation in worship using modern arrangements of psalms, hymns, and spiritual songs (Col.3:16). Our Lead Pastor preaches in an expository manner in which he'll expound upon the meaning of a primary Scripture passage and apply its principles to daily life. Hoffmantown has great appreciation for the Music & Worship Ministry and the preaching of God's Word. They're engaged in worshipping the Lord throughout the service and will regularly stand and lift hands in praise without being prompted to do so. They're responsive to Pastor Lamar's preaching and the way he makes the Word of God personal and applicable for them.

### **Worship Style of Your Church**

We believe that God's ideal for corporate worship (1&2 Chronicles/Revelation) includes using a multitude of singers and instrumentalists to declare His praise. Therefore, we use a Worship Choir, Praise Team and Rhythm Band/Orchestra to help facilitate corporate worship of God. We also believe in multi-generational worship (Psalm 145:4) and strive to include our children/students in helping to lead worship on a routine basis. While our worship tradition is an ancient one, we use modern arrangements of contemporary artists (eg. Phil Wickham, Charity Gayle, Passion, Travis Cottrell, We the Kingdom, Gettys, etc.). We also strive to use the three Biblical genres of "psalms, hymns, and spiritual songs" as the basis of our corporate worship expression since each genre serves a different purpose in building up the church (Col.3:16, Eph. 5:19).

### **Tell Us About Your Facility**

Hoffmantown is blessed to have a large facility with lots of room for worship services, classes, conferences, meetings, and other events. The complex is made up of three primary buildings (Buildings A, B, and C) which are all connected. Building A houses the Worship Center and the staff offices. Building B is used primarily for adult Sunday School classes. And Building C is devoted to the Kids' Ministry. Our Student Ministry meets in a separate, adjacent structure called Building E. The campus itself is large with ample parking, trees, green spaces, and landscaping. There is also a "Mission Field" to the west of the church that includes a sand volleyball court, playground area, covered basketball court, amphitheater, and a large grassy field surrounded by a walking track. The Mission Field is used by the church and community for recreation, sporting events, and church events. Although the campus opened in 1987, the external structures are well preserved and have retained their architectural beauty. Hoffmantown is continually in the process of renovating and upgrading the internal spaces of the campus as funds permit. The Worship Center is in the middle of several of these upgrades currently - including new lighting, cameras, projection, and sound systems. The Worship Center seats approximately 1,400 at maximum seating capacity.

### **Overall Budget (this fiscal year)**

\$3.1 million

### **Overall Long-Term Debt of the Church**

The Church is blessed to have no outstanding debt and has no plans to incur any debt in the future.

### **Denominational Affiliation and/or Other Partnerships**

We are an autonomous Southern Baptist Church and, as such, choose to affiliate and cooperate with the Southern Baptist Convention. We also partner with the Baptist Convention of New Mexico and the Central Baptist Association. We help support and partner with various missionaries and mission organizations throughout the city, country, and world. Our Kids Ministry offers AWANAS on Wednesday nights.

### **Governance & Polity**

Hoffmantown Church is Elder-guarded, Pastor-guided, and Congregation-engaged. We use a plurality of leadership approach to our decision making; however, most of the day to day decisions are made by the Hoffmantown staff, led by the Pastors and Directors. The Church Council, along with other standing committees (Finance and Personnel) meet on a monthly basis to interact with and provide feedback for the various activities of the church and ministries. Church wide votes may be taken on broad scale issues impacting the whole body (eg. selling of land or change in governance).

### **Current Paid Staffing Level**

- Lead Pastor
- Lead Associate Pastor/Music & Worship Pastor
- Equipping/Adult Family Ministry Pastor
- Student Pastor (currently in talks with candidate)
- Kids Pastor or Director (soon to be vacant)
- Operations Director
- Kids Express Director
- 25 other full-time and part-time positions, including Administrative Assistants, Communications/Creative roles, Finance, Receptionists, and Maintenance/Custodial. We also have several teachers on staff as part of our Kids Express program.

### **Major Ministries of the Church**

- Adult Family Ministry (Bible studies, Women's, Legacy, Oil Change)
- Equipping Ministry (Sunday School, Life Groups, Biblical Care)
- Kids Ministry (Sunday School, AWANAS, Kids Express)
- Student Ministry
- Music & Worship Ministry (Worship Choir, Worship Orchestra & Band, Worship Technology and Livestream)
- Communications and Media
- Missions Ministry

- Deacon Ministry
- Church Council
- Ministry Councils

### **Outreach Programs Overview**

- We have an Outreach Team that welcomes new guests on Sundays and sets up appointments in order to present the gospel to any new guests who may not have received salvation in Christ yet.
- We offer an evangelism training class on Wednesday nights whose participants will go out into the field to present the gospel.
- We have a monthly evangelism prayer meeting in which we pray for those we know who are lost and give updates on witnessing opportunities.
- In addition, the church plans and facilitates various events throughout the year with the goal of presenting the gospel to those who may not have heard.

### **In the most generic sense, how would you describe your church theologically?**

Evangelical - Conservative

### **Published Theological Statement**

- Our Beliefs Purpose - To know, love, and proclaim Christ. John 17:3, Phil 3:7-14, Mark 12:30, 1 Peter 2:9
- Vision Aligned with Christ, defined by His love & united in His work. 1 Peter 2:4-5, Eph 2:20, John 17:26, John 13:34-35, Eph 4:11-13
- Mission Loving Christ, loving others and fulfilling His Great Commission. Mark 12:30-31, John 13:34-35, Rom 10:14-15, Acts 1:8, Matt 28:18-20
- We agree with the Baptist Faith and Message, 2000 version, although it is not a creed for us.

### **What theological hills will you die on?**

John 3:16; John 14:6; Rom. 3:23; Rom. 6:23; Rom. 5:8; Rom. 10:9-10, 13; Eph. 2:8-9

### **Hot-Button Social/Cultural Issues for Your Church**

In general, all of these as they relate to Scripture. If it is sin, it's sin. Yet we can be forgiven.

### **Biggest Church 'wins' in the last 18 months?**

- New Lead Pastor and direction of the church and unity of the church
- Cultural shift in kids ministry
- Movement toward a new era of volunteerism

- Financial outlook secured
- New student pastor coming soon
- Renewed sense of evangelism and discipleship

### **Biggest Opportunity for Your Church in the Next 12 Months**

- Getting back into the neighborhoods
- Becoming a more multi-gen congregation
- Expanding kids and student ministries
- Renovation updates

### **Church's Biggest Challenge for the Future**

- Rebuilding Student Ministry
- Transitioning to new Kids Leader
- Continue to reach young families
- Improving online ministry

### **Title of Position You Are Hiring**

Pastor/Director of Kids Ministry

### **Full-Time Position?**

Yes

### **Overall Description of This Position**

- This ministry position will directly report to the Lead Pastor and be responsible for developing a comprehensive program of evangelism and discipleship for preschoolers, children, and their families, leading a team already in place. Experience and education in this area of ministry is required.
- Current areas of supervision will include Sunday School, Awana, a licensed weekday preschool, and more. This position will shepherd all areas related to kids ministry including teaching, serving, planning, and mentoring.

### **Reporting Relationship**

Direct report to the Lead Pastor and will meet weekly as a member of our Pastor/Director meeting.

### **Goals and Expectations**

- First Year: To continue the culture change and add more volunteers to the team; to shepherd the kids ministry staff/ build relationships; evangelistic outreach and discipleship to parents and kids in our programs and neighborhoods.

- Goals/expectations: grow the kids' ministry numerically through evangelism and discipleship. Help in efforts to continue to transform Hoffmantown Church into a multi-generational church.

### **Do you have a job description for this role?**

We are looking for a Kids Pastor or Director who can serve as a spiritual leader not just to the children, but to their families and the lay volunteers who support the ministry as well. We have all the space, manpower, and resources we need to facilitate a Kid's Ministry, but we need a Spirit-filled and dynamic Leader who can both minister to our people and help mobilize them for the kingdom of God.

The teachers and lay volunteers are in need of a shepherd. They're looking for a Pastor or Director they can call their own and who they can go to for vision/inspiration, support, and encouragement. Last, but not least, are the parents of our children. They need a leader who understands them, will advocate for them and can put them at ease when their children are dropped off for Sunday School or other church-related activities.

There is also the need to develop a comprehensive program of evangelism and discipleship for preschoolers, children, and their families. While many of the essentials (eg. solid curriculum, training, various events) are in place for a stable Kid's Ministry, we need someone who can leverage these essentials in a way that makes them practical to everyday life. Children and their families are becoming more and more bombarded with secular ideologies that serve to undermine God's word and economy in the life of the believer. We need strong, Biblical discipleship to help equip our children and their families on how to combat these lies. Even more so, we need someone who can model evangelism and help mobilize our families to reach our community for Christ.

We desire to see Hoffmantown be a church where children can come and not just learn about the serious things of God, but also be free to be themselves and experience His unconditional love and joy through the people and programs they interact with here. When the disciples tried to restrain the children from rushing to the Savior, Jesus said to those disciples, "Let the children come to me and do not hinder them, for the kingdom of God belongs to such as these." Matt.19:14 We don't want to hinder children from coming to the Savior in any way; we want to help them run to Jesus to experience His love and salvation.

### **Educational Preferences**

It is important to have some theological training/education, although we don't put a minimum requirement.

### **Age Vs. Experience**

We greatly value having some ministry experience and responsibility in the kids ministry area.

### **Denominational Affiliation**

It is important. We are SBC. Mainly, this person should agree with our efforts as a denomination in the area of missions. So there should be familiarity, although currently serving in an SBC church is not a requirement.

### **How important is geographical location to you?**

Geography/region is not important. However, the candidate should embrace NM as a mission field, learn to love the idiosyncrasies of NM, and not always compare where "they came from" to NM. We know we are unique!

### **What skills are you looking for specifically?**

Discipleship/Mentoring; Administrative leadership of staff; Pastoral qualities

### **What technical abilities (if any) are required?**

Computer skills; knowledge of social media tools

### **Equipper or Doer?**

Close to 50/50 (ideal), with a slight emphasis towards equipper

### **Attractional Vs. Missional**

Missional

### **Budget Area Supervision**

\$26,756

### **Personal Characteristics Desired**

Trustworthy, mature, grounded, sense of humor, leadership

### **What would immediately disqualify someone?**

We would not hire a candidate if he/she: was divorced; had no experience; did not agree with the basics of the Baptist Faith and Message, 2000; believed in egalitarianism; family did not move quickly to ABQ with candidate; did not align with our doctrinal beliefs (summary found on website); did not believe in generosity and tithing; had significant financial issues

### **Urgency**

In order to not lose the momentum from this past year, our urgency would be about a 7.

# KIDS PASTOR

## Hoffmantown Church

Albuquerque, NM



**CHEMISTRY**  
STAFFING

### **Other "Must Have" Skills**

Strong "people" skills. Problem-solving skills. Biblical teaching skills. Multi-tasking skills.

### **Other "Nice to Have" Skills**

Good working knowledge of Southern Baptists (items such as IMB, NAMB, Cooperative Program, etc.).

### **Finally...**

We are looking for a Spirit filled man or woman of God who is passionately called to Kids ministry and helping families in leading and loving their kids to Christ through evangelism, discipleship, and fun!

### **Public Job Posting**

#### **Kids Pastor**

#### **Hoffmantown Church**

#### **Albuquerque, New Mexico**

Hoffmantown Church in Albuquerque, New Mexico is looking for a Kids Pastor to join their team. This dynamic and growing church is looking for a passionately called person to be responsible for developing a comprehensive program of evangelism and discipleship for preschoolers, children, and their families.. They are looking for an experienced people-loving pastor to lead their current volunteers and grow this ministry to be a vibrant part of the church. They desire to see Hoffmantown be a church where children can come and not just learn about the serious things of God, but also be free to be themselves and experience His unconditional love and joy through the people and programs.

#### **What you'll be doing:**

- Shepherding all areas related to kids ministry including teaching, serving, planning, and mentoring
- Developing a comprehensive program of evangelism and discipleship for preschoolers, children, and their families
- Leading and loving kids to Christ through evangelism, discipleship, and fun
- Discipling and mentoring volunteers and families

#### **Skills you'll need to have:**

- Administrative and leadership abilities
- Pastoral qualities
- Trustworthy
- Grounded
- Sense of humor

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**<https://www.chemistrystaffing.com/hoffmantown-church-childrens>**