**Family Ministries Pastor**

**Job Description**

**Updated: July 2018**

**Status:** Full Time (40 hours) **Reports to:** Lead Pastor **Salary Scale** : Tier 3

# Summary

The purpose of the Pastor of Family Ministries at WMBC is first and foremost, to “*Lead people to passionately love and follow Jesus Christ through the power of the Holy Spirit.*” This position is a member of the pastoral Lead Team and leads the Family Ministries staff and volunteers. This position will provide leadership, direction, and oversight for all family ministries, which consists of all programming from birth-young adulthood as well all Parenting and Marriage ministries.

# Pastoral Duties

Those recognized as pastors within WMBC should be able to verbalize a sense of a God given calling to a vocation of Christian ministry. They should be able to articulate a theology/philosophy of ministry that shapes their pastoral engagement. They must have gifts that are strategic to the fulfillment of the position description.

The Pastor of Family Ministries will serve in three critical roles: **pastor**, **developer**, and **manager**

**Pastor**

As pastor this position will develop strong relationships with Family Ministries staff, volunteers, children, teens, and parents with the desire to help them grow in their relationship with Jesus and in their relationship with others. This position will also have the abilities and gifts to communicate God’s Word effectively to audiences of all ages. The vision for this role is to mobilize the church and partner with parents in order to shepherd and influence the next generation with the message of God's story.  
  
**Developer**

As developer, this position will purposefully and strategically train and equip Family Ministries staff and key leaders to prepare them to minister to children, students and parents. In that process this person will also train and equip staff and key leaders to train and equip others to do the same. The vision of this role is to attract and grow future leaders, and invest in them with the purpose of increasing their leadership capacity.  
  
**Manager**

As manager, this position will provide both short-term and long-term strategy and leadership to create and maintain a ministry of excellence. They are responsible for planning and maintaining necessary policies and guidelines; hiring, onboarding, and coaching of FM staff; creating and administering the FM budget lines; and ensuring effectiveness of all ministries under the Family Ministries banner.

# Key Responsibilities

* + **30% - Lead Family Ministries Team**
    1. Coach, develop, and give direction to the Team Development and Programming Directors
    2. Lead weekly and monthly meetings with the Family Ministries Team (FMT) to provide and receive input and evaluation on our current Family Ministry programs
  + **25% - Contribute to the overall leadership and spiritual direction of WMBC.** 
    1. Be an active member of the Pastoral Leadership Team. This includes monthly preaching opportunities, creating content for online and printed resources, vision planning, reporting to the Board, and contributing to church-wide events and initiatives.
  + **20% - Initiate and plan ministry to parents and families within WMBC and the surrounding community**
    1. 10% - Lead Home Life teams in providing relevant resources and opportunities for parents and married couples to strengthen their family relationships and discover God’s desires for their home
    2. 5% - Lead support group teams in offering annual Single & Parenting and DivorceCare groups to the community
    3. 5% - Open time to meet with and counsel couples, parents, and families (includes premarital counseling sessions, as well as any counseling and planning needed for a funeral)
  + **10% - Lead Young Adults ministry**
    1. 5% - Recruit, develop, and lead a team of volunteers to give direction to our Young Adults’ Ministries
  + **10% - Dedicated time to personal development**
    1. E.g., Reading, attending conferences, taking courses.
  + **5% - Administrative duties**
    1. E.g. record keeping, financial management of assigned budget lines.

# Preferred Qualifications and Attributes:

* + Post-secondary education in a related field (graduate preferred).
  + NextGen Leadership - Experience leading Children’s and Student ministries within a local church.
  + Leader of Leaders - Able to develop and lead staff who in turn lead volunteer leaders.
  + Public Speaker – Skilled and experienced communicator
  + Disciple-maker – Able to coach followers of Jesus in taking next steps in their spiritual growth.
  + Team Player - Thrives in a team environment and enjoys collaborating with others on projects.
  + Innovative – Able to identify needs and initiate new projects and directions.
  + Flexibility – Able to adapt, take necessary risks with a team, and move at a fast pace.
  + Time Manager – Able to oversee multiple ministry areas and initiatives simultaneously.
  + Tech skills - Work efficiently within a PC environment and quickly learn new software and features.
  + Other Relevant Skills – Writing, networking, partnering with outside organizations, marketing.

# Character and Behavioural expectations

Perfection is not expected; growth is. Leaders are expected to strive to “live a life worthy of the calling they have received” (Eph. 4:1). Some of the characteristics evident in an effective leader include:

* + Committed to a growing, dynamic, and personal relationship with Jesus. Includes personal spiritual practices such as reading God’s Word and having an active prayer life.
  + Humility and a strong desire to continue learning and growing both professionally and personally.
  + Committed to the larger Church family and maintaining unity. Models life lived within community.
  + Fierce commitment to honesty and truth in both leadership and personal life.
  + Prioritizes healthy relationships with family, including spouse if married.
  + Prioritizes healthy relationships with others outside of the ministry, such as close, meaningful, friendships.

# Confession of Faith

All WMBC staff shall be in full agreement with the WMBC Mission, Vision and Values, as well as the Canadian Conference of Mennonite Brethren Churches Confession of Faith.

# Conclusion

This job description is intended to convey information essential to understanding the scope of the job and the general nature and level of work performed by individuals within this job. But, this job description is not intended to be an exhaustive list of qualifications, skills, efforts, duties, or responsibilities associated with the position.