

JOB DESCRIPTION

PASTOR TO FAMILIES AND STUDENTS

Department

Pastors

Position

Pastor to Families and Students

Reporting Relationship

Senior Pastor

Principal Function

The Pastor to Students and Families will provide oversight to the family ministry of First Baptist Church by focusing on four overarching priorities: (1) equipping and training parents to make and mature disciples in their homes, (2) meeting the spiritual needs of our students, leading them to make, mature, and multiply disciples, (3) connecting our students to the overall life of the church, and (4) overseeing the children's ministry to ensure a unified philosophy of ministry and instruction that extends from birth through the end of high school, and connect children to the overall life of the church.

Qualifications

1. Meets the hiring and evaluating criteria of pastoral leadership at First Baptist Church:
 - *Calling* – demonstrates a clear call to gospel ministry and demonstrates a calling to serve students and families
 - *Character* – gives evidence of the character and conduct expected of a gospel minister, as explained in passages such as 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:1-4
 - *Competence* – demonstrates competence in matters pertaining to pastoral ministry in general and matters pertaining to this specific area of ministry as well
 - *Chemistry* – gives evidence of the ability to work well with others and be part of our pastoral team
2. Desires to serve in a pastoral role amongst the entire membership of First Baptist Church, with specific oversight of student and family ministries.
3. Possesses a sound, orthodox, holistic, and thoroughly biblical theology and is able to articulate that to others.
4. Possesses a healthy ecclesiology, which is grounded in the conviction that the church is the primary vehicle God has established to advance his gospel, accomplish his purposes, and glorify his Son, Jesus Christ.
5. Possesses a view of the individual ministries of the church (such as student ministry) that is connected to the overall life of the church and not isolated from the rest of the congregation.
6. Possesses a robust theology of conversion and is able to shepherd children, students, and parents through the process of dealing with conviction of sin, repentance, faith, and baptism.

7. Possesses a thorough understanding of the Baptist view of baptism and is able to clearly explain that to children, students, and parents.
8. Possesses and articulates a philosophy of family ministries that is rooted in the understanding that God created the home as the primary place for spiritual formation to happen.
9. Demonstrates the desire and ability to train parents and provide them with helpful resources for raising their children and students in the fear and instruction of the Lord.
10. Demonstrates a genuine love for students and children, as well as the desire and ability to relate and interact well with them.
11. Demonstrates the desire and ability to equip children and student ministry volunteers and provide them with ongoing training and encouragement.
12. Possesses good organizational, supervisory, delegating, recruiting, communication, and people skills.
13. Possesses the ability to plan and manage budgeted funds.
14. Seminary training with a MDiv. and experience working with students and families are strongly preferred (though not required).

Responsibilities

1. Educate, equip, and encourage parents to both recognize and perform their sacred, God-given role as the primary disciple-makers of their children.
2. Plan, develop, coordinate, and oversee student ministry programs that are Bible-saturated and gospel-centered. Evaluate the effectiveness of all student ministry programming; if necessary, suggest needed changes and develop plans for making such changes.
3. Oversee the children's ministry programs to ensure they are Bible-saturated and gospel-centered. (The children's ministry director will be responsible for carrying out the children's ministry programming under the direction of the Pastor of Families and Students.) Evaluate the effectiveness of all student ministry programming; if necessary, suggest needed changes and develop plans for making such changes.
4. Supervise the entire Christian education and spiritual formation program from birth through twelfth grade, with particular attention given to guiding the formation of a unified scope and sequence that lays a strong biblical and theological foundation, as well as guides the students toward the goal of being disciples who make disciples. Ensure that our curriculum is biblically and theologically sound, God-centered, gospel-saturated, and age-appropriate. Included in this supervision will be ongoing training for teachers and volunteers.
5. Provide counsel to children, students, and families regarding conversion (conviction of sin, repentance and faith, believer's baptism, etc.), as well as other spiritual matters.
6. Oversee the recruitment of volunteers for the children's and student ministries and provide training for them. When necessary, work in cooperation with appropriate persons, including the Nominating Committee and/or Personnel Committee, in such recruitment and selection of volunteers and workers.
7. Provide a safe environment for our children and students by exercising due diligence in the recruitment and enlistment of volunteers and workers, as well as ensuring proper safety procedures are in place during all children's and student ministry programs or events.

8. Prepare and manage a budget to cover all aspects of the church's ministry to children, students, and families. Be responsible for the proper allocation of funds.
9. Keep informed of good resources for children's, student, and family ministry; family worship; parenting; etc.
10. Keep informed of denominational goals, emphases, publications, materials, and plans in order to make use of them as they relate to the local church and its programs.
11. Cooperate with other ministries and ministers of the church in the planning and coordinating of activities and events. Work with organizational leaders, teachers, and appropriate staff members to establish policies and resolve any philosophical, procedural, and/or scheduling issues.
12. Be the pastoral point of contact for the Childcare Development Center.
13. Perform other duties as requested by the Senior Pastor.

A competitive salary and benefits package will be provided for this position.