



Family Ministries Pastor

POSITION

The purpose of the Family Ministries Pastor is to lead and oversee an effective and comprehensive ministry that disciples, equips and supports the families of the church and community, in accordance with the overall vision and philosophy of ministry for Crossroads Bible Church.

RESPONSIBILITIES

- Lead the Kids Ministry staff team.
- Lead the Youth Ministry staff team.
- Plan and execute monthly parent connection nights and trainings.
- Plan and execute monthly marriage nights and trainings.
- Provide biblical counsel to individual students, families, and volunteer staff as needed.
- Provide teaching development and coaching for all communicators in Kids and Youth Ministry.
- Run Kids and Youth strategic meetings every other week.
- Oversee volunteer recruiting, training, and retaining of Kids and Youth Ministries
- Communicate to all parents through weekly videos and emails.
- Preach monthly in Youth Ministry, and monthly in Kids Ministry.
- Additional pastoral duties—share in preaching, teaching, and administering ordinances as directed.

JOB SPECIFICATIONS

Education & Experience Requirements:

- Experience in leadership and faith development.
- Proven track record of organizational skills in developing and carrying out objectives to completion.
- Bachelor's Degree from an accredited college or university and evangelical theological education. A Master's Degree is strongly preferred.
- 5 years of relevant church or para-church experience.

SKILLS & ABILITIES

- Engaging interpersonal skills; able to recruit, train, and organize teams, volunteers, leaders, and staff.

- Detail-oriented; can administer and build on complex systems.
- Able to problem-solve and resolve conflict.
- Demonstrate a commitment to goals, strategies, and doctrinal statements of Crossroads Bible Church
- A team player and builder who focuses on the good of the entire organization and can inspire others to work together to achieve organizational excellence.
- A strong communicator who listens well and is comfortable and effective at all levels of the organization; one who thrives on providing the necessary support for others to succeed.
- A strategic and visionary leader of leaders who can grow a ministry to the next level.
- A people person who can plan, organize, train, and supervise program and event leaders, including both volunteers and paid staff.

Internal/External Relations Requirement

- A track record of servant leadership, humility, and a teachable spirit.
- Commitment to spread ownership of CBC's vision and core values to each area of ministry and involve appropriately.
- Demonstrates the godly character as outlined in 1 Timothy 3 and Titus 1.
- Ability to adhere to strict confidentiality.

Creative & Analytical Requirement

- Strategic planning and utilization of resources and volunteers.
- Creative thinking for event planning and organizational problem-solving.

POSITION RELATIONSHIPS

- Accountability
 - Shall be directly accountable to the Executive Pastor of Ministry.
- Staff Relationships
 - Oversee Kids Ministry Director and Youth Ministry Pastor.
 - Member of Kids and Youth Ministry staff and will attend meetings as required.
 - Collaborate with other teams for projects as required.
- Church Relationships
 - All paid staff (including their immediate family if they are married or have kids) should call CBC their home church and, as such, model regular attendance and involvement as a member of Crossroads.

POSITION DETAILS

- Non-exempt, Full-time.
- The work week is typically Sunday through Thursday, with occasional events on Friday and/or Saturday.
- Salary between \$90,000 - \$100,000, full-time, depending on experience.

- Benefits include: medical, dental, vision, 403(b) retirement investment, life insurance, paid holidays, vacation, sick leave
- Occasional travel locally and globally.

This job description is not designed to cover or contain a comprehensive listing of all activities, duties, or responsibilities that are required of this position. At times, employee-specific duties may be assigned which do not appear in this job description.