



**Work Agreement for Full-Time Relationship
between Adventure Christian Church
& _____**

:: ASSOCIATE PASTOR OF FAMILY MINISTRIES ::

Are you passionate about leadership and developing others? Do you love children and have a strong desire to impact families through ministry?

If so, keep reading . . .

On the Adventure Church team, you'll have the opportunity to help people find their way back to God, through the local church. People come to our church from various walks of life; many of them far from God. We do a great job of helping people find their way back to God, but we can be even better! That's where you come in. If you love using your passion for ministry programs that have a kingdom impact, then you will love this role!

:: JOB REQUIREMENTS ::

- BA/BS in related field
- Willing to make Adventure Christian Church your primary church home.
- Ability to thrive in a collaborative, team environment
- Self-motivated with a proven track record
- Strong communication skills, both oral and written
- Passion for serving, learning and leading
- 45-55 hours/week with in-office flexibility

:: RELATIONSHIP ::

The Associate Pastor of Family Ministry will report directly to our Lead Pastor under the oversight of the Adventure Leadership Team. He/She will work in tandem with the booking manager and the finance manager to effectively plan and execute programming related to family ministry and children's ministry.

Professional Responsibility:

The Associate Pastor of Family Ministry will provide spiritual leadership in three key areas of ministry:

- **Ministry Programming to Families: [40+/- hours/week]**

- Cast a vision for a healthy, weekly high-impact children's ministry program including, but not limited to,
 - our weekly Sunday nursery program (birth - 2 years)
 - our weekly Sunday pre-k program (3-5 yr olds)
 - our weekly Sunday AdventureKids program (Kindergarten - 5th Grade)
- Recruit, train & develop necessary children's ministry volunteers from those who attend Adventure Christian Church.
- Development of healthy and strategic communication with parents about upcoming children's activities. This may include: design & production of a quarterly AdventureKids calendar or newsletter, including marketing strategies for various social media platforms such as Facebook, Twitter, & Instagram.
- Work directly with our existing volunteers, staff & ministry team leaders to coordinate and plan special events in addition to our weekly programs.

- **Summer Camp Program Management: [Seasonal: April - August]**

- Oversee Adventure's summer camp program, which includes identifying and recruiting local college-age students and schedule management of their work program.
- Supervision of all part-time and volunteer program related staff (camp counselors)
- Supervise both check-in and check-out process of all camp attendees, including both before care and after care options.
- Coordinate daily and special activities for each age group

- **Homeschool Programming Administration: [5 hours/week]**

- Oversee Adventure's homeschool program (Monday & Wednesdays – 1pm-3pm; August - May)

In addition to the three key areas of ministry responsibility, it is expected that The Associate Pastor of Family Ministries will:

- Attend a weekly Adventure Church staff briefing
- Assist with facility operations during large scale events (help recruit additional hands to serve in the concessions stand and with custodial duties, and create general engagement from the Adventure Church congregation.)

:: STAFF | TEAM VALUES::

We encourage healthy tension.

As staff members, we must live in multiple tensions: God working in us and God working through us, personal responsibility and divine dependence, relationship/friendship and responsibility/mission (Acts 15), and abiding (John 15) and abounding (John 9:4). Living in tension means we are open to dialogue, disagreement, and seeing the gray areas of life rather than categorizing everything as black or white.

We think in terms of seasons, not just events.

Seasons are chunks of time marked by common themes (Ecclesiastes 3:1-8). Seasons vary in length, intensity, and substance (Matthew 3:13-4:11). Events are simply activities encompassed within the overarching themes of seasons. When we think in terms of seasons rather than individual events, we have a greater awareness of the big picture of our ministry and its rhythms. Thus, we have a better understanding of what is happening and why.

We love to have fun, and we are deadly serious.

Our jobs have eternal ramifications and our salaries come from the gifts of individuals within our congregation. Therefore, what we do should always be marked by a sense of responsibility and seriousness. Yet having fun can be spiritual as well, and a fun workplace makes the stresses and strains of our jobs more manageable and builds a contagious, healthy morale.

We lead with both compassion and candor.

Compassion is genuine concern and love for people. Candor is the quality of being honest and frank with people. Jesus modeled both in Mark 8. He had compassion for the people and clearly cared for His disciples in Mark 8:2. Then, later in the chapter, He spoke "plainly" about how He would leave His disciples, and when Peter stepped out of line, Jesus rebuked him sternly (8:32-33). Leading with both compassion and candor means we speak the truth in love in order to build up the church (Ephesians 4:15). We don't shrink away and avoid conflict, nor do we power up and run over people.

We empower others and don't hire minions.

While we are expected to "do" ministry, we must ultimately become delegators and developers of others (Ephesians 4:11-14). Minions are doers only, and as a result, their contributions are limited, and they rob others of opportunities. Thus, a staff of minions does not represent God's ultimate desire for the church (Ephesians 4:11-14; 1 Corinthians 12). Leaders who empower others share the workload, getting people involved without dumping on them, abdicating responsibility, or micromanaging.

These leaders reproduce themselves—producing more leaders by delegating tasks and developing people.