

### Primary Objective

The Family Pastor provides vision, leadership, theological oversight and direction that creates an atmosphere of vibrant and enticing discipleship and evangelism for the children, parents, and the Village Kids and Village Youth ministries. The Family Pastor manages the church-wide direction of Village Kids and Village Youth across all campuses including the equipping and building of teams. This oversight includes overall responsibility for Village Kids and Village Youth including the strategy of equipping parents to lead their children spiritually and connecting families with each other. All of this happens in conjunction with and through the Village Kids and Village Youth Directors.

### Demonstrated Qualities & Experience

The Family Pastor demonstrates these characteristics.

- Leadership background and experience with kids and youth. Heart for children, parents and healthy families.
- Project management experience.
- Ability to communicate the Gospel using various means.
- Exceptional leadership and communication skills.
- Superior interpersonal skills working with a variety of people from ministry team members to parents, to kids.
- Solid theological grounding and ability to seek out creativity in curriculum development.
- Positive attitude and approach to problem solving. Solution oriented.
- Strong organization and time management skills, and pursuit of excellence through attention to detail.
- Passion for team, staff culture, excellence and loyalty. This shows itself in the development and appreciation of staff and team leaders.
- Willingness to be pastored and coached.
- In the lives of people outside the church.
- Knowledge of systems and structures of Village Church.
- Excellent work ethic, protective, efficient with time and money.
- Attitude of a servant. Fun to be with and devoted to the call of God and Village Church.
- Understands systems and processes of ministry and how to scale across multiple locations.

### Responsibilities

- Oversee kids and youth ministry across all campuses ensuring a seamless and integrated transition between the two.
- Key working relationships and staff oversight with the Director of Village Kids and Director of Village Youth.
- Develop and evolve strategy for the way Village intentionally evangelizes, disciples, and mentors a child for the 18 years they are in Kids/Youth.

- Oversee and help develop the Sunday experience for all children and youth to make it their “best day of the week”.
- Oversee the development of curriculum for kids and youth that reflects the teaching and DNA of Village Church.
- Oversee annual events – what are they, when, how, . e.g., summer camp, retreats, etc.
- Staying current on emerging trends in family ministry – specifically kids and youth.
- Oversee and help develop implementation of policies throughout all locations and ensure compliance.
- Oversee implementation of kids and youth ministry in new campuses.
- Oversee development of integrated training processes for all ministry leaders.
- Work closely with ministry leaders at each campus and analyze effectiveness of programming and adjust as needed.
- Communicate and receive information from kids/youth leaders on a weekly basis.
- Regularly communicate with Campus Pastors on behalf of Kids/Youth team.
- Lead and build teams to execute all aspects of kids and youth ministry for weekend services.
- Oversee the recruitment, development and training of high quality leaders.
- Consistent communication with key leaders and parents.
- Develop healthy community among parents and equip parents for discipleship through Sunday and other event experience.
- Ensure healthy and appropriate parent communication and involvement in youth ministry through various means from active involvement to advisory roles.
- Oversee all aspects of department administration to include budget forecasting, purchasing, Human Resource needs, and performance evaluations.
- Responsible for staffing: interviewing process, recruitment of new staff, staff training, staff reviews, etc.
- Ensure all security policies and standards are maintained.
- Track growth for future development.
- Oversee special event planning to include summer camp, Christmas, Church in the Park, and other events.
- Intentional in pursuing relationships with unchurched families - connecting with them, inviting to events and Sunday services as appropriate.
- Handle additional responsibilities as assigned by the Lead Pastor or supervisor.
- Bring innovation to all environments.
- Work with ministry team to develop innovative events that engage families inside and outside the church.
- Implement a strategy to equip parents to help develop and disciple their kid’s relationship with Jesus.

- Implement a strategy on how to equip grandparents to do the same with their grandkids or other kids that need a Christian influence.
- Responsible for developing a leadership structure and implementing it within the volunteer teams to enhance and support all our services to create strong team culture.

### **Key Results**

Village Kids and Village Youth ministries are growing by the addition of unchurched families.

- Village Kids and Youth programs are running smoothly, kids are becoming followers of Jesus and being developed. Directors are empowered and excited about what they are doing.
- Ministry leaders and their teams have clarity of vision, are unified, have a sense of purpose, and are healthy.
- Parents and grandparents are being equipped to lead their children/grandchildren spiritually.
- Environments are safe, fun and age appropriate so that kids and students can experience Jesus.
- All aspects of the Sunday experience are vibrant, relevant, impactful, and are being executed with excellence.
- Overall, Village Kids and Youth departments are reflecting the mission, vision and values of Village Church.