

## **Job Description: Family Pastor**

Reports to: Justin Atkins, Executive Pastor (direct)  
Supervises: Youth Pastor, College Pastor, Kids Pastor  
Relates to: Leadership Team, Kid's and Student Teams

### **The Position:**

The Family Pastor at Doxology will be responsible for directional oversight of both student ministry (youth & college) and kids ministry teams. The Family Pastor is expected to think strategically about organizational growth without sacrificing personal touch and caring for the staff, parents and volunteers.

The Family Pastor will have a seat at the executive leadership table and will help shape the implementation of the vision of the church. One major area of focus for the family pastor will be on developing and maintaining a cohesive parent ministry, that equips them in the discipleship of their children.

### **Goals and Expectations:**

The effective Family Pastor will achieve the following goals during the first 24 months of work:

- Become a part of the senior leadership team at Doxology, earning the trust and respect of the other staff and volunteers.
- Bring continued organizational improvement to already healthy ministries, which helps take them to the next level of effectiveness.
- Lead as a coach and shepherd of the teams you oversee.
- Engage an evangelical strategy that causes the total number of students and families within the ministry to increase.
- Ensure the Student & Kid's Ministries are in alignment with the broader vision of the church.
- Help ensure a collaborative team-based approach to leadership that keeps any area from becoming a "siloed" ministry.
- Be a "leader of leaders" investing in staff and raising up volunteers.
- Hold the tension between evangelism and discipleship.
- Develop an effective ministry to parents which fosters relational credibility and trust.
- Lead an effective strategic planning process and support systems for the purpose of accomplishing the vision.
- Develop communicators to preach and teach within student and kids environments, while modeling effective teaching in these areas as needed.
- Model multiple levels of leadership development and coach others to increase their impact through leadership development as well.

- Resource and facilitate collaborative efforts among student and kids ministry teams of multiple congregations.

### **Candidate Profile:**

The following describes many of the characteristics of the ideal candidate for the new Family Pastor:

### **Education**

Formal education is not a predetermining factor for the selection of the new Family Pastor, but the successful candidate is expected to have a bachelor's degree from an accredited university or college and will be able to provide expertise and credibility.

Seminary/Theological training is a bonus.

### **Experience/Skills**

The successful candidate will preferably come from a growing church and will have led a significant student or kids ministry for five or more years. They will understand the need to maintain personal relationships with parents, staff, and volunteers while also having a strategic vision for growing the ministries.

They will display a significant amount of growth potential, and will be balanced in the areas of strategic and relational abilities. They will be able to cast vision and direction as well as lead the way, both as an upfront communicator and as a cultivator of relationships with volunteers and staff.

### **Personal Characteristics**

- Strong, demonstrated relationship with Jesus Christ, guided by a commitment to following the principles spelled out in the Bible for living a life of thankful service to God.
- A demonstrated high level of integrity, guided by a sound set of ethical principles.
- The ability to invest in volunteer leaders and devise coaching systems that will help those leaders be successful.
- A chemistry with the Doxology team that "fits."
- An unrelenting passion for serving the people of God both within the church and out in the community.
- An excessive amount of grace and love for families & students living far from God.
- A tenacious and persistent spirit for reaching people both within the church and reaching students and families outside the church.
- The ability to notice details without losing sight of the big picture.
- A proven track record of being a self-starter, entrepreneur, and goal-oriented worker, with an unusually strong work ethic.
- A proven commitment to identifying, equipping, and coaching volunteers, and releasing them to do their ministry within appropriate boundaries.
- The ability to innovate and attract other innovators.

- A team player, team builder and coach who focuses on the good of the entire organization and can inspire others to work together to achieve organizational excellence.
- A keen ability to “sell” new ideas and initiatives; willing to take calculated risks.
- Someone 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 creative, pragmatic problem solver who is energized by challenges and change and identifies untapped opportunities on which to capitalize within the organization.
- Possess energy and enthusiasm, yet able to exude a calming influence when needed; must be able to succeed in a fast-paced organization.
- Proven skills that foster trust, fairness and teamwork among staff, members, and volunteers, and a common focus on excellence in all areas.
- Willingness to model and live out the vision of the church by authentically pursuing a Christ-Centered Life that makes a difference by Connecting with Christ, Transforming in Community, and Engaging your World.

**Applications/resumes will only be processed if sent via direct email to our Executive Pastor, Justin Atkins: [jatkins@doxology.church](mailto:jatkins@doxology.church)**  
**We will not process applicants who submit through a job website.**