

Associate Pastor, Family Ministries

Overview

The Associate Pastor, Family Ministries position at South End Baptist Church in Frederick, Maryland is a full-time leadership position responsible for pre-school and elementary children, youth, and family programs. Responsibilities will also include contact, visitation, and local evangelism. The associate pastor will develop a comprehensive discipleship ministry for preschool and elementary children, youth, and families. Finally, he will support the senior pastor as needed and report directly to him.

This position requires strong organizational and strategic planning skills as well as the ability to develop and execute ministry plans effectively. The position also requires good diplomatic skills to engage with the congregation and church leadership. Further, the position needs excellent communication, and interpersonal skills which will develop relationships and further the gospel within the community.

Personal Attributes

- ❖ Possesses a heart for the Gospel, sold out to Christ, and stands unwaveringly on the Word of God.
- ❖ Possesses maturity, Godly wisdom, integrity, and a servant leader mentality.
- ❖ A commitment to personal growth and maintaining spiritual discipline of daily prayer, study of the Scriptures, and walking in the Holy Spirit.
- ❖ A big picture thinker with the ability to innovate and adapt ministry needs, with the added ability to incorporate members into existing and new ministries.

- ❖ Collaborative, able to work effectively and connect with staff and volunteers.

Education & Other Criteria

- ❖ A seminary degree is preferred. More experience is required without a degree.
- ❖ A Baptist background is preferred. An evangelical background is required.
- ❖ A local residence is required.
- ❖ Salary is commensurate with education and/or experience.

Duties and Responsibilities for Family Ministries

1. Vision and Strategy Development

- ❖ Develop and articulate a clear vision for the Family Ministries that encompasses outreach and discipleship.
- ❖ Create and implement strategies to engage and disciple individuals from preschool age to families, and strategies for small groups which foster spiritual growth and maturity.
- ❖ Create and develop teams with team leaders to support the Associate Pastor position and various family ministries.

2. Leadership and Oversight

- ❖ Provide farsighted, creative leadership and oversight to all ministry leaders and teams within the Family Ministries scope (preschool, elementary children, youth, families, and small groups).
- ❖ Strengthen and equip the family ministries to address burnout and limited assistance as well as strengthen and develop the existing teams.

- ❖ Equip and support all ministry leaders to effectively minister to various Family Ministries, ensuring programs are engaging and discipleship oriented.

3. Church and Community Engagement

- ❖ Assist and empower parents within the church and the community to nurture spiritual growth in their children and youth.
- ❖ Provide resources, training, and guidance to help parents fulfill their role in raising spiritually mature children and youth.
- ❖ Cultivate relationships with individuals, families, and community leaders outside the church to extend ministry impact beyond the church walls.
- ❖ Oversee, or assist as needed, events for congregation and community programs such as Vacation Bible School and Soccer Camp.
- ❖ Develop additional outreach initiatives that connect with and serve the children, youth, and family in the community and beyond.

Additional Responsibilities

1. Welcoming Culture and Hospitality

- ❖ Cultivate a welcoming culture within the church that reflects the love and hospitality of Christ.
- ❖ Develop and implement processes to ensure all visitors and new members feel valued and connected.
- ❖ Lead the process of follow-up and integration for guests, ensuring that guests are connected with appropriate ministries and opportunities for service.

2. Strategic Planning

- ❖ Develop and implement a strategic retention plan that integrates newcomers into the life of the church.
- ❖ Align retention processes with the overall church vision, mission, core purpose, and values.

3. Discipleship Building

- ❖ Design discipleship strategies that promote spiritual growth and deeper community among church members.
- ❖ Oversee and strengthen small group ministry to foster connections to the church and relationships within the congregation and spiritual development.

4. Leadership and Big Picture View

- ❖ Support and assist Senior Pastor as needed. This will include leading services in his absence.
- ❖ Develop a system of teams to promote the youth program, children, and family ministries as well as for retention activities and community engagement events.
- ❖ Set and communicate clear team goals and expectations.
- ❖ Promote a culture of excellence, creativity, and collaboration within the teams so that innovative ideas are welcome.
- ❖ Foster a supportive and empowering environment for team members to grow in their skills and faith.

5. Team Development and Support

- ❖ Oversee all volunteer ministry partners, ensuring they are well-supported and trained.

- ❖ Encourage spiritual growth among team members.

6. Coordination and Implementation

- ❖ Coordinate the scheduling of volunteers for all services and special events.
- ❖ Facilitate the continuous development of new and existing leaders within the ministry teams.
- ❖ Monitor and evaluate the effectiveness of ministry operations, adjusting as needed.