

PENINSULA COVENANT CHURCH - JOB PROFILE

Pastor, Children and Families Ministry

PRIMARY OBJECTIVE: Develop and lead the Children & Families ministry by partnering with parents to successfully develop and nurture children into a lifetime of missional* faith.

OVERALL SCOPE: To provide biblically based vision, creative leadership and joyful pastoral care to PCC's Children and Families ministry from birth through fifth grade. Support and execute the overall vision, mission and values of PCC. The primary areas of ministry include strategic planning and implementation of programs and experiences for spiritual development and growth of children, development of primary pastors**, and teams of paid and unpaid staff.

CANDIDATE PROFILE, SKILLS AND EXPERIENCE:

- Must have a passion for Christ and for His word—must demonstrate a daily pursuit of a Christ-centered life
- Ten plus (10+) years of successful experience as a children's leader, pastor or teacher; able to demonstrate their success in developing and implementing a *children and families* program based on an overall strategic plan for the church, outreach ministries, and other events
- Minimum of five (5+) years supervisory and/or management experience; able to demonstrate an ability to develop leaders by inviting, training, affirming, providing feedback, evaluating, giving recognition and helping others reflect
- Demonstrable experience of visionary leadership, able to balance strategic planning and development of a ministry, while effectively executing at a tactical level
- Has demonstrated their ability at effectively communicating and teaching both adults and children
- Effective collaboration and partnership with other ministries and the congregation; demonstrated ability to work within teams and in a matrix structure
- Have a passion about children and young families; strives to encourage and equip the parents in their role as primary pastors

EDUCATION:

- A minimum of a graduate degree OR equivalent*** (a degree in spiritual formation or a related discipline is preferred); Completion of Seminary is highly preferred
- Willingness to participate in the Evangelical Covenant Church licensure and commissioning or ordination process

SUMMARY OF RESPONSIBILITIES:

- Establish a comprehensive strategy (i.e. programs, experiences, etc) for birth through fifth grade, which promotes a missional lifestyle and equips children and parents to Pray, Grow, Serve and Celebrate
- Teach, shepherd, disciple, and initiate pastoral relationship with the children of PCC
- Coach parents and equip them to be the primary pastors of their children
- Oversee the development of paid/unpaid staff using the ITAFERR****system in partnership with Children's Directors, Coordinators, Preschool Director and School-Age Child Care Director
- Partner with Celebrate Team to integrate children in worship gatherings
- Partner with Serve Team to integrate children and families in missional opportunities
- Collaborate with other ministries when deemed beneficial and necessary
- Strive to live-out the 6C's (Calling, Character, Chemistry, Competence, Commitment, Community) as a PCC staff member

* Great Commandment, Great Commission

**Primary Pastors – We believe that parents are primarily responsible for the faith development of their children as well as their family as a unit. We believe Primary Pastors are parents who strive towards the biblical principals set forth in such passages as Deut 11:18-21, Deut 6:5-7, 1 Peter 5:2, and Proverbs 22:6.

*** Related life and/or career experiences may be considered equivalent in special cases.

****ITAFERR a campus wide systematic approach to paid/unpaid staff leadership development. The acronym stands for Inviting, Training, Affirming, Feedback, Evaluation, Recognizing and Reflecting.

For more information: www.peninsulacovenant.com

To apply contact: cfmsearch@peninsulacovenant.com