



Hopkins Community Church Youth & Families Pastor - Job Description

Job Title:	Pastor of Youth & Families
Department:	Discipleship
Reports to:	Executive Committee
Employment Status:	Full Time (40 Hours per Week, Salary)

MISSION, VALUES, AND VISION OF HOPKINS COMMUNITY CHURCH

Mission: Connecting People to Christ and Community

Missional Values:

Absolute Truth

We affirm the supremacy of Christ, the centrality of the Gospel, and the absolute truth of scripture.

Living out our value of Absolute Truth is demonstrated by:

- Endeavoring to glorify Christ in all we say and do;
- Ensuring that all of our ministries, programs, and events are centered and rooted in Christ;
- Upholding scripture as the sole source of absolute truth.

Holy Spirit Power

As individuals and as a church, we have a growing desire to be led by the Holy Spirit, and to experience the power of the Holy Spirit.

Living out our value of Holy Spirit Power is demonstrated by:

- An ever increasing desire to more deeply experience the power of the Holy Spirit;
- Equipping people to grow in their ability to recognize and follow the Spirit's leading;
- Equipping people to grow in praying in accordance with the Holy Spirit's leading.

Lifelong Growth

We are committed to cherishing and enfolding children and youth, and to discipling people of all ages, so that all might experience an increasingly full life in Christ.

Living out our value of Lifelong Growth is demonstrated by:

- Making sure that every young person feels welcomed, valued, and able to connect with others;
- Teaching and modeling for children and youth what a vibrant, healthy life in Christ

entails;

- Equipping, encouraging, and praying for all who connect with Hopkins Community Church.

Connecting in Community

We are a welcoming, accepting, compassionate church that strives for deep connection with Christ, with one another, and with the greater Hopkins community.

Living out our value of Connecting in Community is demonstrated by:

- Embracing our call to be ambassadors for Christ by sharing Christ's love with words and actions.
- Warmly welcoming and enfolding all who enter our doors;
- Being active participants in, and contributors to, the greater Hopkins community.

Vision: Over the next 7-years, Hopkins Community Church will *boldly bring the Good News of Jesus Christ to every household in the greater Hopkins Community through Expectant Prayer, Effective Evangelism, and Radical Obedience to the Holy Spirit.*

JOB TITLE AND DESCRIPTION: YOUTH & FAMILIES PASTOR

The Youth & Families Pastor will be a pastor and partner to parents in raising their families while supporting the staff and volunteers ministering to children and youth. In partnership with the Lead Pastor and the Elders, the Youth & Families Pastor will develop and oversee an effective and comprehensive ministry that partners with, equips, and supports families to grow as disciples of Christ as guided by God's Word and the Statement of Faith, Mission and Vision of Hopkins Community Church.

ACCOUNTABILITY

The Youth & Families Pastor reports directly to the Executive Team. They will work closely with the Lead Pastor and are responsible for overseeing the Children's Ministry Director(s), Youth Ministry Director(s), and associated Children's Ministry volunteers.

PASTORAL TEAM APPROACH

Under the authority of the Elders and with the direct leadership of the Lead Pastor, the Youth & Families Pastor will be:

- United in their love for primarily God's Word, as well as the historic Reformed Confessions (Belgic Confession, Heidelberg Catechism, Canons of Dort, Belhar Confession), the HCC Statement of Faith, and the mission and vision of the Hopkins Community Church.
- Focused on personal leadership development through discipling relationships and life-long learning.

- Clearly see themselves functioning as partners with the Elders and the Consistory.
- Excellent at building ministry teams and collaborating with lay leaders.
- Provide theological, practical and pastoral oversight to a growing church.
- A dynamic and clear communicator of the message of scripture as it points to Jesus Christ.
- Well-balanced in terms of temperament, gifts and passions.
- Joined by bonds of friendship, genuine love, and mutual respect for all others.

QUALIFICATIONS

1. A person who loves God with all their heart, soul and mind, loves their neighbor as themselves and is in agreement with the principles, doctrine and beliefs of Hopkins Community Church.
2. Ordination or commissioned for pastoral ministry is preferred.
3. Ability to lead the congregation in the Sacraments and willing to perform weddings and funerals is preferred.
4. Has completed a theological, graduate-studies program from an accredited institution.
5. Ministry experience on a church staff, working in the areas of family, children's, and youth ministries is preferred.
6. Is passionate about the Biblical call to develop a disciple-making culture through biblical teaching, personal relationships and excellent outreach.
7. Possesses exceptional team-building skills to minister well with families and to lead children and youth ministry staff and volunteers.
8. Relates well to an inter-generational church family, able to lead young and old with humility and passion.
9. Has a demonstrated ability to cultivate healthy, vibrant ministries and programming to reach families, children and youth.
10. Is a gifted communicator, preaching truth from Scripture in an engaging manner that reaches all ages and stages of life.
11. Is deeply committed to developing leaders across their area of responsibility, including college-age and pastoral interns in partnership with the Lead Pastor and other ministry staff.

RESPONSIBILITIES

A. RELATIONAL MINISTRY TO THE CHURCH AND COMMUNITY

- Develop and lead a comprehensive family ministry which could include but is not limited to:
 - Sunday program opportunities, spiritual formation, classes and workshops, digital media resources and family faith experiences.
 - Mission trips, summer events, adventure experiences, retreats, etc. that are age specific and/or intergenerational.
 - Opportunities for families to be, learn, serve and grow together.

- In partnership with the Lead Pastor, ministries Directors, and church leadership, cultivating a comprehensive outreach/evangelism approach that equips and encourages the congregation and families to be communicators of the Gospel, bringing people into relationship with Jesus Christ.
- Teaching and equipping families through regular scriptural study, various classes, digital resources, larger gatherings, and intentional events.
- Create and sustain a vision for family ministry around faith-filled moments, healthy rhythms, and celebrating milestones.

Expected Results:

Result #1 The Youth & Families Pastor knows parents, youth and children in HCC's directory by name as well as their parents' names and intentionally reaches out and interacts regularly with them.

Result #2 The Youth & Families Pastor participates weekly in community/school events involving families, youth and children.

Result #3 Children or Youth and their parents who are new to Hopkins Community Church are followed up with in a timely manner and made to feel welcome.

Result #4 The Youth & Families Pastor has developed a weekly pattern of relationship building in his/her neighborhood and with community organizations outside the church.

Result #5 The Youth & Families Pastor is accessible to parents as a sounding board and provides prayer and counsel when needed.

Result #6 Events, retreats, and trips are planned on a regular basis that are engaging to church families and focused on building relationships and faith-growth. The Youth & Families Pastor will also partner in planning and executing outreach events where families are directly involved.

B. MINISTRY TO THE STAFF AND VOLUNTEERS

- Provide leadership and oversight to and shepherd the staff and volunteers of family, student and children's ministries.
- Provide direct supervision of staff and volunteer leaders under the Family Ministries umbrella (Children and Youth specifically) and its volunteers as appropriate/directed by the Lead Pastor.
- Act first as an equipper and second as a doer, allowing volunteers to step into their calling to serve from God.
- Partner in providing training to those who are called to serve as volunteers in family, youth, and children's ministries.

Expected Results:

Result #7 Partner in providing all volunteers with proper training and regular feedback and coaching. Ensure that the HCC Child Protection Policy is being

implemented appropriately.

Result #8 Assists in regular meetings of adult volunteers and leads Family Ministries team meetings to provide training, encouragement and prayer.

Result #9 Guides youth and children's staff in putting together ministry plans, goals and budgets and in evaluating progress toward those goals on a regular basis.

Result #10 The weekly programs are growing in participation, enthusiasm and vision.

Result #11 A growing number of adults and youth are participating in groups where they are being disciplined and learning how to disciple others.

C. MINISTRY PROGRAMS AND SUNDAY WORSHIP

- Creates a culture of service where all members of the family are engaged and participating in ministries of Hopkins Community Church.
- Team with various Ministries Directors and volunteers to develop regular service opportunities for our church family to serve together, with an emphasis on family involvement and participation.
- Regularly assist during worship services and other special services as assigned by the Lead Pastor.
- Preach regularly, partnering with the Lead Pastor in the vision of Sunday Worship.

Expected Results:

- **Result #12** Families, Youth, and Children are regularly participating in ministries of Hopkins Community Church, learning how to use their gifts and serving others.
- **Result #13** Families, Youth, and Children are serving alongside adults in service opportunities and other outward focused ministries in the community.
- **Result #14** The Youth & Families Pastor is regularly involved with Sunday morning ministry, including hosting, preaching, discipleship classes, and other areas.

PROFESSIONAL EXPECTATIONS

1. Participate in the worship services and life of Hopkins Community Church.
2. Should be(come) a member of Hopkins Community Church.
3. Must exhibit a personal lifestyle and confession that Jesus is Lord of their life and demonstrates the heart of a servant leader.
4. Demonstrate an ability to work effectively within the organizational structure of Hopkins Community Church.
5. Demonstrate an ability to partner with ministry personnel to accomplish administrative tasks and project goals, effectively managing their staff.

6. Demonstrate organizational, planning and development skills.
7. Possess excellent people skills to relate to a wide variety of volunteers and staff.
8. Attend Staff Meetings and Consistory meetings at the direction of the Lead Pastor.
9. Prepare ministry goals and budget projections each year, discussing with the Lead Pastor and Consistory.
10. Provide regular coaching and encouragement for family ministries related staff.

CONFIDENTIALITY

Each staff member of Hopkins Community Church shall maintain and respect all privileged, personal, and confidential matters.

Hopkins Community Church Youth & Families Pastor - Contract for Employment

Date: _____

This agreement for Employment at Hopkins Community Church (hereafter known as HCC) for the position of Youth & Families Pastor is made out as of _____ by and between:

Hopkins Community Church, The Employer
AND
[name & address] the Employee

The employment agreement between employer and employee is created on the following terms and conditions:

Position: The Employee will serve as the Youth & Families Pastor, fulfilling the duties and responsibilities of that position as outlined in the job description above. The Youth & Families Pastor is responsible and accountable to the consistory of HCC. The Youth & Families Pastor position will be a Full Time Salaried position.

Salary: The Youth and Families Pastor will be paid according to the RCA schedule for pastoral compensation. Starting pay will be commensurate to experience.

Benefits: Benefits will be included according to RCA benefit guidelines.

Review: The Youth & Families Pastor will take part in a review of the position on an annual basis following the HCC staff review process.

Considerations: It is strongly encouraged that the Youth & Families Pastor will seek to move into the Hopkins community if/when possible. HCC will assist in movement effort in the best manner possible.

Start Date: _____

Signed: _____ Date: _____

2021 Consistory Signatures:

