



ASSOCIATE PASTOR OF FAMILY MINISTRIES



The Associate Pastor of Family Ministries helps the Pastoral team, staff, and executive team by shepherding families and leading the development of next-generation ministries from cradle to young adults at LeaveAMark Church. This includes oversight of all family ministries, equipping parents to disciple their children, creating engaging and biblically grounded environments, coordinating family-focused events, recruiting and pastoring volunteer leaders, supporting team development, and ensuring alignment with the mission and vision of LeaveAMark Church.

+ Who This Person Is

You are a **pastor who sees families as the primary place of discipleship**, not just a ministry demographic. You are passionate about **equipping parents to lead their children** spiritually and helping the next generation – from cradle to young adults – grow into a lasting relationship with Jesus. You think in terms of **pathways**, not just programs, creating clear and intentional steps for spiritual growth in both the home and the church. You are both **relational** and **strategic** – able to care for families personally while building systems that develop leaders and sustain healthy ministry environments. You measure success by **life transformation**, not just attendance, and you are committed to partnering with the pastoral team and staff at LeaveAMark to build a unified, mission-driven church that impacts generations.

+ Character

This person must:

- Have believed that Jesus died and rose again, confessed Him as Lord, and committed their life to serving Christ and the Church.
- Have a calling from God to serve the local church on a full-time, vocational basis.
- Love God and others. (In that order)
- Be repentant of known sin and have transparent accountability with the Church.
- Practice the Holy Habits of reading the Bible and praying.
- Be familiar with the Scriptures enough to teach and counsel others in the Bible.
- Be gentle and teachable in spirit.
- Be consistent, faithful, and reliable.
- Have a heart to share the Gospel.

+ Competency

This person must:

- Organize and handle multiple responsibilities with extreme ownership.
- Engage in hard conversations with grace.
- Protect church unity.
- Recruit, empower, train, and equip volunteer leaders.
- Have a strong understanding of child and student development.
- Be able to equip and disciple parents as primary spiritual leaders in the home.
- Build and lead healthy, structured Family ministry environments.
- Develop clear discipleship pathways for the next generation.
- Have a pastoral heart for kids, students, parents, and leaders.
- Support other Pastors, staff, and volunteers.
- Have a shepherd spirit that values people over programs.
- Be proficient with church management systems (Planning Center Online or equivalent).
- Ensure safety, policies, and procedures are consistently followed.
- Be a strong communicator with both kids, students, and adults.
- Not let people or systems that help shepherd families fall through the cracks.

+ Calling

This person must:

- Adhere to and live the Biblical qualifications established by the Holy Spirit, through Paul, in 1 Timothy 3:1-7 and Titus 1:5-16.
- Be called to the Church on a full-time, vocational level. This is your calling from God and career.
- Align with the mission, vision, and values of LeaveAMark Church.
- Affirm the church's statement of faith and staff handbook.
- Possess philosophical alignment with the Lead Pastor.
- Be a member of LeaveAMark.
- Be committed to the Church generally and LeaveAMark specifically.
- Be working in unity with spouse (if married), family, and LeaveAMark leadership.

+ Capacity

This person must be:

- Productive and diligent.
- Able to build up the body of Christ through word and deed.
- Able to focus the majority of their time on what only they can do.
- Able to see projects through to completion.
- Able to implement ideas.
- Developmentally oriented – a leader, not only a doer. Sees empowering others as a primary calling.
- Able to create work for themselves.
- Able to clarify the ask.
- Able to handle crucial conversations and navigate emotions in team members.

+ Essential Job Functions

- Pray for LeaveAMark.
- Provide pastoral leadership and oversight to all Family Ministries (Cradle to Young Adults).
- Equip and resource parents to be the primary spiritual leaders of their children.

- Recruit, train, and pastor Nursery, PreSchool, Kids, Student, and Young Adults Ministry leaders – building a thriving, spiritually healthy volunteer culture.
- Develop and implement clear discipleship pathways for kids, students, and families.
- Oversee all Family Ministry environments, ensuring they are safe, engaging, and biblically grounded.
- Collaborate with the Pastoral staff and other ministries to align Family Ministries with the overall mission and vision of the church.
- Plan and execute family-focused events, camps, and milestone moments that help families grow in their faith.
- Ensure all safety policies, check-in systems, and child protection procedures are consistently followed.
- Shepherd and support families through pastoral care, counseling, and key life moments.
- Develop the next generation of leaders by identifying and mentoring students and volunteers.
- Partner with the Associate Pastor of Discipleship to help integrate families into GroupLife and broader church engagement.
- Manage and steward the Family Ministries budget with wisdom and accountability.
- Support and contribute to overall church initiatives and events.
- Additional tasks upon request.

+ Education and Experience

- 3+ years of experience serving in a local church worship ministry.
- Bachelor's degree in Church Ministry (preferred).
- We desire to help you continue your education. We are eager to engage in conversations about this and follow where God leads.

+ Why LeaveAMark?

This is more than a job – it's a calling to help shape generations of families to know and follow Jesus. You'll join a passionate, collaborative team that is deeply committed to

seeing kids, students, and parents grow in their faith together. We believe discipleship doesn't just happen at church – it starts in the home and is strengthened through intentional, Christ-centered community. At LeaveAMark, you'll have the opportunity to build something that impacts not just individuals, but entire families for years to come and through eternity.

+ Working Conditions

Working Conditions	Details
Work environment	We work hard because the mission matters, but we laugh often because joy is part of ministry. Our team culture is built on grace, trust, and collaboration. We take excellence seriously, but we don't confuse excellence with perfection. We celebrate wins, encourage creativity, and believe that ministry should be life-giving – not draining. Our office is a place where people love Jesus, love each other, and enjoy the work we get to do together.
On-call responsibilities	Regularly communicate with Lead Pastor, staff, church community, and volunteer team.
Travel requirements	Occasional travel for conferences, special events, or ministry opportunities.

Hours of work	40-ish hours per week. Sunday – 7a to 2p Monday – Sabbath (Keep it Holy) Tuesday – 9a to 5p Wednesday – 9a to 5p Thursday – 9a to 5p Friday – 9a to 5p Saturday – Events and meetings swing day. Usually LeaveAMark staff works 26 Saturdays a year. 2 hrs a week leading GroupLife.
Overtime expectations	Any overtime is considered volunteer work for the Kingdom of Christ and the expansion of the calling God has placed in your life.

+ Provision Package

We are committed to caring for our staff and their families through thoughtful, holistic support. This role includes a comprehensive provision and benefits package designed to promote health, rest, and long-term stability.

Package Aspects	Details
Base Salary	?/year
Paid Time Off	We value healthy rhythms of work and rest. This role includes paid time off for vacation, personal needs, and illness,

	encouraging you to recharge and care for your family while maintaining your responsibilities.
Housing Allowance	This position includes a designated housing allowance as part of total provision, structured in accordance with applicable guidelines for eligible ministerial staff.