

Monroe Community Church

Position – Family Ministries Director/Pastor

Position Vision and Summary:

We envision a community here at MCC where kids, pre-teens, and teenagers flourish in relationship with themselves, with Christ, and with their family. The Family Ministries Director - will help build and maintain a culture of intergenerational connectedness, youth empowerment, and service; to help facilitate the fullness of God-breathed community and authentic apprenticeship to Christ.

We envision this person to be a prayerful entrepreneur who values relationships. This person will have a missional and gospel-oriented bent; a good sense for creating both dependent and independent spaces from adults for youth; a passion for teaching the story of Scripture to children and youth, and equipping families to engage their children with the gospel at home; an ability to mobilize volunteers; and administrative strengths.

To Apply:

Please submit your resume and cover letter detailing your interest in the Family Ministries Director/Pastor; how your experience equips you for this role; what your passion for the role is; and why you're interested in serving MCC.

Qualifications: *(Represented by your education and experiences.)*

- Be a prayer-filled Christian with a deep and growing relationship with Christ.
- Fully support the mission and vision of MCC.
- Have a vision for helping children and young people grow in faith.
- Work patiently with people of all different personality types.
- Experience with and/or willingness to engage with neurodivergent or emotionally impaired youth.
- Be compassionate and sensitive to the struggles of families.
- Give evidence of the following abilities: leadership, advanced communication and listening skills, relationship development, resiliency, critical and creative thinking, time management and organization.
- Bachelors in related field required; post-graduate work or masters preferred

Responsibilities:

- Children's Ministry – Infant to 5th grade
 - Organize volunteers including the recruitment, training, and scheduling of volunteers. Ensure compliance with MCC's safe church policy.
 - Oversee and creatively develop the following (or similar) Children's Ministries: Nursery, Kids Connect (ages 3 through 2nd grade), and Bible Bistro (3rd through 5th grade).
 - Select and implement a curriculum that teaches the overarching story of Scripture for the formation of kids.
 - Help MCC engage new and better ways to disciple our children.
 - Work with staff to create a cohesive, formational environment for youth and families.
 - Support parents in bridging the spiritual formation of their children beyond Sunday, and into the day-to-day, and home life.

- Youth Ministry – Middle School & High School
 - Recruit, train, and encourage volunteers, including intergenerational mentors, for Youth Ministry at MCC. Ensure volunteers are sensitive to and familiar with generational issues, norms, and experiences of middle school and high school age groups.
 - Oversee and creatively develop a faith formation program, including positive peer spaces where life and faith conversations happen, for MCC's youth (Middle School through High School) in conjunction with other MCC staff and volunteers.
 - Facilitate internal and external opportunities for individual and group service.
 - Support parents in bridging the spiritual formation of their children beyond Sunday, and into the day-to-day, and home life.

- Leadership & Administration
 - Build a Team to assist in Youth Ministry.
 - Provide regular reports to Council.
 - Work with the Council to develop and work within budget resources for family ministry at MCC.
 - Build partnerships with local ministries as appropriate (e.g., YoungLife, Bridge Street House of Prayer, New City Kids).
 - Perform other duties as agreed upon.
 - Preach occasionally (twice a year) if desired.

Skills & Traits:

We recognize the following as preferred skills and traits of the Family Ministries leader:

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| ● Effectively Builds Relationships | ● Responsiveness to the Community |
| ● Intrinsic Motivation | ● Utilize the Giftedness of Others |
| ● Creating Ownership of Ministry | ● Flexibility and Adaptability |
| ● Committed to Spiritual and Personal Growth | |

Accountability:

The Family Ministries leader is directly accountable to the Council and works closely with the Pastoral and ministry staff.

Hours and Compensation:

- The Family Ministries Director/Pastor shall be full-time (32 hours per week).
- Remuneration as negotiated with Council. Taxable pay available if waiving insurance benefits.

Code of Conduct for MCC Staff and Ministry Leaders:

1. We seek to become more and more a people of prayer, praying for one another and with one another.
2. We strive to listen first.
3. We will serve others with humility, empathy, and patience, encouraging all to use and develop their gifts.

4. We will cheer each other on, help each other succeed, and hold one another accountable.
5. We will try to experience as much joy in our work as possible and share this joy with others.
6. When complaints or conflicts arise, we will practice a Matthew 18 approach to the problem.
7. We will observe the “obligation to dissent” principle and talk out our issues of disagreement with one another.
8. We will try to live and serve “at the pace of grace”.