

GRACE CHURCH SEATTLE

Job Description: Pastor of Children, Youth & Families
February 2017

Job Overview

Seeking a full-time team member to oversee ministry to children, youth, and families for a growing urban church in Seattle. One of the central desires of our church is to raise children and youth of our congregation to become lifelong followers of Jesus who are able to relate their faith to every part of life and to create a context where children and youth not currently connected to the church can “come and see” the life Christ is inviting them into. This is a new position in our congregation and we are looking for someone with at least 10 years experience (5 years of vocational experience) in youth, children’s and/or campus ministry who can create and implement a holistic vision for this ministry.

Background

Grace Church Seattle (graceseattle.org) is a gospel-centered and relationally deep church seeking to effectively and faithfully minister from the Capitol Hill neighborhood of Seattle. We have a Sunday worship attendance of ~300 (200 adults, 100 children) in the beautiful yet spiritually challenging capital of the Pacific Northwest. The number of congregants 18 years old and younger in our church has steadily grown over the years. At present, we have approximately 150 elementary school children and 25 middle- and high schoolers connected to our church.

Responsibilities and Qualifications

Personal Spiritual Growth: Pursue a growing and developing relationship with God and his people.

- Within the life of the congregation, pursue the following corporate practices:
 - Worship, friendships, Community Group
- As part of a staff that follows a rule of life together, pursue the following practices:
 - Daily prayer & Scripture study, sabbath, confession, spiritual direction

Be a leader of Leaders: Equip & empower congregants to serve our church’s children & youth.

- Joyfully sees their long-term calling to be pursuing the spiritual formation of children and youth in a congregational context.
- Ministry innovator and self-starter who adapts well to rapidly-changing environment.
- Cast vision for holistic discipleship of children and youth. See Grace vision document for Children & Youth Discipleship for shape we want this to take.
- Recruit, train, empower, coach, organize, and lead volunteer leaders for children’s and youth ministry, helping them develop skills and shaping their ministry philosophy
- Identify and equip new leaders on an on-going basis.

Spiritual Formation of Adults:

Help foster spiritual growth in adults that will positively impact spiritual lives of children.

- Work with pastoral staff to develop and implement spiritual formation resources for parenting and married life. Equip parents and other adults to minister to children and youth.
- Cultivate healthy inter-generational relationships between adults and the children and youth of the congregation.
- Ordained (or ordainable) in the Presbyterian Church in America (PCA); able to preach and lead worship (liturgy) in a coherent and Christ-centered manner. This person will preach approximately once per month and lead worship on a regular basis.

Administration/Other:

Manage and run children's and youth ministry at a growing congregation.

- Ensure smooth and proper functioning of volunteer scheduling, background checks, curriculum stocks, supplies, etc.
- Oversee staff related to children's and youth ministry (currently 1 Sunday morning Grace Kids host, will allocate staff resources for volunteer scheduling)
- Responsible for oversight of Sunday morning Grace Kids and Youth Community Group (YCG) operations.
- Regularly attend staff, session, and pastoral care team meetings. Be committed to working with a team of other creative and gifted staff members. Will lead meetings related to children's and youth ministry.

Core Competencies and Requirements

- A lover of children & youth and their personal & spiritual development.
- Expertise and experience in children's and/or youth ministry, with a track record of participating in and building flourishing teams.
- A proven leader; one whom others trust and will follow. Operates with highest level of discretion and confidentiality.
- Listens and communicates well with other staff members and congregants both verbally and in writing. Creates and fosters a team environment that is positive and productive.
- Takes personal responsibility to do the right thing, and persists in times of challenge or uncertainty.
- Adapts quickly to change and makes timely, thoughtful decisions while balancing multiple priorities and projects and meeting deadlines.
- Develops continuously. Persistently seeks opportunities to improve self and others.
- Achieves high quality and professional results. Understands what creates a healthy staff and is accountable to prioritize and deliver quality results. Anticipates obstacles and takes action to prevent or minimize their impact.

Hours, Pay, Etc.

40-50 hours per week

Salary TBD based on experience; health insurance and retirement included

3 weeks of paid vacation per year

Works under the supervision of the Senior Pastor

Evaluations

6-month and annual reviews (360 evaluations)

Applications

To apply for this position, please email us (john@graceseattle.org). In your email, please provide brief answers (1-2 paragraphs per answer) to the following questions:

How does the vision of this role tie in with your own ministry calling and views?

Which role responsibility best matches your current capability, prior experience and interest? (ie...leader of leaders)