

Assistant Pastor of Family Discipleship

Rocky Mountain Community Church (PCA) – Billings, MT

Job Overview

The goal of Family Ministries at Rocky Mountain Community Church (Rocky) is to develop disciples who love and serve Jesus for their lifetime.

The Pastor of Family Discipleship works closely with the other pastors and officers to serve the families, students, and volunteers of Rocky as we cultivate a lifelong love for and relationship with Jesus and His church. This role is about discipleship – at the church and in the home to impact the Billings community. This Pastor will provide leadership and oversight to ministries serving children and youth (ages 0 to 18) while equipping parents and volunteers to play an active role in the spiritual formation of young people. He will also assist the pastoral staff and officers in the broader shepherding of the church through teaching, preaching and pastoral care with an emphasis toward embodying the overall Vision, Values, and Mission of Rocky.

The Pastor of Family Discipleship will:

1. Lead and Oversee Youth Ministry (60% of their approximate time)

- Provide primary leadership and pastoral care for 6th–12th graders to develop disciples who love and serve Jesus for their lifetime.
- Recruit, equip, and develop a team of mentors, teachers and volunteers to lead Bible studies, small groups, and ministry activities.
- Craft opportunities for 6th thru 12th graders to grow in their faith along with a team of volunteers. This will include, but is not limited to, teaching, leading large groups, leading small groups, attending conferences, participating in local (and possibly foreign) missions, as well as social events for developing Christian friendships and outreach.
- Spend one-to-one time with students for relational discipleship and encouragement.
- Ensure that all youth ministry aligns with the church's adopted vision, values and mission.

2. Christian Education & Family Oversight (10%)

- Provide visionary oversight and direction to the Christian Education Team, ensuring developmentally appropriate covenantal discipleship from nursery through high school.
- Equip and support parents as the primary disciplers of their children, viewing church ministry as a support to, not a replacement for, parental discipleship.

- Identify and mentor emerging leaders within the congregation to serve in children's and youth ministries.

3. Missional Engagement and Local Outreach (10%)

- Lead toward and dream about how the youth and family ministries can impact the broader Billings community.
- Explore opportunities to partner with local schools and other organizations through Bible studies, mercy ministries, and local outreach, discipling youth and families toward missional lifestyles.

4. Pastoral Support & Preaching (10%)

- Assist the pastoral staff and church leadership in the broader shepherding of the church through regular teaching and pastoral care, with an emphasis toward families with students.
- Participate with the entire pastoral staff to discuss discipleship, services and events to strengthen ministry
- Meet regularly with the Executive Pastor for planning, encouragement and accountability.
- Preach in the main worship service approximately 10–15 times annually at the discretion of the Senior Pastor.
- Meet weekly with the Senior Pastor for pastoral coaching, encouragement, and preaching to ensure personal and professional flourishing and ministry alignment.

5. Ministry Development and other Responsibilities (10%)

- Pursue continued growth in pastoral ministry through mentorship, theological study, and participation in conferences, Presbytery committees, and pastoral cohorts.
- Assist, at times, in a variety of church ministries and outreaches depending on gifting; such as missions, small groups, and technology.

Personal Qualifications:

- Has a heart for youth and family discipleship
- Models a pattern of spiritual disciplines including:
 - Faithful corporate worship
 - Faithful participation in being discipled
 - Prioritizing prayer
 - Commitment to personal daily time with God
 - Serving the church and his neighbors with love
- Has a teachable spirit that encourages and thrives best in a team environment
- Is committed to practicing a healthy and sustainable work/life balance.

Professional Qualifications

- Possess a seminary degree and is either already a Teaching Elder in the PCA or pursuing ordination.
- Fully embraces Reformed Covenantal Theology and understands discipleship as essential to the covenant community along with the means of grace.
- Has proven experience building a team of staff, mentors, and volunteers.
- Has relevant experience working with youth and families.
- Understands developmental stages of youth as they relate to ministry and Christian discipleship.
- Clear written and verbal communication skills
- Pastoral skills as it relates to youth and families as well as the congregation as a whole
- Organizational skills for developing discipleship plans, event planning, communication, administrative management, budgeting, volunteer/staff background checks, etc.
- Ability to manage computer related needs (some training may be needed in this area).

Compensation and Benefits

- Competitive compensation is commensurate with experience per Session-approved compensation structure.
- To foster long-term tenure, the Session provides a 4-weeks paid vacation and eligibility for a sabbatical after seven years of service.
- Funding is provided for active participation in Rocky Mountain Presbytery and regional networking to prevent ministerial isolation.
- This is a full-time, exempt employee position of the Session or Presbytery.
- This position reports to the Executive Pastor.

Note on Role Transition: This position is being filled as an Assistant Pastor with the explicit intention and path to eventually transition the role to an Associate Pastor as the minister grows in his relationship with the flock and the Rocky Mountain Presbytery, and displays alignment with the vision, values, and mission of the church.