

FAMILY LIFE PASTOR POSITION PACKET

***New Covenant Church Mission: Wholehearted love
for God and man through exaltation, evangelism and
edification***

ncchurch.net

Mission

Imagine a church where the members enjoy ministry for Christ regardless of getting ministry for themselves; a place where God is glorified in profession and practice; Christ is trusted and exalted; and the Holy Spirit is gifting and leading God's saints. With biblical [theology](#), members are engaging others in genuine, loving community. The demographic of that community is primarily families with 229 members below the age of 27. That is New Covenant Church in Anderson, South Carolina. We are looking for a godly dad—a godly pastor captivated by a spiritual calling to train up godly families in biblical family life. If you would like to explore this, thank you for your interest! We are a congregation with an average attendance of 380 persons on Sunday mornings, born in 1987, and ever growing for the glory of our God. We have a K-2 through 12th grade Christian School ministry of over 260 students, and we are without debt, except for love, with room to grow. Looking at the future is exciting!

The job of the *Family Life Pastor* is to see that every church family has a mentor, pastor and encourager for the building of their godly family. There will be additional opportunities for discipleship, counseling, teaching, mercy ministries, event planning and conducting small group ministries. There is always much to do in God's church for his glory and honor and the growth of his children. Nevertheless, the primary objective is to equip, direct, and oversee family ministries birth through college by discipling parents as the primary shepherds of their children in Christ-centered, biblical ministry. The Family Life Pastor will shepherd, instruct, evangelize, counsel, pray with and for families, provide robust discipleship resources for parents, and labor to see households brought to full maturity in Christ, in partnership with the covenant community of the church.

Reporting Relationship

The Family Life Pastor's job and ministry is under the oversight of the Senior Pastor for the church elders. The time involved is approximately 40 hours per week. This is a full-time position.

Competencies and Characteristics

1. A man who loves the Lord his God with all his heart, soul, mind, and strength, and who demonstrates a clear calling to disciple parents and families to do the same. He affirms that the home is God's primary context for discipleship and models faithfulness in his own life and household.

2. A man who is an equipper. A leader who intentionally develops others for mature, effective, and faithful ministry so that the whole church participates in Christ's work (Eph. 4).
3. A faithful, responsible member of New Covenant Church, serving as a strong leader, passionate worshiper, Sabbath keeper, and encourager of the saints.
4. A man of proven moral integrity, careful speech, and Christlike humility, using his words to build up parents, families, staff, and the broader body of Christ.
5. A shepherd with a pastoral heart for families, especially parents seeking wisdom, encouragement, correction, and hope as they raise children in the covenant.
6. Demonstrated loyalty to church leadership and a team-oriented spirit for the growth and expansion of God's kingdom.
7. A man of public and private prayer, devoted to God's Word, generous in giving, and committed to Scripture as the only infallible rule of faith and practice.
8. At least five years of experience in youth and/or family ministry, with clear evidence of a calling to equip parents and households, ordained or able to be ordained in the PCA (Presbyterian Church in America).
9. Ability to adopt the Westminster Confession of Faith and the Larger and Shorter Catechisms as containing the system of doctrine taught in Holy Scripture.
10. Successful completion of the Teacher/Leaders Evaluation Form used for all teachers at New Covenant Church.
11. Proven ability to recruit, train, and nurture volunteer teams, particularly parent leaders and family ministry volunteers.
12. Skill and passion for leading families into meaningful involvement in discipleship classes, small groups, and the life of the church.
13. Vision beyond maintaining existing programs, with a heart to see families strengthened for generational faithfulness and evangelistic impact.
14. Conviction of God's calling to labor in Family Ministries (birth through college) with a particular emphasis on parental discipleship. To be clear, this is not a "Youth Pastor" position but a "Family Pastor" position.
15. Ability to provide Christlike pastoral care, manage multiple responsibilities, plan effectively, and follow through with attention to detail.
16. A demonstrated commitment to a ministry philosophy that equips and mobilizes parents and adult lay-ministers for discipleship.
17. A positive, flexible, teachable spirit; dependable, self-motivated, and creative, with a healthy sense of humor.
18. Commitment to self-discipline and exemplary stewardship of personal finances.
19. Exemplary relationships with the opposite sex consistent with biblical qualifications for church leadership.
20. Excellent verbal, written, and interpersonal communication skills; ability to utilize technology effectively for communication and training. Willingness to commit multiple years, Lord willing, to this position.

“And he gave some . . . as pastors and teachers, for the equipping of the saints for the work of service, to the building up of the body of Christ; until we all attain to the unity of the faith, and of the knowledge of the Son of God, to a mature man, to the measure of the stature which belongs to the fullness of Christ.” Ephesians 4:11-13

Responsibilities

1. Serve as the primary pastor for Family Ministries (birth through college), with a primary focus on equipping parents as the chief disciplers of their children.
2. Develop and implement a comprehensive parent discipleship strategy, including training, resources, counseling, and ongoing encouragement rooted in Scripture and Reformed theology.
3. Provide biblical ministry to parents first and then their children, ensuring that youth programming supports and reinforces what is being taught in the home.
4. Supervise and shepherd the Youth and Family Life Coordinator, who oversees middle school, high school, college, and children’s ministries.
5. Recruit, train, and oversee teachers, leaders, and volunteers for family ministries, ensuring doctrinal faithfulness and pastoral care.
6. Develop strong, intentional relationships with parents, regularly communicating vision, expectations, and resources for discipling their children.
7. Provide pastoral care, counseling, and crisis support to parents and families as needed.
8. Lead and develop a Parent Ministry Team to assist in teaching, mentoring, hospitality, events, and family discipleship initiatives.
9. Actively lead one or more small, discipleship group of fathers for the purpose of mutual growth in Christ and multiplying leaders within New Covenant Church.
10. Regularly inform the congregation of family ministry opportunities that promote generational faithfulness and church-wide involvement.
11. Implement and oversee all safety and protection policies for children and youth ministries.
12. Equip parents to engage the mission field of their own homes and communities, encouraging evangelism through families.
13. Uphold biblical principles of church discipline and peacemaking in cooperation with church leadership.
14. Preach and administer the sacraments as assigned by the Senior Pastor.
15. Officiate or assist with weddings and funerals as given opportunity.
16. Actively participate in Presbytery and General Assembly meetings as qualified and able.
17. Coordinate vacation, sick, and personal days with the Senior Pastor.
18. Perform other duties as required in support of the church’s mission.

Education & Ordination

- Master of Divinity (M.Div.) from an accredited seminary, with training consistent with the Reformed theological tradition.
- Ordained (or ordainable) as a Teaching Elder in the Presbyterian Church in America (PCA).
- Minimum of 5-7 years of ministry experience in family, pastoral, or congregational leadership, with demonstrated faithfulness in shepherding families within the local church.

Preferred Qualifications

- Demonstrated experience leading and teaching at family-focused retreats, conferences, or extended discipleship gatherings.
- Married with children, with lived experience in marriage and parenting that informs pastoral care, teaching, and counseling within the congregation.
- Proven ability to disciple parents and equip households toward Christ-centered family worship and covenant faithfulness.

Compensation

Annual Salary is commensurate with experience, education, and credentials (\$60,000.00 to \$90,000.00 range). Also included are health, life and disability insurance, four weeks paid vacation, cell phone allowance, discipleship ministry allowance, and an annual week of Continuing Education with financial allowance.

Family Life Pastor Search Team

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Matthew Pearson– Deacon, mpcw217@yahoo.com

Process of Application

If you believe the gifts and experience God has given you are a good match for New Covenant Church, we invite you to begin the inquiry process. We will handle all candidate information and conversations confidentially. You may contact the Search Team at any stage of the process.

Please provide the secretary of our Search Team via email a current resume or CV for review.

Please also provide your response to the following:

1. A brief biography including when and how you came to know Jesus Christ as your Lord and Savior and what difference he makes in your life.
2. What about the Family Life Pastor position at New Covenant Church attracts you at this time in your life?
3. Using what you have learned about New Covenant Church and New Covenant School from the website (www.ncchurch.net), what challenges and opportunities do you see and what skills and experiences in your life lead you to believe that you can be an effective Family Life Pastor at New Covenant Church?
4. How do you describe your philosophy of ministry, counseling, your goals and passions in co-leading a church for God?

In the subject line of **your email**, write “Family Life Pastor.”

Our Search team secretary will distribute what you send (Microsoft Word formats for written documents are preferable) to the Search Team upon receipt of your materials. They will respond to you as soon as possible. Thank you again for your interest in the ministry of New Covenant Church and your willingness to explore a calling with us.

