

Family Pastor

Role Summary

The Family Pastor provides vision, leadership, and pastoral care for all ministries serving children, students, and families (birth–12th grade). This role is responsible for building a unified, scalable discipleship strategy that equips parents, develops leaders, and ensures alignment across Kids and Student Ministries.

The Family Pastor leads through staff and leaders—not by executing weekly programming—and is responsible for developing the Kids Ministry Director and overseeing Student Ministry leadership.

What Success Looks Like

- A clear and unified discipleship pathway from birth through graduation
 - Kids and Student Ministries are aligned, healthy, and growing
 - Strong volunteer leadership pipelines exist in both ministries
 - Parents are actively equipped to disciple their children
 - Ministry effectiveness does not depend on one person
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Primary Responsibilities

1. Vision & Strategy

- Develop and implement a comprehensive family ministry strategy (birth–12th grade)
 - Direct and oversee Kid's Ministry, including curriculum selection, establishing year long program initiatives, developing parental wellness opportunities, and managing ministry budgets. Walk alongside new parents and serve as a pastoral resource for all families.
 - Direct and support Student Ministry, including school year program plan, mission trips and community service projects, and approving ministry budget. Pastor families as they navigate raising older children.
- Ensure alignment between Kids Ministry, Student Ministry, and the broader church vision
- Define clear spiritual growth pathways and key milestone moments

2. Parent Discipleship & Engagement

- Equip parents as the primary spiritual leaders of their children
- Develop and lead:
 - Parenting resources
 - Classes and events
 - Communication rhythms
- Meet with and pastor families in all stages of their parenting

Create meaningful milestone moments (dedications, transitions, etc.)

Secondary Responsibilities

1. Leadership & Staff Development

- Directly lead and develop:
 - Kids Ministry Director
 - Student Ministry leadership
 - Provide consistent coaching through weekly 1:1s and ongoing development
 - Build a leadership pipeline across all family ministries (staff, interns, volunteers)
 - Support Directors in development of robust volunteer recruitment strategies as well as plans to ensure volunteers feel equipped and empowered.
 - Approve volunteer training materials, both initial and ongoing, to equip leaders for effective ministry and to ensure state law requirements are met.
 - Foster a culture of care, appreciation, and community among volunteers.
 - Successful execution of an annual appreciation event that fosters community and provides opportunity for feedback and collective brainstorming.
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2. Kids Ministry Oversight

- Provide directional oversight of:
 - Weekly environments (Kids + Students)
 - Curriculum alignment across age groups
 - Major events, camps, and retreats
- Establish standards of excellence and consistency
- Serve in Ascent Kids once a month to maintain a pulse on the program and to build relationships with attendees and volunteers.

- Create a week-long Summer Camp plan that builds community and faith through play, worship, and creative activities.
- Oversee the development of a robust event schedule that includes programming for no-contact days during the school year, a winter break mini-camp, and occasional evening programming.
- Establish seasonal celebrations that foster joy and connection to the story of Jesus
- Develop new ways to celebrate kids milestones that empower families to connect with one another in their parenthood journey.
- Develop 5th Sunday plan including, but not limited to, children to engage in main Worship Services.
- In compliment to Ascent's community outreach based initiatives, develop and oversee the implementation of complimentary kid and student appropriate initiatives.

This role does not own weekly execution or program management.

3. Student Ministry Oversight

- Provide vision, coaching, and alignment for Student Ministry
 - Maintain regular connection with student leaders (monthly/biweekly)
 - Step in at key strategic or developmental moments
 - Serve in Student Ministry environments once a month to maintain a pulse on the program and to build relationships with attendees and volunteers.
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4. Culture & Integration

- Ensure kids and students are integrated into the life of the church
 - Create a culture where families feel known, supported, and connected
 - Oversee smooth transitions:
 - Kids → Middle School
 - Middle School → High School
 - High School → Adult ministry
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5. Pastoral Leadership

- Provide pastoral care to families, students, and leaders
 - Be a visible and relational presence in the church
 - Teach periodically in Kids, Student, or main service environments
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Key Boundaries of This Role

To ensure long-term health and scalability, the Family Pastor:

- Does **not** manage weekly programming or scheduling
 - Does **not** fill volunteer gaps or run environments
 - Leads through leaders, not around them
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Who You Lead

- Kids Ministry Director (direct report)
 - Student Ministry leadership
 - Volunteer leaders across family ministries
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Who You Report To

- Head of Staff
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Qualifications

- Strong, growing personal faith and alignment with Ascent's theology
 - 3–7+ years of ministry leadership experience (Kids, Students, or Family Ministry)
 - Proven ability to **lead and develop leaders**
 - Strong communicator and relational leader
 - Experience building systems and scalable ministry structures
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Key Strengths

- Leader of leaders (not just a doer)
- Strategic thinker and systems builder
- Relational and pastoral
- Strong coach and developer of people
- Able to stay high-level while remaining connected