



Family Ministries Pastor

J O B P R O F I L E

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## Who We Are

We are grateful to share this opportunity to join our team at Bethel Church in Fargo, North Dakota. As an established congregation within the Evangelical Free Church of America (EFCA), Bethel has a strong reputation in our community as a gospel-centered, Scripture-shaped church. We are a church with a stable foundation and a growing desire to come alongside families as they follow Jesus together.

This role reflects a deepening conviction within our leadership that ministry with children cannot be separated from ministry with parents. The Family Ministries Pastor will provide pastoral leadership for Bethel Kids (birth-5th grade) while helping shape a more intentional, family-centered approach to discipleship in the early years.

## Our Kids Ministry Landscape

Each week, more than 200 children fill our three-story Kids Ministry wing during Sunday morning and Wednesday evening programming. Bethel Kids is supported by a faithful team of volunteers who love children and care deeply about their spiritual formation. The ministry is also supported by an Associate Director and administrative support, allowing the Family Ministries Pastor to lead with clarity and focus. With an average Sunday worship attendance of around 1,400 people, there is significant opportunity to continue developing leaders who partner with parents in discipling the next generation.

## Our Commitment to Gospel-Centered Family Discipleship

At Bethel, we believe the gospel shapes not only what we teach children, but how families are formed in faith together. We are committed to gospel-centered discipleship that is rooted in Scripture and lived out in the everyday rhythms of home and church.

We believe the home is the primary place of spiritual formation. Parents are the most significant spiritual influencers in their children's lives, and our desire is not a "drop-off ministry," but a strong partnership that equips, encourages, and supports parents as they shepherd their children's hearts. Bethel Kids exists to come alongside families, reinforcing and resourcing the discipleship that is happening throughout the week.

Within Bethel Kids, we seek to create joyful, welcoming, and spiritually intentional environments where children hear the good news of Jesus. We believe in gospel over gimmicks and want children to feel known, loved, and invited to grow in faith. Ministries such as VBS and community outreach continue to demonstrate how God uses these environments to connect families to the church and to one another.

## The Opportunity Before You

This role is vital to the life and future of our church. The Family Ministries Pastor will serve on Bethel's Ministry Leadership Team, partnering with pastors and ministry leaders to support a clear and aligned approach to discipleship for children and families. This pastor will lead and develop staff and volunteers within Bethel Kids while equipping parents as the primary disciplers of their children. Our ministry is healthy and full of opportunity, and we are seeking a pastor eager to strengthen family discipleship and help leaders serve with clarity, purpose, and joy.

# JOB DESCRIPTION

**Job Title:** Family Ministries Pastor

**Prepared:** Full-Time

## Position Overview

This is a full-time pastoral position responsible for providing spiritual leadership to families at Bethel Church through ministry with children from birth through fifth grade. The Family Ministries Pastor equips and shepherds parents as the primary disciplers of their children while providing pastoral leadership and oversight for Bethel Kids programming, including Sunday mornings and Wednesday evenings.

At its heart, the role invites a pastor to come alongside families in the ordinary and formative moments of life, helping parents grow in confidence and faith as they disciple their children at home and within the life of the church. In this way, the pastor also helps create shared language and practices that strengthen family discipleship across the church.

By leading and developing children's ministry staff and volunteers, and by collaborating closely with the Student Ministries Pastor and other ministry leaders, this pastor helps ensure a clear, aligned discipleship pathway for children and their families. This role is not simply about maintaining what exists, but about shaping a more integrated and intentional family ministry culture at Bethel.

## Responsibilities

### Champion and Build a Culture of Family Discipleship

- Champion a clear Biblical vision for family discipleship, emphasizing parents as the primary spiritual leaders in their child's life.
- Equip parents with biblical teaching, resources, and encouragement to help them disciple their children in everyday life.
- Build meaningful relationships with parents and families, offering pastoral presence, prayer, and spiritual care through various seasons of family life.

### Provide Pastoral Leadership through Bethel Kids

- Provide pastoral leadership for Bethel Kids (birth-5<sup>th</sup> grade), ensuring alignment with the Mission, Vision, and Values of Bethel Church.
- Serve on the Ministry Leadership Team, collaborating with pastors and directors to support a unified discipleship pathway for children, students, and families.
- Walk alongside families during significant transitions, challenges, and milestones in the early rhythms of family life with wisdom, compassion, and discernment.

### Develop and Lead People

- Recruit, train, develop, and shepherd staff and volunteers serving within Bethel Kids, cultivating healthy leaders who are spiritually formed and supported.
- Provide ongoing pastoral care, encouragement, and leadership development for volunteers and ministry leaders.
- Provide leadership and development for Bethel Kids staff and ministry leadership teams.

### **Build and Maintain a Clear, Aligned Discipleship Pathway for Children**

- Provide pastoral oversight for Sunday morning and Wednesday evening Bethel Kids programming, ensuring environments are spiritually intentional, welcoming, and aligned with family discipleship goals.
- Provide theological and pastoral guidance for curriculum selection, teaching philosophy, and spiritual formation practices within Bethel Kids.
- Guide the planning and leadership of key ministry events and milestones that support children and families spiritually.
- Collaborate closely with Student Ministries to ensure continuity, alignment, and healthy transitions from children's ministry into student ministry.

### **Stewardship, Safety, and Administration**

- Ensure child safety and protection policies are implemented and upheld throughout Bethel Kids.
- Oversee clear and consistent communication with families regarding ministry rhythms, expectations, and opportunities for engagement.
- Steward the Bethel Kids budget responsibly.
- Support the welcoming and integration of new families into the life of Bethel Church and encourage outreach opportunities that invite families into gospel-centered community.

## **Qualifications**

### **Character Qualities**

- Demonstrates spiritual maturity through a growing relationship with Christ and the fruit of the Spirit.
- Models servant leadership with a gracious, humble, and others-focused posture.
- Communicates openly, clearly, and respectfully with staff, volunteers, parents, and children.
- Resolves conflict biblically and pursues unity in relationships.
- Teachable, trustworthy, and committed to personal integrity and confidentiality.

### **Skills & Competencies**

- Highly collaborative and able to work well within a team environment.
- Proven ability to recruit, train, and lead volunteer teams in a growing ministry.
- Effective communicator with children and adults, able to teach biblical truth in engaging, creative and age-appropriate ways.
- Understanding of and commitment to child safety and protection standards.

### **Education & Experience**

- Bachelor's Degree from an accredited college or university.
- Meaningful experience serving in children's ministry, with increasing levels of leadership responsibility.
- Experience in a large-church ministry environment preferred.

## **Reporting Relationships**

### **Immediate Supervisor**

- Senior Associate Pastor for Ministry Development

### **Supervises**

- Bethel Kids Staff to lead and develop children's ministry

### **Partners with**

- Student Ministry Pastor to support healthy transitions and alignment
- Ministry Leadership Team

## **Status and Work Schedule**

- This is a full-time (45 hrs/week) exempt position.