

## **FAMILY PASTOR**

### Job Description

#### **Background:**

Ethnos is seeking a full-time Family Pastor who has a passion for and a commitment to Jesus Christ, His Church, and ministry to children, youth, and their families.

Ethnos is a multiethnic, incarnational church in the University City area of San Diego, which includes a number of families with young children and a handful of youth. Our vision is to be "A community for all peoples, moved by the love of Jesus to transform UTC, San Diego, and the world." We seek to be a community that removes cultural and ethnic barriers from getting to know Jesus, is created and formed by His love for us, and brings that transformational love to the world around us.

Our staff leads in-person programs on Sundays, and works mostly remotely with flexible working hours the rest of the week.

#### **Overall responsibilities:**

- The Family Pastor is a new role that will oversee ministries for the Ethnos Kids (infant-5th grade), Ethnos Youth (6th-12th grade), and the support and care of their parents.
- Develop and convey vision for spiritual lifespan development of students.
- Provide pastoral care for children, youth, and parents.
- Oversee development and/or provision of curriculum and resources for spiritual growth.

#### **Children's ministry duties:**

1. Partner with and support families in teaching children about trusting God and following Jesus with their lives.
2. Develop and nurture relationships with families.
3. Overall operations of Sunday children's program includes:
  - a. Lead volunteer teams to minister through vision casting, planning, communication, and training.
  - b. Recruit and manage volunteers (i.e. scheduling, background checks, assigning roles).
  - c. Provide volunteers encouragement, resources, curriculum, feedback, and demonstrations of appreciation.
  - d. Oversee weekly set up and tear down.
  - e. Regularly teach alongside volunteer teachers (1-2x/month).
4. Continually assess program needs and implementation, and make adjustments where appropriate.

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#### **Youth ministry duties:**

1. Organize and facilitate weekly youth gatherings, which should consist of content that will help youth discover and follow Jesus and develop leadership life skills. These gatherings can be on Sunday or on another day of the week that works for the schedules of parents and youth.
2. Develop genuine rapport with youth to help them find a sense of belonging in the youth group, through both formal social events and informal relational time.
3. Work with staff in supporting and equipping parents of youth.
4. Recruit and develop adult volunteers to assist with Ethnos Youth..

#### **Administrative duties:**

1. Check and promptly respond to emails, texts, and voicemails.
2. Ensure thorough and efficient weekly communication with parents and volunteers regarding updates, and curriculum details (incl. email and social media).
3. Maintain current records and databases for family and volunteer information.
4. Maintain and annually review and update policies and procedures.
5. Purchase necessary ministry supplies while tracking and maintaining budget and expenditures.
6. Attend staff meeting once a week (currently online).
7. Attend and help with quarterly servant team retreats.

#### **Other responsibilities:**

1. Maintain habits of rest as well as personal and spiritual growth.
2. Assist in special events (Easter, Thanksgiving, child dedication, etc.)
3. Quarterly training for the growth and development of volunteer teams.
4. Coordinate outreach events where our families can come and invite their friends.
5. Serve as part of the Elder Team.
6. Live out the vision and mission of Ethnos with integrity.

#### **Desired qualities:**

- Heart for children and youth, a desire to share the life of Jesus with them, and see them form, grow, and continue in faith.
- Excellent communication and interpersonal skills, with the willingness to work collaboratively on a team.
- Ability to work well with parents and caregivers.
- Strong organizational skills.
- Foundation of Biblical knowledge.

#### **Requirements:**

Some Bible college or seminary training, with a preference for completion of a Master's level degree. Equivalent experience will also be considered.



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**Compensation:** \$50,000-\$55,000 annual salary (pay commensurate with experience) with paid time off.

**Inquiries:**

Please contact us at [ethnosadmin@gmail.com](mailto:ethnosadmin@gmail.com) for more information or to submit your resume.