



Associate Pastor of Children & Family Ministries

Purpose and Description

The role of the Associate Pastor of Children & Family Ministries (CP) is to oversee the children's ministry strategy of North Fresno Church (NFC) under the direction and leadership of the Lead Pastor and Spiritual Ministries Committee. This will require a firm grasp of NFC's beliefs, values, and strategy and the ability to align staff and key leadership teams with its mission, vision, and values. The CP will partner with parents to lead kids to a genuine sense of belonging, involvement, and spiritual growth at NFC by meeting kids where they are and leading them to next steps. The CP will facilitate kids' relational connection and spiritual growth through children's ministry environments, small groups, and volunteer teams.

Qualifications

- Bachelor's degree.
- Organized and attentive to detail.
- Ministry Experience (2+ years) in Children's Ministry or a related field is preferred.
- Evident relationship with Jesus Christ.
- Alignment with Anabaptist theology.

Time Commitment (40 hours per week)

Regularly Scheduled Meetings:

- Attend weekly staff meetings Tuesday mornings.
- Monthly one-on-one with the Lead Pastor.
- Quarterly Children's Advisory Council meeting (or as often as needed).

Relationships

- Accountable to the Lead Pastor and the Spiritual Ministries Committee.
- Provides leadership to the Children's Ministry Team.
- Serves on any teams or subcommittees as designated.
- Attends weekly staff meetings and works closely with other church staff and leaders in the church's ministries.

Compensation

The base salary for this position is \$47,000; higher compensation may be available for someone with advanced skills and/or experience.

The Mission

North Fresno Church exists to connect the generations to Jesus and each other.

Church Core Values

We live out our Anabaptist history and centered-set philosophy of ministry through our core values:

Jesus is the Center of our Faith.

Community is the Center of our Lives.

Reconciliation is the Center of our Work.

What a Win Looks Like

Relational Cultivation & Empowerment. Recruiting, developing, and maintaining relationships with congregants who are empowered to carry out the ministry functions.

Administrative Excellence. Creating and sustaining exceptional, seamless, and people-centered programs and processes that support children and their families.

Personal Emotional & Spiritual Health. Growing spiritual and emotional maturity as a Jesus follower. Leading self well to lead others better.

Our Team Core Values

Mission Driven

Courageous Leadership

Strategic Organization

Effective Communication

Mutual Support

Specific Duties & Responsibilities

1. Serves as a pastor at NFC. Actively engages and partners with pastors in the overall mission and vision of the church.
2. Provides leadership and gives strategy to the children's ministry from birth through sixth grade. Communicates with the congregation the mission, vision, and procedures of children's ministry.
3. Cultivates relationships and partners with parents to lead kids to a genuine sense of belonging, involvement, and spiritual growth at NFC and integrates children into the life and ministry of the church and community.
4. Partners with other pastors to implement at least four churchwide Common Good outreach events annually (e.g., Halloween Carnival, Easter Jam, etc.).
5. Creates compelling gatherings in Children's Ministries on Sunday mornings and Wednesday nights. Coordinates other opportunities and special events for children and families to engage at NFC.
6. Responsible for recruiting, training, developing, and leading community group leaders within Children's Ministries.

7. Meets regularly with the Children's Ministry Team and volunteers to discuss the ministries' strategies, goals, and needs for children and families.
8. Evaluates and distributes curriculum for children's ministry that aligns with the overall vision and philosophy for discipleship and equipping the whole church.
9. Prepares and manages Children's Ministry annual budget and any fundraising projects for children's ministry.
10. Monitors children's ministry resources and equipment and recommends additions and improvements.
11. Hires, trains, and supervises all paid staff within the children's ministry. Coordinate all details for volunteers to serve within the ministry. Screen and run background checks for all volunteers and leaders before placing them in ministry.
12. Seeks opportunities to be actively involved in the neighborhood surrounding NFC and coordinates meaningful neighborhood engagement and ministry events.

Administration

1. Weekly administrative oversight of the children's ministry program.
2. Provides leadership with the Children's Ministry Team in shaping the vision, direction, and programs for Children's Ministries.
3. Serve as a liaison with our preschool tenant who meets on the NFC campus and other outside groups needing Children's Ministries resources or staffing.

Employment Information

North Fresno Church is an equal opportunity employer committed to employment equity. Legal eligibility to be employed in the U.S. is required. The position is temporary during the Introductory Period of 90 days. Upon successful completion of the Introductory Period, an evaluation will be performed.