

Family Ministry Pastor

Job Title: Family Ministry Pastor

Reports To: Lead Pastor

Employment Status: Full-Time (40 hours / week)

Location: Hope Christian Reformed Church, Thunder Bay, ON

Salary: \$45,000 to \$60,000 per year (based on experience and education)

Position Summary:

The Family Pastor will provide vision, leadership, and oversight for the outreach and spiritual formation of children, youth and young adults (birth through to 25 years old) at Hope CRC, in alignment with the mission and theological framework of the Christian Reformed Church. This role involves cultivating a Christ-centered, welcoming environment for families, recruiting and equipping volunteers, and implementing biblically sound and engaging curriculum across all age groups.

As a new position at the church, the hope would be to elevate and enhance what is already happening, while at the same time building new and sustainable rhythms of ministry that are growth minded.

Key Responsibilities:

1. Program Oversight:

- Provide leadership and direction for all children's, youth, and young adult ministries (nursery through to 25 years old).
- Develop age-appropriate programs that outreach and nurture faith formation, build community, and encourage spiritual growth.
- Oversee and equip volunteers in the kids ministry.
- Develop youth ministries (Junior High and High School programming).
- Launch a young adult led ministry.
- Coordinate regular programming (e.g., Sunday School, midweek youth nights, Vacation Bible School, young adult nights, special events).
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2. Volunteer Leadership:

- Recruit, train, and support a team of volunteers and leaders for various age groups.
- Create a positive, collaborative team culture where volunteers are appreciated and equipped.
- Ensure all volunteers meet safety and screening requirements, following Safe Church protocols.

3. Curriculum and Discipleship:

- Select, adapt, and implement biblically faithful and theologically Reformed curriculum for children, youth, and young adults.

- Ensure continuity and cohesion across age groups in discipleship goals and teaching content.
- Support parents in their role as primary faith-formers through communication, resources, and occasional workshops.

4. Administrative Duties:

- Maintain regular communication with families, volunteers, and church staff
- Plan and manage the annual budget for family ministries.
- Collaborate with pastoral staff and worship planners to integrate children, youth and young adults into congregational life.

Qualifications:

- A Bachelor degree or equivalent, preferably in theological and/or related field of study.
- An individual who embodies our church's core value statement of being a "Jesus centred community that seeks to provide a place of belonging for all that especially invests in the young."
- A vibrant, mature Christian faith and a calling to ministry with children, youth, and families.
- Agreement with the teachings and confessions of the Christian Reformed Church.
- Experience in children's and/or youth ministry leadership (volunteer or paid).
- Strong leadership, organizational, and communication skills.
- Ability to recruit, train, and encourage volunteers effectively.
- Familiarity with Reformed theology and family discipleship models preferred.

Working Conditions:

- Some evening and weekend work required.
- Must be able to pass a background check and adhere to the church's abuse prevention policies.
- Office locations may vary from home, church and other locations as needed for the ministry.