



Lake Bible Church
Job Description: Family Pastor
Rev.6.11.25

POSITION

Job Title: Family Pastor

Job Status: Full-time, Exempt

PURPOSE

Oversee and lead family ministries, including adult, senior, children, men's and women's ministries, and their related families, to advance Lake Bible Church's mission to Build People up in Christ, Send People Out for Christ, and Bring People to Christ. Establish key discipleship milestones and equip families to grow in faith. Implement strategies for volunteer and leadership development, with a key emphasis on young families. Guide family ministry staff and volunteers and foster a comprehensive strategy to disciple families, align curriculum and ministry philosophy, and strengthen ministries across generations.

RELATIONSHIPS

- *Reports to:* Senior Pastor
- *Supervises:* Children's Ministries director, Men's and Women's directors, and family ministries volunteer team.
- *Collaborates with:* Youth and college career ministry teams, family ministry leaders.

ACCOUNTABILITIES

Leadership and Strategic Vision

- Collaborate with staff and ministry leaders on whole-church vision and strategy, actively participating in leadership meetings.
- Ensure alignment and integration of family ministries within the broader mission of LBC.
- Recruit, train and oversee volunteers to provide teaching and minister to families, building trust and fostering discipleship.
- Periodic evaluation of the effectiveness of the family ministry strategy and programs. Identify areas for growth, alignment, and innovation.
- Implement the timing and structure of regular gatherings for family.
- Develop a vision to increase the visibility and participation of kids during Sunday morning services. Encourage children to serve, participate, and lead during worship services and Sunday school classes.
- Develop and implement events, ministry partnerships, and effective weekly programming paradigms to reach more families across the Portland metropolitan area.



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- Liaison between external organizations, community groups and LBC to broaden the reach of family ministries.
- Participate, administer, and be accountable to the budgeting process, personnel policies and practices, volunteer policy, time/activity reporting and other administrative practices of LBC.
- Create resources and opportunities for the entire family's spiritual growth.

Discipleship

- Establish clear discipleship milestones from birth through adulthood, engaging and equipping both parents and children. Coordinate with other staff or ministry leaders in this process, such as youth or college and career.
- Create regular connection points and events for each group served.
- Provide pastoral care and counseling to families and individuals, including visitation and social media contact. Maintain open communication with families to address their needs and concerns.
- Develop and implement a plan to assimilate families into LBC.

Growth

- Foster a culture of invitational discipleship, creating environments where families and individuals feel empowered and equipped to invite others into the life of the church.
- Develop leaders at every level of the family ministries, from volunteers to student leaders, ensuring that communication is robust, sustainable, and reflects the values of the church.
- Provide leadership and guidance to ministry leaders from all areas of family ministry.
- Ensure that family ministries contribute to the overall growth of the church, working closely with other ministry leaders to align goals and strategies.
- Stay updated on resources and trends to ensure the family ministry remains relevant and effective.

Culture

- Cultivate a welcoming, inclusive, and relational culture where families feel a sense of belonging and community. Ensure that family ministries are not just programs, but places where relationships are formed, nurtured, and deepened.
- Work with related staff and ministry leaders to strengthen intergenerational connections by creating opportunities for families, youth, college/young adults and older generations to interact, build relationships, and serve together.
- Model Christ-like leadership by creating a culture of servant leadership, where team members, volunteers, and staff are encouraged to serve with humility and grace, cultivating an environment of mutual support and accountability.



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- Emphasize the importance of family ministry as a church-wide priority, ensuring that family-focused initiatives are a core component of LBC's vision, mission, and ministry strategy.
- Connect with children, youth, parents, and volunteers across generations. Promote a collaborative mindset with the ability to work effectively as part of a team.
- Adapt ministry approaches to be inclusive and reflective of diverse cultural, ethnic, and socioeconomic backgrounds, ensuring all families feel welcomed and valued in the church community.

Additional Requirements

- Agreement with LBC constitution and statement of faith, as well as the general philosophy of ministry.
- Strong commitment to the Lord Jesus Christ.
- Regular family attendance at LBC.
- Demonstrated initiative by anticipating needs and solutions.
- Ability to understand and carefully maintain confidentiality.
- Demonstrate flexibility in response to unexpected changes in workflow and ministry situations.
- Provide prompt and clear communication, cooperation, and assistance to staff, volunteers, outside contractors, the congregation, and the public.
- Maintenance of a standard of excellence in ministry and accountability at all times.

NOTE:

This job description is not all-inclusive and may be added to verbally or in writing by the employee's supervisor(s) at any time.