



Job Description: Associate Pastor of Family Ministries

The Associate Pastor of Family Ministries of First Covenant Church, PDX joins a team of staff and leaders to help nurture the spiritual health of children, students, and their parents/caregivers. Additionally, the Associate Pastor works alongside the Lead Pastor and leadership team to foster healthy family systems among the entire body of First Covenant as a fellow pastoral leader and caregiver.

We are looking for a creative, collaborative Associate Pastor who will champion our reimagined vision of family ministries, which has Christian adulthood as its goal. (S)he will help grow our mutually dependent and integrated ministries. The Associate Pastor will report to the lead pastor, and work in tandem with other church leadership and staff.

Qualifications:

Master's Degree in Theology, Christian Education, or Related Field. MDiv preferred
Demonstrated history in recruiting and developing leaders for ministry
Demonstrated history in working with a variety of ages in discipleship pathways
Demonstrated proficiency in strategic planning, collaboration, and effective communication
Demonstrates an active, vibrant Christian faith compatible with First Covenant, PDX and the Evangelical Covenant Church
Licensed, Ordained, or working towards credentialing in the Evangelical Covenant Church

Duties:

Spiritual Formation of Families, Children, and Youth

Serve the health of our whole community by contributing to a healthy spiritual family system

- Collaborate on our reimagined Sunday liturgy, to integrate the gifts of children and youth
- Support parents and caregivers to foster healthy spiritual rhythms at home
- Develop new ministry structures to help children and students achieve spiritual milestones, as an integrated discipleship pathway
- Champion new intergenerational ministry initiatives
- Recruit, train, and support volunteers for family ministries (preschool, elementary, youth)

Family Ministry Development

Explore new, creative ways to serve the families of our neighborhoods

- Lead the “family ministries” ministry team to identify and develop strategies that pull our church culture and ministries towards integration and unity
- Creative ideation and implementation of new ministry initiatives in accordance with our family ministries strategic plan, which has Christian adulthood as its goal.
- Develop initiatives to strengthen relationships with our Portland neighbors
- Collaborate with our foster families’ ministry leaders
- Collaborate with our IRCO (Immigrant Refugee Community Organization) partners to support local immigrant and refugee families
- Collaborate with sister Covenant churches in joint ministry initiatives

Youth Events & Community Building

Plan and help facilitate events that deepen community among our families

- Provide programs for the spiritual growth opportunities for middle school and high school students
- Plan and facilitate weekly youth group for students
- Plan and facilitate special events for outreach, discipleship and community building (e.g. retreats, Conference events, Cascades Camp, mission and service opportunities)
- Create bridge events and opportunities to welcome and encourage students to participate in the life of youth ministry and the larger church family
- Maintain youth ministry budget and resources

Leadership and Care

Lead and serve in the life of the church as a beloved community member

- Participation in duties of pastoral care, especially for families
- Regular participation in Sunday morning liturgy, including occasional preaching
- Engage in ongoing leadership development and continuing education
- Develop and maintain ministry friendships with other covenant church leaders
- Participate in the life of the Pacific Northwest Conference and Denomination
- Other projects as assigned by Lead Pastor

Commitment to Health: Working for a church poses unique opportunities and challenges.

All pastors and staff of First Covenant, PDX prioritize rhythms of work and rest that promote healthy spirituality. The Associate Pastor will work with the Lead Pastor to craft and follow a rule of life to protect their physical, emotional, and spiritual vitality.

About First Covenant: First Covenant, PDX is a historic Evangelical Covenant Church in the Pacific Northwest. We were planted in Portland 134 years ago by gospel-minded immigrants to love the city and her citizens.

Our vision is to be rooted and grounded and love, seeking to grow together into the fullness of Jesus. We are a small neighborhood church with a generous, pioneering spirit. We prioritize hospitality and welcome. We value spiritual formation *for the sake of others*. For well over a century, we have engaged in works of justice, mercy, and service in our city, always willing to follow the Spirit of God into the next adventure. We can't wait to see where we'll go next.

[Click here to learn more](#) about the Evangelical Covenant Church
[Click here to learn more](#) about our Pacific Northwest Conference

Hours and Benefits

Full-Time Employee

Full Medical, Vision, and Dental Benefits for Family

Generous Retirement Contributions

Position includes paid vacation, sick leave, and personal days

Position includes Evangelical Covenant ministerial growth and development opportunities

Position includes flexible working hours, outside of Sunday morning commitments

All employees agree to abide by the First Covenant employee handbook and ECC clergy ethical guidelines

Interested candidates should submit a letter of interest and resume to Chad Glazener,
Lead Pastor: chad@firstcov.com.