

Overview:

First Reformed Church of Oak Harbor (FRCOH) is recruiting a Next-Generation Pastor to foster the spiritual and ministry development of the next generation of FRCOH. This individual will exercise strong leadership, recruitment, and delegation skills. This individual must have a passion for the spiritual growth of children and youth as well as fostering community at FRCOH.

Fulltime Salaried Position Salary Range: 50-55k

Roles and Responsibilities

- **Align the purpose, vision, and leadership of the Next-Generation Ministries Teams of FRCOH**
 - Oversee the Nursery, Children, and Youth Ministries Teams
 - Oversee the Small Group Ministry Team
 - Oversee the Child Safety Team
- **Define the ethos, goals, content, and assessment of the discipleship process of the next generation of FRCOH.**
 - Create and implement a long-term ministry path for students and families that inspires them towards a lasting relationship with Christ
 - Coordinate with ministry team leaders to foster a vision for children and youth serving in the ministry of the church and in the community
 - Serve as Child Safety Officer and lead the Child Safety Team
 - Manage FRC's child protection system and membership in **MinistrySafe** <https://ministrysafe.com/>
 - Ensure that background checks and child safety training take place before volunteers serve in children's ministry, church staff, or church leadership
 - Recruit and screen children and youth ministry volunteers
 - Ensure that safety protocols such as child check in and requiring staff to child ratios are maintained

- **Foster community among the next generation of FRCOH**
 - Take the lead in connecting new families with the FRC community
 - Plan and implement youth and family ministry events and programs
 - Work in tandem with FRC's **Young Life** representative to reach the families and students of Oak Harbor with the Good News of Jesus Christ
 - Work in tandem with **FRC Kidz** preschool director to minister to the families and children who attend the preschool
- **Prioritize and promote the ministry and service involvement of the next generation of FRCOH in the local and global context**
 - Create and promote consistent opportunities for youth and children to serve in the Kingdom of God
 - Organize and conduct youth mission trips, service projects, ministry experiences, and youth led services

Experience and Skillset

- Strong background working with families and children (required)
- At least 10 years of ministry involvement (preferred)
- Previous training in and experience with child safety (required)
- Ministry experience involving at-risk children/teens (preferred)
- Able to break down projects into manageable steps and delegate
- A self-starter who can foster the spiritual formation of FRC's emerging generation
- Able to recruit and organize teams of volunteers and lead teams effectively
- Able to keep records and follow a budget
- Willing to work under the guidelines set forth by the Reformed Church in America (RCA) *Book of Church Order* <https://www.rca.org/about/government/book-of-church-order/>
- Strong conflict resolution skills
- Agreement with allowed exception to the creeds and confession ascribed to by the RCA <https://www.rca.org/about/theology/creeds-and-confessions/>

Personal Characteristics

- A follower of Jesus Christ with a vibrant growing relationship with Him (required)
- A sensitivity to the leading of the Holy Spirit and willingness to seek the Spirit's direction in tandem with other church leadership.
- Ability to connect with children, students, and families.
- Is a highly motivated leader committed to helping others grow as disciples.
- Has a passion for recruiting and developing leaders and helping students find a ministry that matches their gifting.
- Ability to organize, inspire, and mobilizes ministry teams.
- Is a strong communicator and team player

Please send resume/CV, description of your personal relationship with Jesus Christ and faith journey (500 words), your personal philosophy of ministry (200 words), and three personal references (include phone #'s, email and street addresses) to pastorjake@frcoh.org

Applications will be considered as received until position is filled.