

# ICC Staff Team

## Job Description



### Family Ministry Director

#### Job Brief

The Family Ministry Director provides vision, leadership, and oversight for all aspects of family discipleship at Island Community Church, equipping children, students, and parents to grow in a lifelong relationship with Jesus.

This role is responsible for developing and leading a comprehensive, gospel-centered strategy that prioritizes the discipleship of the next generation and the equipping of parents as primary disciplers in the home. The Family Ministry Director will cultivate a thriving, relational ministry environment that reflects ICC's mission and engages families within our urban context.

As a member of the leadership team, this individual must demonstrate spiritual maturity, a clear calling to ministry, strong leadership and organizational competency, and a passion for relational discipleship. This role requires alignment with ICC's vision, culture, and commitment to meaningful community and missional living.

**Ministry Coach and Supervisor:** *Lead Pastor*

#### Responsibilities:

##### Family Discipleship & Spiritual Formation

- Develop and lead a comprehensive, gospel-centered discipleship strategy for children, students, and families
- Equip and empower parents as the primary disciplers of their children through intentional resources, environments, and relationships
- Provide leadership and oversight for all environments where children and students are taught, disciplined, and formed spiritually (including weekly gatherings and seasonal initiatives), ensuring they are effective, well-led, and aligned with vision
- Ensure theological alignment and effectiveness of all curriculum, teaching, and discipleship tools in coordination with the Lead Pastor
- Cultivate a ministry culture that prioritizes helping children and students come to personal faith in Jesus and grow in spiritual maturity

- Develop intentional environments and opportunities that invest in and disciple parents and caregivers
- Teach and contribute regularly within family ministry environments

## 2) Family Community & Care

- Foster a strong sense of belonging, connection, and care among families within the church
- Partner with church leadership and community group structures to support the spiritual health and relational connection of families
- Provide pastoral care, encouragement, and support to parents, children, and students (including special life events like new births, birthdays, baptisms, etc)
- Create intentional opportunities for families to build meaningful relationships and grow together in community
- Serve as a key relational bridge between families and the broader life and leadership of the church

## 3) Ministry Leadership and Team Development

- Recruit, develop, and lead a healthy, growing team of volunteers and leaders within Family Ministry
- Build systems for training, equipping, and ongoing development of volunteers to ensure excellence in discipleship environments
- Provide clear vision, communication, and leadership to ministry teams
- Establish effective systems and structures for scheduling, preparation, and execution of ministry environments
- Ensure all Family Ministry environments meet safety, care, and legal standards in alignment with church policies

## Ministry Development, Outreach, and Growth

- Provide visionary leadership for the future growth and development of Family Ministry at ICC
- Design and implement strategies for reaching and engaging new families in our community
- Lead the planning and execution of key family ministry milestones, events, and seasonal opportunities that support discipleship and community engagement
- Develop effective assimilation pathways to help new children, students, and families connect and grow within the church

- Lead and collaborate on outreach initiatives that engage families locally and support the mission of the church
- Partner with other ministries and organizations (locally and globally) to expand discipleship opportunities for families
- Regularly evaluate ministry effectiveness and adapt strategies to maximize impact and alignment with church vision

### Additional Responsibilities

- Participate actively in staff meetings, church-wide initiatives, and leadership collaboration
- Manage and steward the Family Ministry budget with wisdom and alignment to ministry priorities
- Contribute to the overall health, unity, and mission of the ICC staff team
- Engage in opportunities to support broader church ministry efforts, including local and global mission initiatives as needed

### Qualifications & Characteristics

- A growing and vibrant personal relationship with Jesus Christ
- Clear calling to ministry, specifically in family, children, and/or student discipleship
- Proven leadership ability with experience developing teams and ministries
- Strong relational skills with the ability to connect with children, students, parents, and volunteers
- Strategic thinker with the ability to build systems, develop leaders, and execute vision
- Strong communication and organizational skills
- Alignment with ICC's theology, mission, and culture

### Success Profile

A thriving Family Ministry Director will:

- Build a culture where **parents are equipped and engaged as primary disciplers**
- Develop **clear, effective pathways** for children and students to know and follow **Jesus**
- Multiply **healthy leaders and volunteers who carry the vision forward**
- Create a ministry that is both **deeply relational and missionally outward-facing**
- Help ICC increasingly reach and disciple **families in our city**