



JOB TITLE	Middle School Pastor	Starts: Jan. 1, 2022
DEPARTMENT	Family Ministry	Full-time
REPORTS TO	Family Ministry Pastor	Weekdays/Weekend

POSITION PURPOSE

To lead, direct, develop and grow the Middle School Ministry as we seek to accomplish the mission of White Flag Christian Church:

TRANSFORMING LIVES BY CONNECTING PEOPLE TO JESUS, HIS WORD, AND COMMUNITY

JOB SUMMARY

Partner with parents to reinforce the spiritual growth of middle school students and to create fun, engaging environments where students are loved in community and developed through Biblical truth.

ESSENTIAL RESPONSIBILITIES

1. Partner with parents in the spiritual development of their student
 - Provide resources for parents, keep parents informed on events and what students are learning
 - Walk with parents through tough phases and difficult decisions
 - Encourage, pray for, meet with, counsel and be available to parents
2. People and Team Development
 - Recruit, train, equip and encourage middle school leaders to be effective and spiritually mature
 - Develop a strong team of leaders to invest in the lives of students through ongoing training and team building
 - Create and maintain new volunteer opportunities within student ministry
3. Provide sound teaching of God’s Word to students
 - Prepare and teach relevant and engaging messages for weekly services
 - Recruit and develop other student ministry leaders to teach
 - Select and guide implementation of curriculum and small group materials
 - Research and evaluate teaching strategies
4. Create fun and engaging environments to connect students in community
 - Weekly middle school services
 - Camps, retreats, and conferences
 - Outreach events
 - Small group gatherings
5. White Flag Staff Member
 - Assist in all churchwide events (Christmas, Easter, Mother’s Day, Father’s Day, etc.)
 - Attend all staff meetings, Family Ministry team meetings, weekly prayer meetings, etc.

EDUCATION, EXPERIENCE, SKILLS AND ABILITIES

- Bachelor’s Degree from an accredited institution
- Strong Biblical knowledge and ability to communicate effectively

KEY SUCCESS FACTORS AND FIT

- **A respected leader**
- **A leader that attracts and develops people of high integrity to be part of their team**
- **A pastor that will pour into team members through coaching, correcting and challenging**
- **A creative thinker who works hard to engage students and attract new students**
- **A leader that has a supportive positive attitude for the leadership of White Flag**
- **An emotionally stable leader with a healthy and balanced family/home life**

VALUES AND COMPETENCIES

Upholds White Flag Church's B.A.S.I.C. Staff Core Values

Bias for Action

- We don't just react we anticipate what needs to happen
- Driven to work hard
- Relentless pursuit of excellence
- Committed to punctuality & sensitive of people's time
- Deliver on commitments

Authenticity

- Keep it Real
- Real feelings are shared
- Speak the truth in love
- Honest evaluation of people & programs

Spiritual Growth

- Small Group involvement
- Joyful tither
- Student of God's Word
- Regular worshiper (weekly attendance)
- Lead with grace
- Personally living out #WFSTRONG

Integrity

- Do the right thing
- A life above reproach
- Trustworthy in public & private
- Honor your commitment to family

Choose Unity

- Love White Flag
- Submit to Elders, Leaders, Supervisors
- Speak positively about WF and her leaders
- Refuse to gossip
- A willingness to confront disunity within your department

Core Competencies:

Instills Trust	Shows Self-Awareness	Manages Ambiguity
Communicates Effectively	Manges Conflict	Builds Effective Teams
Action Oriented	Develops Talent	Ensures Accountability
Practical Insights	Persuades	Collaborates
Drives Vision/purpose	Self-Development	Optimizes Process