



**FIRST  
COVENANT  
CHURCH  
SEATTLE**

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Seattle, WA 98122  
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FirstCovenantSeattle.org

**ASSOCIATE PASTOR** for Family, Youth, and Children

*First Covenant Church, Seattle is a vibrant intergenerational faith community, striving to be a vehicle of God’s grace in a diverse urban setting. Our mission together is to proclaim Christ, nurture our faith, and pursue Christ’s call to serve our neighbors, on the block and around the world. Our vision is, as a gathered church from the Seattle area, to be known as a Christ-centered community integrated into the life of the Capitol Hill/First Hill community, and dedicated to human flourishing in body, mind, and spirit of all people, in our neighborhood, in the Seattle metro area, and throughout the world.*

**First Covenant Church, Seattle is looking for a full-time Associate Pastor whose focus of ministry will be Family, Youth, and Children.**

We are seeking a ministry partner who is excited to focus on this area of ministry and is either credentialed (licensed or ordained) or in the process of becoming credentialed and is open to ministry in the Evangelical Covenant Church and the Pacific Northwest Conference.

This position requires leadership, strategic direction, and collaboration with and nurture of volunteers for the overall children’s, youth, and family ministries of the church. **This person shares ministry with, and reports to, the Senior Pastor, and works in collaboration with the staff of First Covenant Church.** This person will also sit on the Nurture Faith committee, offering and receiving guidance and support to and from the Nurture Faith team. The job description (page 2) expands on the qualifications, scope, and responsibility of our desired candidate.

**We welcome all persons to call First Covenant Church, Seattle, home** wherever they may be in their faith journey. We are a gathering of people deeply committed to our common faith in Jesus Christ as Lord and Savior of all; serving and loving each person as Christ loved us. We strive to embrace the rich diversity of the Body of Christ including one’s race, ethnic or national origin, age, gender identity, sexual orientation, physical or mental ability, economic status, education, marital status, or station in life. We welcome everyone to full participation, membership, and leadership in the life of our church.

Candidates interested in applying for this position should send a resumé and cover letter to Stephanie Johnson Blomgren at [stephanie@firstcovenantseattle.org](mailto:stephanie@firstcovenantseattle.org).

Consideration of applications will begin on May 15 and continue until the position is filled. Candidates within the Covenant denomination should have an up-to-date Covenant Ministerial Profile to be submitted as well.



## JOB DESCRIPTION

### Associate Pastor of Family, Youth, and Children

#### SUMMARY DESCRIPTION

This is a full-time pastoral position at First Covenant Church, Seattle. As such, this person will care for the whole church, assist in leading worship, presiding over sacraments, and will preach regularly.

The focus on **Family, Youth, and Children** requires leadership, strategic direction, and coordination of volunteers for the overall children's, youth and family ministries of the church. This person shares ministry with, and reports to, the Senior Pastor, and works in collaboration with the staff of First Covenant Church. This person will also collaborate with the Nurture Faith Team.

#### REQUIRED QUALIFICATIONS

- Is a confessing Christian and an active participant in the Christian life and worship of the church, displaying a commitment to the church's overall mission.
- Has an MDiv or MA degree from an ATS accredited seminary. CPE certification not required but preferred.
- Demonstrates love for the Body of Christ by offering genuine care for all.
- Is invested in collaborative ministry, has demonstrated interpersonal skills, eagerness to work on a team, creativity, values volunteers, and has enthusiasm about creating a vision for the church with our church family and the Senior Pastor.
- Is able to motivate, inspire, and establish a rapport with the children, youth, and families of First Covenant, as well as being attentive and sensitive to relevant information shared by parents, guardians, prayer partners and other caregivers.
- Is committed to collaborative ministry with pastors, staff, and volunteers.
- Is prepared to nurture and encourage volunteers as individuals and as a team.
- Has a theologically grounded understanding of children, youth and families, and relevant training in Christian formation.
- Excellent communication skills, creative thinking, flexibility, and the patience, ability, and commitment to manage multiple volunteers and vary volunteer assignments as required.
- Is able to exercise initiative and judgment when working independently and work in a context of mutual accountability.
- Willing and able to pass a background check and receive training in child protection best practices.
- Can articulate how they maintain and grow their own spiritual life, and maintain healthy professional boundaries.



**REPORTS TO:** Senior Pastor

**HOURS:** Full-time professional position

## **DUTIES AND RESPONSIBILITIES**

### **PROGRAM OVERSIGHT (40%)**

- Take the lead on Christian formation for children, school age youth, and adults in their 20s and 30s. This includes both programmatic and ad hoc opportunities.
- Communicate with all volunteers, teachers, assistants, parents and the church at large regarding Nurture Faith activities through appropriate communication means.
- Provide curriculum oversight and coordination for children's and youth programs.
- Oversee and ensure Child Protection program compliance; work with Nurture Faith team to complete background checks for all who work with children and youth.

### **PASTORAL (25%)**

- Plan and lead worship with the Senior Pastor regularly.
- Preach approximately once a month, as well as concelebrate at the Table, and assist in dedications, baptisms, and other life cycle rites as needed or requested.
- Co-lead the Confirmation program.
- Commit time to praying for Family, Youth, and Children's ministries, along with the overall ministry of First Covenant Church and its people. This includes the care and nurture of volunteers working in the areas of families, youth, and children.
- Get to know and be available to offer pastoral care to the whole church as needed or requested.

### **ADMINISTRATIVE (25%)**

- Manage the physical spaces and supplies used by Nurture Faith activities in collaboration with the Nurture Faith administrative team.
- Plan and coordinate regular events and retreats for the school age youth of the church and their friends.
- Assist with the annual budget for children, youth, and family ministries in cooperation with the Nurture Faith team.
- Participate in weekly staff meetings and Nurture Faith administrative team meetings.

### **GENERAL (10%)**

- Stay current with relevant ministry practices through intentional study, mentoring, conference attendance, and resources afforded by the Pacific Northwest Conference and the national Covenant Church as is required for credentialing.
- Network with other local pastors and Capitol Hill community neighbors, as well as the Pacific Northwest Conference to support the children and youth inside and outside of the church.