

Director of Family Ministries | Agapé City Church

DATE: February 2, 2026

MINISTRY AREA: Family Ministry

REPORTS TO: Director of Staff & Culture

JOB STATUS:

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| <input checked="" type="checkbox"/> Exempt (not eligible for overtime) | <input type="checkbox"/> Non-Exempt (eligible for overtime) |
| <input checked="" type="checkbox"/> Full Time (30 or more hours/week) | <input type="checkbox"/> Part Time (Less than 30 hours/week) |
| <input type="checkbox"/> Hourly | <input checked="" type="checkbox"/> Salaried |

JOB DESCRIPTION

Summary / Objective

The Director of Family Ministries provides leadership and oversight for Agapé City Church's Children's and Student Ministries, guiding a cohesive discipleship strategy from birth through 12th grade. This role leads and develops ministry staff, establishes clear systems and standards for family ministries, and ensures ministry outcomes align with the mission, vision, and strategies of Agapé City Church.

The Director of Family Ministries is responsible for shepherding and equipping family ministry staff, partnering with parents in the discipleship of their children, and owning the direction and alignment of family ministry curriculum. While execution is carried out by ministry leaders and volunteers, this role remains accountable for clarity, health, and effectiveness of outcomes across the family ministry system.

General Job Duties

- Provide leadership and oversight for Children's and Student Ministries, ensuring alignment and continuity across all age groups from birth through 12th grade.
- Lead, coach, and shepherd Family Ministry staff, cultivating spiritual health, clarity of expectations, and leadership development, with support from additional pastoral staff as appropriate.
- Establish and maintain systems, standards, and rhythms that enable ministry leaders and volunteers to execute effectively and sustainably.
- Own the overall discipleship philosophy and curriculum direction for Family Ministries, incorporating input from Children's and Student Ministry leaders while ensuring alignment with church vision and theology.
- Ensure ministry leaders are equipped and accountable for planning and executing weekend environments, volunteer readiness, curriculum implementation, and ministry logistics.
- Guide and support staff in recruiting, training, developing, and caring for volunteers who disciple children, students, and families.

- Partner with parents by equipping them to engage in disciple-making within the home and by implementing family discipleship resources and milestones (e.g., Family Dedication, Parenting Classes, Baptism, Camp).
 - Develop and oversee a unified Family Ministry calendar that provides clarity and alignment across Children's and Student Ministries.
 - Cultivate relationships with local ministry partners and schools as appropriate to support families and ministry outreach.
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Essential Functions

- Serve as a member of the church's Lead Team, contributing to the planning and execution of strategies that support the health of the church, its staff, and its ministries.
 - Participate in staff meetings, leadership meetings, and other collaborative forums necessary for alignment and communication.
 - Shepherd and care for Family Ministry staff, addressing challenges with clarity, compassion, and accountability.
 - Develop, manage, and steward the annual budget for Children's and Student Ministries, ensuring responsible use of financial and physical resources.
 - Participate with the staff team in community engagement opportunities and church-wide events as appropriate.
 - Perform other duties as assigned, consistent with the scope and responsibilities of the role.
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Essential Competencies

- Biblically grounded leadership and theological alignment
 - Strong organizational and systems-thinking skills
 - Ability to lead, coach, and develop staff and volunteer leaders
 - Emotional maturity, humility, and relational wisdom
 - Clear communication with adults, parents, children, and students
 - Ability to navigate conflict with clarity and compassion
 - Confidence in decision-making paired with collaborative leadership
 - Faithful stewardship of people, finances, and physical resources
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Required Education, Experience, and Membership

- Bachelor's Degree or relevant ministry experience
- Engaged member, or willing to become a member, of Agapé City Church
- Willingness to support and submit to the leadership established by the church

Role Summary:

Director of Family Ministries | Agapé City Church

Primary Posture: Leader of leaders

Primary Responsibility: Outcomes, alignment, and staff health across Family Ministries

Why This Role Exists

The Director of Family Ministries exists to ensure that Agapé City's Children's and Student Ministries function as a **cohesive, healthy, and sustainable discipleship system** from birth through 12th grade. This role prevents siloed functioning within family ministries, volunteer burnout, and vision leak by providing clear leadership, systems, and accountability.

What This Role Owns

This role is accountable for:

- The **health, clarity, and effectiveness** of Children's and Student Ministries
 - The **leadership, development, and shepherding** of Family Ministry staff
 - The **discipleship philosophy and curriculum direction** across family ministries
 - The **systems and standards** that enable ministry leaders and volunteers to execute well
 - Alignment between ministry execution and the **mission and vision** of Agapé City Church
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What This Role Does *Not* Own

This role is **not** responsible for:

- Personally executing weekly programming tasks
- Serving as the default fixer when systems or leaders fall short
- Replacing the leadership responsibility of Children's or Student Ministry leaders

Execution belongs to ministry leaders and volunteers.

Accountability belongs here.

How Authority Works

- This role has authority to **set direction, establish standards, and hold leaders accountable**
 - Curriculum decisions are owned here, with **input from ministry leaders**
 - Family Ministry staff development, feedback, and correction are part of the role
 - Support and pastoral care are shared with additional pastoral staff as appropriate
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How Success Is Measured

Success is measured by:

- Clarity and consistency across family ministries
- Healthy, developed ministry leaders
- Sustainable volunteer systems
- Aligned discipleship outcomes (not by personal activity level or task completion).