



Director of Family Ministries and Outreach
First Presbyterian Church of Santa Rosa

Full-Time Position Description (40 hours/week)

First Presbyterian Church of Santa Rosa is seeking a full-time **Director of Family Ministries and Outreach** to lead ministry with children (birth–6th grade) and their families in a deeply relational, missional, and Christ-centered way. This role focuses on spiritual formation, community engagement, and building trust with families through service, presence, and partnership. We view children’s and family ministry as one of the church’s primary missional engines. This role is not simply about running excellent programs, but about forming families in the way of Jesus and growing the church through hospitality, service, and presence in the community.

The Director will lead ministry with children and their families in a way that is relational, spiritually deep, outward-facing, and integrated into the whole life of the church.

The Director will report to the Pastor/Head of Staff and will work collaboratively with ministry staff, volunteers, and community partners, playing a key role on the church’s leadership team.

CORE MINISTRY CONVICTIONS

- Children are full participants in the life of the church, not a separate audience.
- Parents and caregivers are the primary faith-formers; the church equips and supports them.
- The church exists for the sake of the world; children’s and family ministry should be visibly missional.
- Formation happens through practices, relationships, and shared life, not programs alone.

PRIMARY AREAS OF RESPONSIBILITY

1. FORMATION & DISCIPLESHIP OF CHILDREN AND FAMILIES

- Cast and steward a compelling vision for the spiritual formation of children and families, rooted in Scripture and Reformed theology.
- Design and oversee age-appropriate, Christ-centered environments for children (birth–6th grade) that cultivate wonder, prayer, Scripture engagement, and love of neighbor.



FIRST PRESBYTERIAN
SANTA ROSA

- Equip parents and caregivers with tools, practices, and rhythms for faith formation at home.
- Integrate children and families into the broader worshiping life of the congregation (e.g., intergenerational worship, children in liturgy, seasonal services).
- Teach, lead, and be visibly present in children's and family gatherings, modeling joyful discipleship.

2. OUTREACH & MINISTRY GROWTH

This role will help the church grow by engaging families beyond the congregation through service, partnership, and relational presence.

- Develop and lead a clear, actionable outreach strategy for children and families that aligns with the church's mission and values.
- Build and sustain partnerships with local schools, preschools, nonprofits, and community organizations serving children and families in Santa Rosa.
- Create low-barrier, family-friendly service opportunities that invite participation from both church members and the wider community.
- Ensure that signature ministries (VBS, camps, family events, seasonal celebrations) are explicitly outward-facing and designed to welcome new families.
- Train and equip volunteers and parents to see neighborhoods, schools, and everyday relationships as spaces of Christian witness and hospitality.
- Collaborate with outreach, justice, and mission leaders to fully integrate children and families into congregational service initiatives.
- Develop intentional next steps so families encountered through outreach can move toward deeper connection (relationships, worship, small groups, baptism, ongoing participation).
- Represent the church publicly as a trusted, generous, and relational presence in the community.

3. VOLUNTEER LEADERSHIP & TEAM DEVELOPMENT

- Recruit, train, equip, and care for a robust team of volunteers for children's ministry, family programming, and outreach initiatives.
- Build healthy ministry teams marked by trust, clarity, and shared ownership of the church's mission.
- Provide regular training, coaching, spiritual care, and appreciation for volunteers.



FIRST PRESBYTERIAN
SANTA ROSA

- Develop and empower key volunteer leaders (e.g., VBS leadership teams, Sunday coordinators, outreach leads).

4. PROGRAMS, RHYTHMS & SIGNATURE MINISTRIES

- Design and oversee seasonal and annual rhythms such as Advent and Lent family practices, summer programming, retreats, and intergenerational gatherings.
- Partner closely with the Youth Director to ensure strong relational and programmatic continuity between children's and youth ministries.
- Intentionally build a formation journey that helps children transition into youth ministry with trust, familiarity, and a sense of belonging (e.g., shared events, rites of passage, relational handoffs, parent communication).
- Collaborate with youth ministry to align theological vision, spiritual practices, and pastoral care across age groups.
- Ensure programs are spiritually meaningful, relationally rich, and aligned with the church's larger discipleship vision.

5. OPERATIONS, ADMINISTRATION & SAFE CHURCH PRACTICES

- Provide oversight for scheduling, curriculum selection, supplies, and budgets related to children's and family ministry.
- Maintain clear systems for registration, communication, volunteer scheduling, and follow-up with families.
- Ensure compliance with Safe Church policies, including training and background checks.
- Supervise and support any children's ministry staff or key coordinators.

SPIRITUAL & PROFESSIONAL FORMATION

The Director is expected to nurture their own spiritual life and will be encouraged to engage in prayer, Sabbath, continuing education, and spiritual direction or mentoring. Time and resources will be supported for ongoing development in children's ministry, family systems, and missional leadership.

QUALIFICATIONS & GIFTS

- Evident Christian faith and alignment with the mission and theology of First Presbyterian Church of Santa Rosa
- Demonstrated passion for children, families, and the spiritual formation of both



FIRST PRESBYTERIAN
SANTA ROSA

- Proven ability to engage the wider community through service, partnership, and relationship-building
- Strong leadership skills with volunteers and teams
- Excellent relational, communication, and organizational abilities
- Bachelor's degree in ministry, education, child development, or a related field preferred (or equivalent experience)

This role is ideal for a leader who believes children's and family ministry can be a primary way the church embodies the gospel, serves its neighbors, and grows in depth of relationship and faith.

COMPENSATION & BENEFITS

This is a full-time, exempt position (40 hours/week).

Salary range: \$80,000–\$90,000 annually, commensurate with experience, education, and demonstrated effectiveness in ministry leadership.

Benefits include:

- Health insurance contribution
- Retirement contribution
- Paid vacation
- Professional development support
- Ministry expense reimbursement

We are committed to fair and transparent compensation practices and to supporting the long-term sustainability and flourishing of our staff.

WHY THIS ROLE MATTERS NOW

Many families today are not asking first, "Where should we go to church?" but rather, "Who is walking with us, serving our kids, and showing up in our lives?" In a cultural moment marked by exhaustion, fragmentation, and spiritual hunger, children's and family ministry has become one of the most meaningful places where the church can earn trust, embody the gospel, and form lasting relationships.

This role exists because First Presbyterian Church of Santa Rosa believes the Spirit is inviting the church to move outward and relationally, meeting families where they are through service, presence, and shared practices. The Director of Family Ministries and



Outreach will help the church live into this calling, forming children deeply in Christ while cultivating genuine relationships with families both inside and beyond the congregation.

THE KIND OF LEADER WE ARE SEEKING (VISIONARY & MISSIONAL)

We are seeking a leader who:

- Thinks theologically and pastorally about children, families, and the church's witness in the world
- Is energized by building relationships and trust over time, not just launching programs
- Sees outreach not as events to manage, but as presence to cultivate
- Is comfortable experimenting, listening, and adapting in response to real people and real needs
- Can translate vision into practices, pathways, and shared ownership with volunteers
- Values depth of formation, hospitality, and belonging over quick numerical results

WHAT SUCCESS LOOKS LIKE (18–24 MONTHS)

Rather than measuring success primarily by attendance, we will look for signs such as:

- Families (both current and new to our church) experiencing FPC as a place of genuine welcome and care
- Growing partnerships with local schools, nonprofits, and community organizations serving children and families
- Volunteers who feel equipped, spiritually nourished, and deeply connected to the church's mission
- Children who are learning to pray, engage Scripture, and practice the way of Jesus
- Clear relational pathways from community connection to worship and deeper participation in church life