



**OPPORTUNITY PROFILE**  
for the position of  
**Associate Pastor for Family Ministries**



## The Opportunity

First Presbyterian Church of Colorado Springs is looking for a dynamic and energetic candidate to serve as Associate Pastor for Family Ministries. This is a vital position to the life and ministry of the church, and offers leadership of programs focused on serving our youngest demographic — from birth through age 18 — as well as their parents. At First Pres we are committed to reaching this generation and instilling within them an enduring faith.

The Associate Pastor for Family Ministries will provide the strategic vision and initiate ministry planning of a comprehensive and consistent discipleship ministry for First Pres families and their children. It will be the responsibility of this candidate to mentor, train and develop staff in these ministry areas, and to identify lay volunteers who can help further these programs and develop a strong Family Ministries community. This pastor will also be a regular part of Sunday worship services and a vital member of the First Pres pastoral team.

Candidates will be leaders with a heart for young people and their families, a passion for the Bible, and gifted in equipping and coaching others. First Pres is committed to building the best Family Ministries possible and is seeking an energetic, passionate, and creative candidate who can innovate and work well in a high-energy environment.

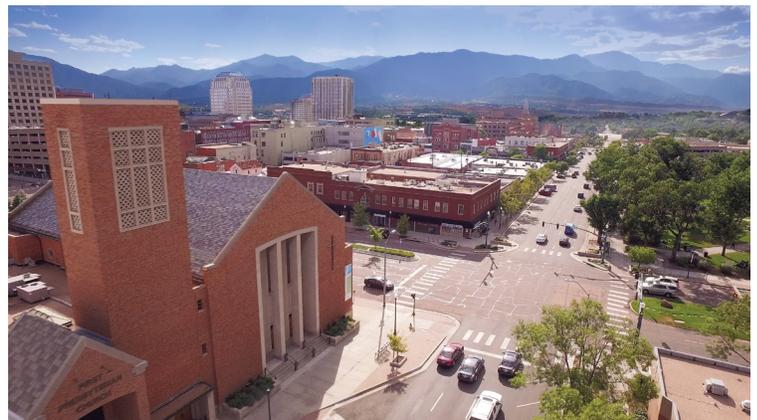
## The Church, Mission & Vision

First Pres was founded by Rev. Sheldon Jackson on August 17, 1872. For more than 144 years, this church has been a beacon of hope in this community. As we have since our founding, we remain committed to sharing the Gospel of Jesus Christ with the community and serving as a light on the corner of Bijou and Nevada in the heart of downtown Colorado Springs.

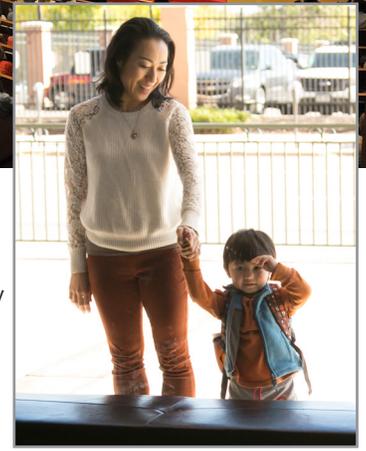
### *Our Mission is to: Prepare All Generations to Impact Lives for Christ*

#### *Our Core Values:*

- › **We are Christ-centered.** We believe Jesus Christ is at the center of all we do. He is Lord of our lives, both individually and as a church family.
- › **We are worship.** Whether singing, praying, or listening to God's Word, meeting in the Sanctuary, the Worship Center, or Café 225, or gathering in a contemporary or traditional setting, worship is central to who we are. First Pres is a community led by the Word, placing a high value on Biblical teaching and expository preaching.



- › **We are mission.** We are a missional community dedicated to bringing the word of God to those around us — in our neighborhoods, schools, workplaces, and throughout the world. Dedicated to helping others, our service-focused mission work spans from downtown’s Acacia Park all the way to Mongolia, and many places in between.
- › **We are about the future.** This congregation greatly honors the past and all that’s been done to build the Kingdom through First Pres. At the same time, we aren’t afraid to take wise risks to ensure the future of our mission and ministry.
- › **We are thoughtful in our stewardship of resources.** God has blessed us over these many years with incredible people, facilities and a vision for how those great blessings are to be used. We believe we are called to do things well, with excellence and with great care.
- › **We are a caring community.** A Christian community is in covenant to care for all its members. We care for our children, our elderly, those who are sick and dying, those who are in difficult situations in recovery or those who simply need a friend. This community deeply values caring relationships.



**We are an ECO Congregation:**

ECO — Evangelical Covenant Order of Presbyterians — began with a meeting of seven pastors in 2010 who sought new ways of encouraging each other in faith, ministry and mission. In January 2012, at a conference attended by 2,200 pastors and church officials, ECO was born.



**What is ECO?**

The name ECO is not simply an acronym. It reinforces our passion for strengthening the ecosystems of local churches. We believe the church is a living organism that needs life-giving resources to help it grow, thrive and multiply. ECO is committed to cultivating a healthy, diverse, resource-rich ecosystem where pastors and congregations can flourish.

**ECO’s Core Commitments:**

- › Covenant — To connect leaders in accountable relationships and encourage collaboration.
- › Evangelical — To advance the Gospel of Jesus Christ and plant new missional communities.
- › Order — To commit to a shared way of life as we unite around a shared theological core.
- › Presbyterian — To stand within our Reformed heritage and celebrate the life of the mind.

### ECO's Four Priorities:

- › Lift up the centrality of the Gospel.
- › Grow with an emerging generation of leaders.
- › Prioritize a wave of church innovation.
- › Create an atmosphere of relational accountability.

### First Pres is Session-Led

Twenty-one men and women from our congregation serve as elders. Together with four pastors (also called “teaching elders”), they make up our Board of Elders, or Session. Elders are responsible for overseeing the spiritual health of the congregation as well as the congregation’s faithfulness to God’s mission. The Session meets regularly to pray and discern God’s direction for First Pres and oversee business and ministry decisions. A subset of Session, called Trustees, oversees the church budget and ensures financial integrity. First Pres’ pastors and senior leaders report to the Session and, together, keep Christ at the center of the church.



### First Pres in Worship

In the face of powerful pressure to focus on ourselves, we bow the knee to God. We look to God. We point to God. Our lives are not about us; they’re about Him. We are part of something bigger than ourselves, because everything we do is done to make a name for our God — to draw attention to His goodness and the mighty work of redemption He is doing in the world.



### Worship Services:

**Blended Traditional** at 8:20 and 9:45 a.m. in the Sanctuary. These services include our 120-voice sanctuary choir, pipe organ, piano and brass ensemble, with a blend of traditional hymns and praise choruses.

**Contemporary** at 9:45 a.m. in the Worship Center and 11:10 a.m. in the Sanctuary. These services include our worship band leading the congregation in both contemporary worship music and modern interpretation of rich hymns of the faith.

## First Pres Ministries

First Pres Church is committed to nurturing people in all walks of life by building and supporting life-transforming communities that worship, send and serve. The goal of our small communities is to encourage growth — primarily through authentic relationships — that would allow us to become more like Jesus. In the context of these groups, people are prepared to impact lives for Christ — to join God in His mission of changing our neighborhoods, workplaces, schools, the city of Colorado Springs and the broader world. To that end, First Pres offers more than 100 ministries, Adult Sunday Communities and small groups to help foster community and growth.



### Nursery:

Our nursery provides children from birth through 3 years of age with a safe, nurturing environment and loving care. We partner with parents to support the spiritual growth of children and their families. The nursery is open for all four services on Sunday mornings. The nursery is open for many other events and special services with pre-registration, including Wednesday nights when Growing Together Wednesdays is in session and Tuesday and Thursday mornings when women's Bible studies and MOPS are in session.

### Children's Ministries:

Our purpose in Children's Ministries (ages 3 years through 4th grade) is to assist the family in laying a spiritual foundation that will, in God's timing, lead every child into a personal relationship with God through Jesus Christ.

### First Pres Pre-School:

First Presbyterian Preschool partners with parents to grow healthy, happy children who have the academic and social skills necessary to successfully navigate the first years of elementary school. Offering a safe, clean environment on our campus in the heart of downtown Colorado Springs, this state-licensed program conducts morning classes for 3-year-olds, 4-year-olds, and pre-kindergartners.

### Student Ministries:

Route 56 and I-78 serve students in 5th through 8th grades, striving to engage them in a life-giving faith and to connect them with peers who are on the same faith journey. We teach the Bible in a relevant



way and connect students with caring adults who can encourage them in their faith and guide them through life's challenges. High School Ministries serves students in 9th through 12th grades from over fifteen local high schools, providing them a place to develop lifelong friendships, grow in their pursuit of God, ask difficult questions and become the person God has created them to be.

### **City Engagement:**

Our deep desire as a church is to discover where He is already working and jump in. We ask . . .

- › What do we know about God?
- › What do we know about ourselves as a church?
- › What do we know about our city?

We come alongside front-line service providers and offer our time, care, skills and finances to help them achieve long-term transformation in our city. We currently partner with twenty-one local agencies in Colorado Springs.



### **Serving Globally:**

First Pres values a relational mission approach. Part of that is going long and deep with mission partners around the globe. First Pres has four primary global mission focus points, each of which is part of a long-term, on-going relationship. Here are the areas we connect in partnership with:

- › **Egypt.** Our partnership launched in 1995 out of the Holy Spirit's prompting to take key mission relationships deeper. Leaders from the congregation committed to participating in a worldwide prayer movement -- Praying Through the 10/40 Window: 100 Gateway Cities --which led us to a focus on Cairo.

➤ **Impact India.** First Pres has enjoyed relationships with ministries in India for more than 30 years. We currently partner with the Presbyterian Free Church in Kalimpong, India. Introduced to them by Compassion International, we regularly send teams to India to support the work of PFCK, attend celebrations and meet sponsored children.

➤ **MonGolia.** First Pres is associated with a strong ministry in Mongolia through missionaries Floyd and Lynne Sebald, who serve with Mongolia Campus Crusade for Christ (MCCC). Lynne attended First Pres in high school, and we have supported her and Floyd since they moved to Mongolia as educators in 1990. We send several teams each year to teach, mentor, encourage and walk alongside the staff of MCCC as they reach out to Nomads, professionals, and college students.

➤ **Cuba.** In 2000 a Cuban Christian named Benito was visiting his aunt in Manitou Springs. He walked all the way to First Pres to worship with brothers and sisters in Christ. Through Benito, we now partner with First Reformed Presbyterian Church of Havana. This church-to-church partnership provides us with important perspective about God’s Church in a country that has oppressed all religion. Our annual trips have allowed significant relationships to develop, which provide mutual encouragement and respect.



### The Community:

Colorado Springs is one of the fifty largest cities in the country, both in population and geographic reach, yet it retains a small town feel as one travels from region to region. It is a city teeming with beautiful locations. Highlights include the stunning Garden of the Gods, the Manitou Incline for stair-climbing enthusiasts, Helen Hunt Falls, and the incredible Cheyenne Mountain Zoo. Sitting in the shadow of “America’s Mountain” —Pikes Peak — Colorado Springs offers a richly unique experience for residents and visitors alike.

First Pres is located in the heart of downtown. With a variety of dining, shopping, arts and entertainment opportunities, and its unique businesses and Acacia Park, downtown is the beating heart of Colorado Springs. It’s a central hub that draws all the outlying areas of town to it, and First Pres has been a part of the downtown history since the beginning, offering a unique opportunity to minister to our community.

## The Position:<sup>1</sup>

**Position Purpose:** The Associate Pastor for Family Ministries (AP) provides the strategic vision and initiates ministry planning for a comprehensive and consistent discipleship ministry for First Pres families and their children (ages birth to 18 years old). The AP mentors/trains staff and lay leaders to identify and equip volunteers so that together as a ministry team they can effectively develop activities and discipleship opportunities to build/maintain a strong Family Ministries community. The expressed purpose of this community is to provide an environment where families can safely explore and grow in their faith in Jesus Christ. The AP will be part of regular Sunday worship and a member of the First Pres pastoral team.

## Essential Roles:

1. Provide innovative leadership and vision for Family Ministries at First Pres, to include leading and shepherding staff in Sunday morning and midweek programs, small groups, Bible studies, discipleship, mission, summer camps and other outreach opportunities designed to help families know Christ and grow in faith.
2. Work with other First Pres staff and lay leaders to develop strategies for responding with Biblically-based principles and practical guidance for keeping faith central to family growth and development.
3. Shepherd staff leaders throughout Family Ministries and help them grow professionally and spiritually.
4. Partner with departmental leaders throughout the church to broaden the vision, understanding, and connectedness of families in the life of the church.
5. Lead the Children's and Student Ministries Staffs to ensure healthy transitions from nursery through high school and beyond.
6. Create strong and meaningful relationships with parents through intentional contact work.
7. Explore strategies (small groups, classes, etc.) for enhancing spiritual growth, strengthening relationships, and building community among families with children.
8. Partner with appropriate First Pres staff to ensure the training of staff, lay leaders, and teachers in risk management, church protocol, group leadership skills, specific activity skills, and evangelism and community outreach.
9. Carry out all administrative duties of the position, including prompt response to correspondence, voice mail, and email
10. Encourage Family Ministries Staff and Operations Ministry Staff to work together in key programmatic areas such as: clear and timely communications, effective budget development and other operations and risk management issues.



<sup>1</sup> This description is not intended to be an exhaustive list of all responsibilities, skills, or working conditions associated with this job. It is intended to be a reflection of the principal job elements essential for making compensation and employment decisions.

### Pastoral Duties:

1. Lead in Worship on a regular basis, and preach occasionally (3-4 times/year), as assigned by the Lead Pastor.
2. Carry out all regular pastoral duties to include spreading the Gospel through regular teaching and by example.
3. Participate in the regular on call rotation, hospital visitation, counseling, funerals, weddings and other pastoral duties as needed and assigned.
4. Create and maintain a covenant relationship with other peer ECO pastors as anticipated in the ECO Polity and Discipline. Maintain contact and regular involvement in the Presbytery of the West.

### General Responsibilities:

1. Represent Christ and First Presbyterian Church with grace and hospitality.
2. Understand and support the vision, values, mission and ministry of First Pres.
3. Work collaboratively with other staff towards ministry vision and goals, follow the staff values and norms, follow the guidelines as stated in the Employee Guidelines Manual, and respect confidentiality.
4. Engage in opportunities for ongoing spiritual growth including personal retreats and follow-up, worship, staff retreats, Bible study, spiritual mentoring, etc.
5. Regularly attend staff meetings, staff chapel and appropriate meetings or events as assigned.

### Minimum Requirements:

**Faith:** Committed Follower of Jesus Christ who holds to beliefs that are consistent with those of First Presbyterian Church.

**Education:** A Bachelor degree and a Master of Divinity (or related Master) from an accredited Seminary are required. Three or more years of ordained ministry are preferred.

**Experience:** A minimum of five years in ministry related to children, youth or families.

### Traits:

- › A passion for Christ and the Bible
- › A passion for young people and their families
- › Ability to lead, equip and coach
- › Creative vision for pastoring parents, leaders and students
- › A holistic view of ministry
- › Recognize Family Ministries' central role within the Church
- › Expertise in strategies for family, youth and children's ministry
- › Energetic and creative
- › Ability to innovate new programming and ministry activity
- › Work well in a high-energy environment with multiple stakeholders



## The Search Firm

AGORA Search Group is privileged to partner with First Presbyterian Church of Colorado Springs in their search for a Senior Pastor. AGORA is a faith-based Colorado Springs search firm providing executive search and selection services to clients locally, nationally and internationally. Founded in April 2000, AGORA offers a record of 100% success in placing pastors, executives, and senior level leaders in churches and non-profit organizations. In partnering with churches, AGORA wants to serve as a catalyst for discernment in the search process, connecting the heartbeat of a church with the heartbeat of a pastor.

Larry Burtoft, Vice-President of Ministry Relationships, is leading this search. With over 40 years of experience in church and academic contexts, Larry is well suited to engage churches and ministries in discovering the right person for each position.

### **FOR FURTHER DETAILS REGARDING THIS ROLE, PLEASE CONTACT:**

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