



## Job Description

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**Position:** Pastor of Care and Counseling

**Classification:** Full-Time, Salaried / Ministerial Exception

**Primary Reporting Relationship:** Executive Pastor

**Secondary Reporting Relationships:** Lead Pastor

**Direct Reports:** Care and Counseling Assistant

**Ministry Area:** Ministry Staff, Church Staff

**Interfaces:** Church, school, and preschool staff members, volunteers, and other stakeholders as identified and appropriate.

**Our vision:** To saturate the 4B Area with the gospel by restoring people, families, and churches. (The 4B Area refers to the geographic area of Southeast Houston from the Beltway to the Beach and the Bay to Brazoria County.)

**Profile:** Our organization has a culture lead by a collaborative and cohesive team that is dedicated to accomplishing our mission while living a lifestyle that demonstrates our **Values:**

- Gospel Restoration
- Spirit and Truth Empowerment
- Relentless Love
- Hands-On Service
- Kingdom Partnership

**Job Purpose:** The Pastor of Care and Counseling will provide leadership and oversight for the care and counseling philosophy, strategies, programs, and ministries of Bay Area Church.

### Major Responsibilities:

- Pursue Christ and biblical community.
- Lead your own family biblically.
- Pastoral Counseling:
  - Develop strategies and systems to equip and train BAC pastors and ministers to provide pastoral counseling and ensure that needs are being met.
  - Meet with individuals, couples, families, and staff associated with Bay Area Church and Christian School as needed to provide pastoral care and counseling.
- Care Ministries and Groups
  - Develop and oversee BAC Care Ministries and groups. (i.e. Celebrate Recovery, GriefShare, etc.)
  - Recruit, train, and develop volunteer leaders in the area of care ministry and groups.
- Living Water:
  - Give leadership and oversight to the Living Water Biblical Counseling Ministry.
  - Ensure the recruiting, training and developing of lay counselors.
  - Approve all resources and methods used in counseling settings.
  - Facilitate a proper relationship with Bay Area Counseling Centers and other vetted and trusted counseling centers and providers.
- Marital and Pre-marital Counseling
  - Implement and oversee an effective pre-marital counseling process and train other ministers, pastors, and volunteer leaders accordingly.
  - Implement and oversee strategies and opportunities to encourage, strengthen, and restore marriages.

- Assist and lend guidance to the Counseling Center Advisory Council as needed.
- Help equip the congregation biblically in areas that intersect spiritual, mental, and emotional health.
- Teach/preach as assigned.
- Work collaboratively with other BAC and BACS staff and leaders in the pursuit of the vision.
- Support churchwide ministry needs and opportunities as directed.
- Build and oversee the budgets for all Care and Counseling Ministries.
- Support the Lead and Executive Pastors in other duties assigned.

**Educational Qualifications:** Bachelor’s Degree required. Seminary degree strongly preferred.

**Desired Experience:** At least five years of church staff or similar experience working in the areas of pastoral care and counseling in a church with attendance of 750+. Experience with all facets of counseling is a plus. The ideal candidate will have a proven track record in creating helpful, restorative ministries that helped people find faith in Jesus and receive restorative help in the areas of mental, spiritual, and emotional health.

**Physical Activity and Requirements:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is regularly required to climb, balance, stoop, kneel, crouch, crawl, reach, stand, walk, push, pull lift, finger objects, grasp objects, feel objects, talk, and hear. This position requires heavy work, which includes exerting up to 50 pounds of force occasionally and/or up to 30 pounds of force frequently, and/or up to 10 pounds of force constantly. This position requires the employee to have close visual acuity to perform an activity such as: preparing and analyzing data and figures; transcribing; viewing a computer terminal; extensive reading; visual inspection involving small defects, small parts, and/or operation of machines (including inspection); using measurement devices; and/or assembly or fabrication parts at distances close to the eyes. This position requires the employee to both be subject to both outside and inside environmental conditions, as well as being subject to noise, vibration, hazards and atmospheric conditions.

I have received, reviewed, and fully understand the job description for the position of **Pastor of Care and Counseling**. I further understand that I am responsible for the satisfactory execution of the essential functions described therein, under any and all conditions as described. I understand that this job description is not designed to contain a comprehensive list of all of the activities, duties, or responsibilities that are required of an employee for this job, and that the responsibilities and activities may change at any time with or without notice.

Employee Name (Print)\_\_\_\_\_

Date\_\_\_\_\_

Employee Signature\_\_\_\_\_