

CHILDREN'S PASTOR

S A M P L E J O B D E S C R I P T I O N

THE UNSTUCK GROUP®

The role of the Children's Pastor (CP) is to oversee the children's ministry strategy of [Church Name] under the direction and leadership of the [Position Title]. This will require a firm grasp of the beliefs, values and strategy of [Church Name] and the ability to align staff and key leadership teams with its mission, vision and values. The CP will partner with parents to lead kids to a genuine sense of belonging, involvement and spiritual growth at [Church Name] by meeting kids where they are and leading them to next steps. The CP will facilitate relational connection and spiritual growth of kids through weekend environments, small groups, and volunteer teams.

The Children's Pastor will be responsible for the following:

1. Modeling Biblical Priorities

Responsible for upholding Biblical priorities and care values of [Church Name]. The CP should represent a growing personal relationship with Christ. The CP models a strong relationship with his or her spouse (if married) and children (if applicable). The CP strives to fulfill his or her purpose in life and ministry while demonstrating integrity in words, relationships and actions.

These objectives are accomplished by:

- Committing to a daily quiet-time with God.
- Participating in a [Church Name] small group on a regular basis.
- Setting appropriate boundaries to protect character and integrity.
- Developing personal evangelism opportunities within and outside the church.
- Supporting the ministries of [Church Name] by faithfully giving at least 10% of gross income.
- Adhering to and encompassing the qualities and characteristics required of [Church Name] employees, as defined by the Staff Handbook.

2. Leadership of Staff and Volunteer Teams

Success in this role will be best accomplished by prioritizing an investment in ministry leaders who, in turn, influence the children. Responsible for creating an environment that recruits, develops and empowers children's ministry leaders:

- Communicating clear vision and wins for staff and volunteer teams on a regular basis.
- Building systems and structures that lead people from being spectators to volunteers.
- Overseeing systems for background checks, safety and security procedures, scheduling, training and care of volunteers.
- Leading staff and volunteer meetings.
- Championing the children's ministry leadership development strategy.

- Providing centralized efforts for training leaders (retreats, tools, etc.)
- Providing staff and volunteer teams with current children's ministry best practices.
- Ensuring that the children's ministry team answers questions and provides remarkable customer service to parents and kids on a consistent basis.
- Providing regular evaluations and feedback to team members.
- Creating and continuously improving follow-up methods to ensure that new kids and their families are plugged in to [Church Name].
- Managing budget forecasts and expenses for team leaders.

3. Oversight of Campus Worship Experiences

Responsible for creating programs that provide engaging experiences and life-changing environments for children:

- Providing insight and direction for big picture programming and creative planning processes.
- Selecting relevant curriculum, props, and games for weekend experiences.
- Ensuring that check-in areas, ministry spaces and signage are clear, current and focused on new kids and their families.
- Producing videos, weekly scripts and lessons, printed promotions, verbal announcements, web page information, marketing, etc. about the kid's ministry at [Church Name].
- Creating and maintaining a safe environment for kids, including special needs at [Church Name].

4. Oversight and Execution of Small Groups

Constructs practical onramps and systems to help kids move from visiting to belonging and growing:

- Developing a systematic and effective effort to integrate kid's small groups into weekend environments.
- Overseeing information and tracking of small group participants and leaders.
- Actively encouraging small group leaders to connect with families and kids during the week.
- Providing opportunities for kids to discover their unique purpose and begin developing their talents and abilities.
- Offering small group leaders curriculum, coaching materials and creative approaches to small group ministry.
- Implementing a strategy to equip parents to help their kids take their next steps toward Christ.
- Execute kid's outreach efforts at [Church Name].