



River Community Church Job Description

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| Position/Title | Children's Pastor | Department | Families |
| Status/Hours | Full-time | Salary | Band II |
| Reports to | Executive Pastor; Lead Pastor | Updated | February 2024 |
| Direct reports | Children's ministry staff | | |

Job summary

The Children's Pastor will be a creative and passionate leader of leaders who will be responsible for casting vision, planning, coordinating, overseeing, and evaluating the River Kid's ministry for children in Preschool through 4th grade. He will ensure that the children's ministry is in alignment with the overall vision of The River Community Church and is consistently providing an environment for children that is fun, age appropriate, Biblically sound, and safe.

Primary responsibilities (will include but not limited to the following)

- Recruit, vet, train, coordinate, and evaluate all children's ministry volunteers to ensure that the men and women who serve are healthy, qualified, committed, equipped, and fully aware of the expectations and responsibilities of being a volunteer.
- See that the children's facilities are safe, clean, fun, kid friendly, fully stocked with supplies needed to properly operate, and that all equipment is in proper working condition.
- Work with ministry team to select curriculum that helps us best accomplish our mission of engaging kids with God's word in order to lead them toward salvation, discipleship, biblical literacy and mission.
- Lead, mentor and encourage the entire children's ministry (staff and volunteers) and create personal development plans for each.
- Work with the children's ministry team to develop consistent strategies to inspire, encourage and resource parents to be effective disciple-makers at home.
- Continually evaluate the Sunday AM Children's program making sure that all safety and security policies are consistently being followed by volunteers and staff, and that the safety of our children is never compromised.
- Coordinate the schedule of all regular volunteers and maintain an adequate substitute list to ensure that the children's area is adequately staffed each week.
- Create a contagious volunteer culture by making sure that our volunteers are consistently inspired, equipped, and appreciated.
- Cast vision for, coordinate, and oversee Midweek kids ministry.
- Cast vision for, coordinate, and oversee Summer camp opportunities.
- Lead children's ministry team to coordinate various family outreach experiences.
- Work with Special Needs Coordinator(s) to ensure our kids with special needs are in the right environment according to their abilities.
- Work to create additional opportunities for River Kid's families to engage and participate in church life.
- Develop strategies for reaching un-churched kids and families in our community.
- Coordinate the children's area for special events as needed.
- Occasionally assist in other duties as needed/requested.

Qualifications we are looking for...

- Spiritually mature and takes ownership of his/her personal faith development.
- Humble, Authentic, and Teachable (possessing a good grasp of his/her opportunities for personal growth)
- Passionate about Children's ministry (not someone just looking for a ministry job or the next step toward becoming a lead pastor)
- Creative and willing to go the extra mile to make sure something is done with excellence!
- A Student of culture and trends and the issues facing today's kids and their families
- A Team player and willing to play ball (figuratively, and maybe literally) with others
- Able to cast vision with excitement and clarity
- Able to problem solve (in a hurry if needed)
- Able to Build, Equip and Oversee multiple volunteer teams
- Able to develop structures and systems that maximize effectiveness, efficiency and safety
- Able to Communicate effectively via email, text, phone call, and in person
- Able to Teach others in both large and small groups
- Able to empower and delegate
- Able to evaluate curriculum and tweak as needed
- Able to leap tall buildings in a single bound (just kidding, glad you're still reading)
- Proficient with technology and social media (or willing to learn)

Job benefits...

- Competitive Salary (based on education/experience)
- Paid vacation days
- 403(b) contribution matching
- Cell phone stipend
- Conference / continuing training expense