



## **Job Description**

**Position:** Kid's Ministry Pastor      **Primary Reporting Relationship:** Adult Ministry Pastor  
**Classification:** Full-Time, Salaried/Ministerial Exception      **Secondary Reporting Relationships:** Executive Pastor  
**Ministry Area:** Ministry Staff, G-Team      **Position Supervises:** Kid's Minister, Kid's Ministry Assistant  
**Interfaces:** BAC ministry team; church, school, and preschool staff members and volunteers; 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 Kid's Ministry Pastor serves to oversee the children and family ministry by making disciples of children and their parents in order to fulfill the church's mission of reaching the 4-B area with the Gospel of Jesus Christ. This individual will shepherd children and equip parents to walk the path of Legacy Milestones partnering for the purpose of gospel transformation.

### **Major Responsibilities:**

- Pursue Christ and biblical community
- Lead and serve your own family well including walking the Legacy Path at home
- Lead and serve the Kid's Ministry staff team
- Develop annual goals, calendar and budget for the Kid's Ministry
- Champion Milestones 1, 2 & 3 integrating them deeply into every area of ministry
- Equip parents to walk the Legacy Path at home
- Coordinate with the Student and Discipleship Ministries to effectively make disciples
- Develop and lead a robust Kid's Ministry volunteer team including recruitment, development, resourcing and consistent coaching
- Develop and maintain an effective LifeGroup strategy for Birth-6<sup>th</sup> grades
- Oversee an effective Preteen 5th-6th grade ministry transition to Student Ministry
- Develop and lead Kid's ministry events (VBS, Children's Camp, 4th/5th Grade Retreat, etc.)
- Counsel children who have professed Christ as Lord
- Shepherd the church through counseling and hospital visits
- Provide oversight to Wednesday night Kid's Ministry programming
- Provide oversight to the special needs Champions Club Ministry
- Manage Kid's Ministry welcome teams for Sundays and Wednesdays
- Provide oversight to paid childcare workers
- Evaluate facility needs and make recommendations regarding Kid's Ministry areas
- Support church-wide events such as Home Life Conference, Parent Summit (Kid's Summit)
- Support the Lead Pastor or Executive Pastor in other duties as assigned

**Minimum Requirements:**

- Undergraduate degree from an accredited University
- 5 years of experience in a Children’s Ministry lead or supporting role in a medium to large church (500+ attenders)
- Excellent teaching and communication skills
- Excellent leadership ability
- Self-motivated, visionary leader
- Committed to family and equipping the next generation

**Preferred:**

- Masters level degree from an accredited seminary
- A working understanding of the Legacy Milestones ([legacymilestones.com](http://legacymilestones.com))
- Experience working with the Orange philosophy and curriculum

**Physical 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. All physical requirements, job duties and abilities are subject to possible modification to reasonably accommodate individuals with a qualified disability.

1. The employee is regularly required to use their hands and fingers, to include: Fingering - picking, pinching, typing or otherwise working, primarily with fingers rather than with the whole hand as in handling; Grasping - applying pressure to an object with the fingers and palm. Repetitive motion - substantial movements (motions) of the wrists, hands, and/or fingers.
2. Talking – the employee will be required to express or exchange ideas by means of the spoken word. Those activities in which they must convey detailed or important spoken instructions to other workers accurately, loudly, or quickly.
3. Hearing- the employee will be required to perceive the nature of sounds at normal speaking levels with or without correction. Employee will need to possess the ability to receive detailed information through oral communication, and to make the discriminations in sound.
4. Light work. Exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force frequently, and/or a negligible amount of force constantly to move objects. Physical activity could also involve: stooping, kneeling, crouching, reaching, standing, walking, pushing, pulling, and lifting. If the use of arm and/or leg controls requires exertion of forces greater than that for sedentary work and the worker sits most of the time, the job is rated for light work. The worker is required to have close visual acuity to perform an activity such as: preparing and analyzing data and figures; transcribing; viewing a computer terminal; extensive reading. Activities occur inside and outside, and the worker is subject to both environmental conditions.

I have received, reviewed and fully understand the job description for the position of **Kid’s Ministry Pastor**. 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\_\_\_\_\_