

KIDS PASTOR/DIRECTOR

Exhibit “A” Duties of Employee

JOB PURPOSE: This role is instrumental in shaping the culture and environment of Victory Kids, creating a dynamic and engaging ministry where children experience God in a relevant and relational way. The ideal candidate thrives in a team setting, demonstrates strong leadership capacity, and is eager to learn and grow in children's ministry. Passionate about Jesus, kids, and families, this role embraces creativity, innovation, and bold vision to reach and disciple children and families both within Victory Church and the surrounding community. Continuously seeking fresh, cutting-edge strategies, this leader will inspire and implement new ways to connect with and impact the next generation.

TOP ROLES:

- **Lead and Manage Kids Serve Teams**
- **Lead Weekly Kids Gatherings/Services**
- **Kids Curriculum**
- **Build and Equip Teams**
- **Ensure Safety and Operations**

ESSENTIAL DUTIES & RESPONSIBILITIES:

- Cast the vision for a vibrant Children's Ministry that will allow kids to experience God, not just learn about Him, in a relevant and relational way
- Develop a dynamic leadership team of staff and volunteers through providing resources and training and implementing appreciation strategies
- Curate curriculum, including Sunday lessons and take-home activities.
- Plan, organize, staff, and coordinate engaging summer programs for children.
- Train, staff and implement ministries to children with special needs and their families.
- Collaborate with the Team to serve families at Victory by helping parents augment their parenting skills and arsenal, and improve their relationship with their children.
- Develop and implement policies for the safety and security of children, including but not limited to effective use of check-in and check-out technology.
- Plan and participate in parent/child dedication services.
- LMA Children's Ministry staff.
- Facilitate the sharing of space, resources, and teaching materials by church and other ministries/departments.
- Coordinate and staff nursery/preschool worship care and childcare during agreed upon church-wide events.
- Represent Victory Church and Next Gen at ministry functions and special events.

QUALIFICATIONS:

- Leadership Experience Required
- Proficiency in Slack and Google Suite (Gmail, Calendar, Drive, Docs, etc.)

- High organization and time management skills.
- Excellent verbal and written communication skills.
- Creativity, independence, and motivation for tasks and systems.
- Flexible and able to multitask; able to work in a fast paced environment with a level head.
- Possess personal qualities of integrity, credibility, good judgment, teamwork, and commitment to the overall mission of the church.
- Team-minded with enthusiasm for the position. Willingness to take direction and constructive guidance from supervisor and pastoral leadership.

PHYSICAL DEMANDS:

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. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is occasionally required to stand; walk; sit; reach with hands and arms; climb or balance; stoop, kneel, crouch, talk or hear.

QUALIFICATIONS SUMMARY:

Highly organized, Anticipating critical needs and being proactive, Self-Confidence, People Minded, Time Management Skills, Attention to Detail, Motivated to work efficiently, with excellence and quality for all tasks whether it is work done individually or with the team. Teamwork and enthusiasm for the job. Driven mentality. Able to be a self starter and recognize problems before they arise. Maintain high visibility during weekend services with a friendly, outgoing, and personal presence.

REFERENCES: Must be able to provide references upon request.

Exhibit “B”

Compensation and Benefits

Status: Full Time; Salaried

Company benefits: Unlimited Approved PTO

Working Days: Sunday through Thursday, with some additional requirements for events and services

Hours Per Day: Estimated 7-8 hours with the goal of a 40-hour workweek

Reports to: Executive Pastor of Ministry

Compensation: Annually, paid out in a bi-weekly payroll format.

Start Date: