



JOB DESCRIPTION:

CHILDREN'S PASTOR/DIRECTOR

Job Classification: Full Time, exempt

Compensation: TBD based on experience

OUTCOMES AND RESULTS – SUCCESS IN THIS POSITION WILL RESULT IN:

1. The Children's Ministry (CM) mission and vision aligns with the vision of The Well, specifically helping equip parents and children to exalt Jesus, be and reproduce disciples, send and be sent into the world for the glory of God.
2. Development and effective management of the CM strategic plan, budget and calendar that aligns with priorities established by elders, Executive Team, Associate Pastor, and church goals
3. Volunteers are consistently recruited, encouraged, motivated, and fully equipped to serve through leadership of Team Leads, Coordinators, and CM Director. This includes vision casting, training, relational development and effective systems and processes.
4. A clear leadership pipeline developed and implemented for volunteer leaders across all levels of Children's Ministry.
5. Parents are disciplined and equipped to effectively minister to and disciple their children into Christ-likeness.

MAJOR RESPONSIBILITIES AND ACTIVITIES:

1. Commit to daily prayer, time in God's Word, and incarnational leadership.
2. Regularly cast vision and inspire your team so that they continually see how their role ties to the overall mission and vision.
3. Oversee annual CM strategic planning process including budget, goals, calendaring and evaluation metrics.
4. Conduct regular one on ones and team meetings with leadership; shepherd, coach, and develop people towards continuous growth. Generously give recognition and praise; directly address areas of correction, critique, or conflict.
5. Equip the entire CM leadership team to lead relationally, and to recruit and empower others.
6. Lead the recruiting strategies for Volunteers so that all CM areas are fully staffed with passionate and equipped leaders.
7. Curate and oversee the curriculum for early childhood and elementary.
8. Maintain a strategy for reaching and assimilating new children and families.
9. Plan and oversee special events such as Child Dedication, Easter, Christmas, etc.
10. Provide necessary and helpful input regarding CM to Executive Team in order to benefit church-wide mission, goals, and strategies.
11. Other duties as assigned by the Associate Pastor.

REQUIRED KNOWLEDGE, SKILLS, ABILITIES, AND QUALIFICATIONS:

1. Above all has a personal, growing affection for Jesus that is sincere and contagious.
2. 3+ years of CM experience in a growing church context.
3. Demonstrated ability to understand and relate to children and their families with a passion to see familial growth in their faith.
4. Believes deeply in the mission of God, the mission of the Church, and the mission and vision of The Well.
5. Works well with a team and desires to be a family first, before an organization.
6. Ability to develop effective systems and processes in order to provide a safe environment for children to learn about Jesus and become disciples of Christ.
7. Ability to "shepherd" in a way that is consistent with the call of a Pastor in Scripture (1 Tim 3).
8. Ability to disciple individuals, thereby reproducing leaders who in turn will make disciples.
9. Ability to collaborate with The Well staff to further develop and implement the mission of the church.
10. Relationally and emotionally intelligent; leaves a "positive wake" and maintains a welcoming presence for all, living above reproach biblically and committed to solving conflict biblically; agrees to and upholds to the Team Covenant.

ADDITIONAL BENEFITS:

- Access to The Well Staff Team office + amenities (*includes gym, pool, lounges, theater, and conference rooms*)
- Additional bonus monthly (strongly urged to utilize for personal healthcare choice) (\$TBD).
- 4 weeks total of vacation + personal sick leave (Combined; to be utilized as seen fit).
- Monthly cell allowance (\$50)
- Credit Card privileges and monthly ministry allowance (\$250).

Position reports to Adam Watson, Associate Pastor