



Pastor of Kids Ministries – Job Description- Victory Church

The role of the kids pastor is to ignite a desire for a genuine relationship with Jesus Christ and equip volunteers and students to reach their worlds for Jesus, under the direction and leadership of the Family Pastor. Every child will be known by name and loved by leaders who point them to Jesus. The kids pastor will serve as a partner with parents, helping develop a biblical worldview in their children. This will require a firm grasp of the beliefs, values, and strategy of Victory Church and its ability to align volunteers and leadership teams with its mission, vision, and values.

The Director of Kids Ministries will be responsible for the following:

1. Model Biblical Principles

Responsible for upholding Biblical priorities and core values of Victory Church. The kids pastor should represent a growing relationship with Christ. The kids pastor models a strong relationship with his/her spouse and children, if applicable. The director strives to fulfill his/her purpose in life and ministry while demonstrating integrity in words, relationships, and actions. These objectives are accomplished by:

- Committing to regular quiet time with God (in prayer and in reading the Bible)
- Attending Victory church weekend service on a regular basis.
- Setting appropriate boundaries with time and relationships to protect character and integrity.
- Developing personal evangelism opportunities within and outside the church.
- Supporting the ministries of Victory Church by faithfully giving at least 10% of gross income.
- Adhering to and encompassing the qualities and characteristics required of Victory Church employees, as definite by the Staff handbook.
- Regularly reading and listening to resources that help with personal spiritual growth in areas of leadership.

2. Leadership of Volunteer Teams

Success in this role will be best accomplished by prioritizing an investment in kids' leaders who, in turn, influence parents and children. The kids pastor is responsible for creating an environment that attracts, develops, and empowers the leaders providing ministry programming to all children by:

- Recruiting new volunteers on a consistent basis for both in-person and online experiences to ensure proper staffing and equipping.

- Communicating a clear vision and defined ministry wins for kids ministry volunteer teams on a regular basis for both in-person experience and virtual experience.
- Building systems and structures that lead people from being spectators to volunteers. This should include on-ramp training and procedures that are clear for interested volunteers.
- Overseeing safety and security systems for children (background checks, safety and security procedures for events and weekend services)
- Planning and leading volunteer meetings and trainings.
- Identifying, recruiting, and interviewing potential team leaders, both for in-person and virtual. This should be an intergenerational approach including children and teens when appropriate.
- Providing intentional opportunities to show appreciation to volunteers and staff.

3. Oversight and Execution of Weekly Kids Experiences

Responsible for creating programs that provide engaging experiences and life-changing environments for children birth through 5th grade.

- Selecting relevant and developmentally appropriate curriculum for weekend experiences that are both online/virtual as well as in-person at Sunday services.
- Ensuring that check-in areas, ministry spaces, and signage are clear, current, and focused on new kids and their families.
- Creating and maintaining a safe environment for kids, including special needs at Victory Church.
- Working with in-house online specialist to ensure weekly virtual opportunities are current and available for live stream as well as on demand and includes website, social media, and weekly newsletters.
- Overseeing information and tracking of LifeGroups' participants and leaders.
- Actively encouraging life group leaders to connect with families and kids during the week (visiting, coaching, discipling, etc.)
- Implementing a strategy to equip parents to help their kids take their next steps toward Christ.

4. Oversight and Execution of Evangelistic Opportunities and Events

For children to develop a healthy worldview, it is important that they get hands-on opportunities to share the Gospel inside and outside of the church. Planning and creating ways to do this in the community will help the family unit see the need for serving one another rather than just themselves. Children will develop a humble, serving mindset.

- Planning and executing Kids Camp (VBS) to the community in the summer. This will require months of recruiting and creating teams to lead aspects of

program. The director should communicate with the entire staff with ways everyone can be part of this evangelistic opportunity.

- Providing follow-up after each event to allow for children and families to be plugged into life groups and Victory Church as a whole.
- Providing adequate training for volunteers in all areas of outreach programming.
- Working with Outreach Pastor to find safe and fun ways to serve in the community as a family with children of all ages.
- Planning training workshops and events for parents in the community with practical and spiritual tools both online and in-person.
- Choosing events for families and children that are aligned with the vision and mission of Victory Church with approval from staff.

Typical Workweek Schedule for Kids Pastor:

- This position is a fulltime, salaried position with medical, vision, and dental benefits offered. It would require an average of 45-50 hours per week :
 - Sundays- 6-8 hours
 - 12-16 hours per week in the office for meetings and preparation for Sunday experience
 - 20-24 flex hours for offsite meetings, working from home, etc.
- Required meetings on Tuesdays (prayer), Wednesdays (staff), and monthly vision meetings with Pastor Ed and staff, and weekly meetings with Family Pastor.
- 10 paid holidays per year observed
- Paid vacation time