

Position Description

Mountain Christian Church

Kids Pastor | Mountain Road

Purpose of Mountain Christian Church

To make disciples, more and better disciples

Goal for Mountain Staff

To have a team that is good at what they do, loves what they do, and loves the people they're doing it with.

Purpose of the role

The purpose of the Kids Pastor role is to provide pastoral leadership for the Mountain Road Campus ministry to children age 0-5th grade, and to lead and oversee the Mountain Road Kids staff team.

Principle Function

The Kids Pastor drives forward the discipleship efforts of Mtn Kids to families and children. This role also offers oversight to staff who represent ministries that care for children 0-18 years of age and their families. This position provides crucial administrative oversight, creative energy, guidance, and support to the campus team for the sole purpose of developing a culture of healthy groups.

This position is a full-time position that works 40 hours per week and is classified as an exempt position. This position qualifies for the ministerial exception.

Role Level

X	Team Leader I (a person who leads Team Members)
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Role Association

X	Campus-Specific , serving the following campus: Mountain Road
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Competencies

All Team Members should be able to:

- **Communicate well.** Communicate well in both writing and speech across multiple organizational levels.
- **Use technology effectively.** Use core technology systems and program used by the church (including but not limited to Microsoft Office)
- **Execute ministry.** Perform the most basic forms of ministry within your ministry context/area.
- **Manage work effectively.** This person must be able to make steady progress on long-term goals while simultaneously managing various short-term concerns. Must effectively manage the tensions between "urgent" & "important" tasks & relationships.

All Pastoral Leaders should be able to:

- **Develop people.** This person must create an environment of high invitation and high challenge where those under their leadership are supported, valued, equipped, and called forward in their discipleship journey and vocation.
- **Build teams.** Invite, assimilate, equip, edify, and transition people into meaningful ministry roles. This requires the ability to delegate.
- **Lead from here to there.** This person must be able to see a vision of where the team needs to go, assess the reality of the current situation, and make and execute a plan to get from where we are now to where we want to be. This requires problem solving, creativity, strategic thinking, managing change, risk-taking, care for people, and wisdom.
- **Identify & communicate ministry-specific values/vision/processes/systems.** The leader must establish direction and goals for their specific ministry and create the structures that help support the vision and its execution. This requires critical thinking across micro and macro levels of the ministry to create processes to make ministry happen.

- **Evaluate & improve.** Evaluate all aspects of ministry, systems and staff and give edifying feedback that leads toward improvement. This includes conducting staff performance evaluations.
- **Deal with conflict & lead through tension.** This person must have a keen sense for when something is “off” or “smells funky” and be willing to engage. They should have a knack for diffusing tension, helping people refocus on what matters, and building unity amidst a diversity of people. This person must protect the mission from conflict and tension that sap energy and distract from the main thing.
- **Manage ministry budget & allocate resources.** Manage and allocate financial and human resources within boundaries.
- **Stay organized.** This is a multi-faceted position that demands multi-tasking. This person must be able to prioritize and manage time and resources well.

The following competencies are specific to this role:

- **Servant leader.** This position calls for strong yet humble leadership. This person must have the ability to garner respect, gather a following, shepherd others, make decisions, and act decisively. This must be a person that others are willing to follow.
- **Training in pastoral care** conversations
- **Basic Social Media** content development & education
- **Biblical teacher.** This person will be relied upon to teach Biblical lessons to groups of various sizes and ages. They should be able to study the Biblical text, discern its meaning, and help their audience apply it accordingly.
- **Ability to contextualize.** Can understand nuance and apply collective plans to the sensitive realities of
 - a)...for the Mountain Road campus. This person must be able to implement the broader, church-wide vision for Mountain Kids in our Mountain Road context without compromising the Mountain DNA. This requires trust among other Mountain staff, sensitivity to the realities of our context, and the ability to think creatively.
 - b)...for children. This person must be able to translate the beauty and wonder of the gospel into terms that children can understand at various stages of their development from birth through 5th grade.
- **Shepherd.** This person must care for the people on their teams and minister to them in a way that disciplines them and encourages them to take their next steps with Christ.

Responsibilities

As a recognized and commissioned minister of the gospel by Mountain Christian Church, this person performs duties consistent with Mountain’s theological beliefs, which include carrying out the sacraments of baptism, eucharist, and matrimony. This person abides by Mountain’s teachings and plays a vital role in carrying out Mountain’s mission to make disciples, more and better disciples.

As Team Leader, this person is responsible for:

- Excellent communication with their team members, casting vision, clarifying expectations, measuring progress, cultivating culture, setting and accomplishing goals, maintaining alignment with the mission and values, and developing the people in their area.

More specifically, this person’s responsibilities are as follows:

- Recruiting, training, and scheduling teams of people to lead and serve in Mountain Kids programming for children age 0-5th grade during services, in the community, and administrative midweek teams at the Mountain Road Campus. These are the staple programs.
- Leading and discipling the people on those teams – including all areas such as preschool, elementary, kids welcome, special needs, midweek teams, and community outreach.
- Developing a comprehensive vision for ministry to children in the Mountain Road community, and then planning, coordinating, and executing events, initiatives, or programs that contribute to the fulfillment of that vision.
- Building and maintaining strong relationships with parents and communicating regularly with them regarding what’s happening with Mountain Kids.
- Working with the broader Kids Ministry team to plan, write and revise curriculum for Kids programming as needed to assure it succeeds at the Mountain Road campus.
- Responding with pastoral care as necessary to children & families of the Mountain Road Campus.
- Managing the budget related to the Mountain Road Campus Kids Ministry.
- Helping the broader Mountain Kids Ministry team as needed, e.g. serve at a different campus/service/events that cross campuses as needed.
- Remaining open to change and the shifting of responsibilities as the ministry grows and changes.
- Lead and discipling the Campus Kids Staff team
- Fulfill other responsibilities and tasks as assigned.

Hours/Compensation/Benefits

- Salary: \$50,000-\$58,000
- Excellent benefits package including 5 weeks paid time off and 10 paid holidays.
- Eligible for medical, vision, and dental benefits (single, husband/wife, employee/child, and family) starting the first day of the following month after date of hire
- 403B plan with employer match after 4 years
- Option to contribute to the employer's 403B plan
- Paid basic life, AD&D, and long-term disability insurance
- Option to purchase additional life and AD&D insurance
- Eligible to claim a ministerial housing allowance

Contact

Please submit resume to jobs@mountaincc.org