

COMPASSION CHRISTIAN CHURCH JOB DESCRIPTION

Position Title	Department	Reports to
Kids Team Lead /Leader/Pastor - Henderson	Campus Development (CD)	Campus Pastor -Henderson
Employment Status	FLSA Status	Effective Date
☐ Temporary ☒ Full-Time ☐ Part-Time	☐ Non-Exempt ☒ Exempt	08.2026 – cdb/HR

WHO WE ARE

We are guided by our fundamental values, our **CORE4**, which define our culture, but it's our mission that drives everything we do: to **LEAD OTHERS TO A LIFE-CHANGING RELATIONSHIP WITH JESUS**.

- Roof Wrecker (RW): Willing to go above and beyond to help others connect with Jesus.
- Game Changer (GC): Committed to doing whatever it takes to advance the Kingdom.
- Ephesians 4 (E4): Focused on raising others up to fulfill their potential and contribute.
- We Over Me (W/M): Prioritizing the good of the team over personal gain.

POSITION SUMMARY

Further the mission of the church by leading the Henderson Campus Kids Ministry in helping every child and family, including those with special needs, develop a life-changing relationship with Jesus through dynamic ministry strategies, engaging and inclusive programs, strong relationships, and the investment in and equipping of serve team members.

ESSENTIAL DUTIES & RESPONSIBILITIES

The essential functions include, but are not limited to the following:

- **Kids Ministry Direction (E4, GC, W/M):** Implement Central Kids initiatives across all facets of Henderson Kids Ministry, translating the vision and strategy into effective practices, programs, and environments where kids can thrive. Model hands-on ministry by teaching, shepherding, and building meaningful relationships with kids whenever opportunities arise.
- **Staff Development & Team Culture (E4, RW, GC, W/M):** Coach, evaluate, and develop the Henderson Kids staff team by establishing clear goals, providing structure, and cultivating a healthy, mission-aligned ministry culture.
- **Family Discipleship & Support (E4, RW, GC, W/M):** Provide pastoral care and support to families and serve team members, including decision counseling, baptism guidance, and assistance with sensitive issues.
- **Special Needs Ministry Oversight (E4, GC, RW, W/M):** Collaborate to establish vision and provide direction for Special Needs Ministry, support the Special Needs Coordinator and team, and ensure children and families experience inclusion, safety, and care.
- **Campus Collaboration & Partnerships (E4, GC, RW, W/M):** Represent Kids Ministry on the campus team, advocate for its staffing, facility, and organizational needs, and partner with Student Ministry to promote collaboration and a connected ministry experience.
- **Events & Creative Projects (E4, RW, W/M):** Participate in camps, special events, conferences, creative projects, and other ministry initiatives as needed.
- **Additional Responsibilities (E4, W/M):** Carry out other campus, community, ministry, and organizational responsibilities as assigned.

COMMITMENT TO CHRIST and CCC

- Demonstrates a personal relationship with Jesus Christ and actively engages in spiritual growth.
- Participates in regular accountability with a designated staff partner or approved individual.
- Adheres to the Mission, Vision, Core Values, Philosophy of Ministry, and Statement of Faith of CCC.
- Supports and upholds the policies and procedures outlined in the CCC Employee Handbook.

TEAMWORK and PROFESSIONALISM

- Embraces a collaborative team mindset and actively contributes to the objectives of the Vision & Strategy Team (VST).
- Maintains the highest standard of personal conduct and lifestyle, as outlined in the Team Assumptions.
- Demonstrates a commitment to excellence in all work, recognizing its significance.

MINIMUM QUALIFICATIONS

Education:

- A bachelor's degree from an accredited college or university is required. A degree from a Christian university and/or a degree in biblical studies is preferred.
- Consideration will be given to candidates with extensive experience and demonstrated proficiency in ministry leadership, particularly in Generations roles.

Experience:

- A minimum of three (3) years of experience in ministry or a related field is preferred.

Knowledge, Skills, and Gifts:

- **Spiritual Character:** Demonstrates a strong commitment to Christ-like values through words and actions. Exhibits integrity in interactions, reflecting a dedication to serving others and growing spiritually.
- **Ministry Involvement:** A dedicated individual with a passion for reaching lost or unchurched individuals, particularly through engaging in ministry with Kids and their families. Demonstrates a lifestyle that encourages others to grow in their faith.
- **Relational Skills:** Strong interpersonal skills characterized by emotional intelligence and spiritual maturity. Ability to connect with a diverse group of individuals and build meaningful relationships while being sensitive to their needs.
- **Organizational & Administrative Skills:** Solid organizational skills with the ability to manage people, programs, and projects effectively. Capable of delegating and seeing tasks through to completion while being skilled in problem-solving and time management. Proficient in relevant software, including Google applications.
- **Communication:** Committed to excellence in both verbal and written communication, with the ability to connect with individuals from diverse backgrounds while upholding confidentiality.

EMPLOYEE ACKNOWLEDGEMENT

I understand and acknowledge that my employment with Compassion Christian Church is "at-will," meaning it can be terminated by either party at any time, with or without reason, and with or without notice. This job description, along with any other provided documents, does not constitute an employment contract or guarantee of continued employment. I have read and understand the contents of this job description. I understand that it may be subject to change and does not alter my "at-will" employment status.

Reviewed with employee by

Signature: _____ Name (print): _____

Title: _____ Date: _____

Received and accepted by

Signature: _____ Name (print): _____

Title: _____ Date: _____