



## **CONNECT KIDS PASTOR**

**Direct Report:** Next Gen Pastor

**Department:** Next Gen

**Job Type:** Full-time position, 40+ hours/week

**Connect Church Mission** – We exist to help people connect to God, connect to people, and connect to the world. Our aim is to be a relevant church that teaches people to live in the power of the Holy Spirit in their everyday lives. We love God, we love people, we do life together, we give generously, we serve joyfully, we dream big, and we are spirit-led in everything we do.

### **Vision/Purpose of this role:**

The Connect Kids Pastor is responsible for leading and building a healthy, growing, Spirit-led kids ministry that helps children (from birth through elementary school) and families know Jesus, grow in their faith, and feel connected to the life of Connect Church. This role exists to create environments where kids can encounter God, build relationships, learn biblical truth, and develop a genuine relationship with Jesus in a safe, fun, and engaging way. The Connect Kids Pastor will oversee all areas of Connect Kids, including volunteer leadership, weekly ministry operations, discipleship strategy, parent partnership, events, safety systems, and team development. This position requires someone who is relational, organized, visionary, energetic, and passionate about reaching and discipling the next generation. This role focuses on ministry programs, building relationships with families, equipping volunteers, and ensuring children have a safe and engaging environment to grow in their faith with Jesus.

### **General Ministry Responsibilities:**

- Lead and oversee all Connect Kids ministry environments and experiences including all boys/girls Wednesday ministries.
- Create fun, engaging, age-appropriate, Gospel-centered ministry experiences for kids.
- Build a culture where kids feel seen, known, safe, and spiritually encouraged.
- Develop and implement discipleship strategies for children and families.
- Ensure ministry environments are clean, excellent, organized, and welcoming at all times.
- Create and maintain a healthy volunteer culture built on encouragement, honor, and teamwork.
- Partner with parents and families as the primary spiritual influence in a child's life.
- Help children take spiritual next steps including salvation, baptism, serving, and discipleship.
- Maintain alignment with the overall vision, culture, and direction of Connect Church.
- Work collaboratively with the Next Gen team and church staff to support overall church vision.

#### **1. Leadership:**

- Recruit, train, develop, and lead Dream Team volunteers within Connect Kids.
- Build and oversee volunteer teams for check-in, small groups, worship, production, hospitality, safety, classroom leaders, and future team endeavors.
- Create leadership pipelines and empower volunteers into ownership and responsibility.
- Lead regular volunteer training, huddles, and leadership development opportunities.

- Communicate vision, expectations, culture, and encouragement consistently to teams (this includes quarterly team meetings).
- Raise up leaders who can lead environments without constant oversight.
- Foster a healthy team culture marked by unity, humility, accountability, and excellence.
- Provide pastoral care and support to volunteers and families when needed.

## **2. Safety:**

- Ensure all safety and security policies are consistently followed.
- Maintain accurate check-in/check-out systems and procedures.
- Ensure all volunteers complete required background checks and onboarding processes.
- Maintain proper classroom ratios and volunteer coverage.
- Respond appropriately and professionally to incidents or emergencies.
- Ensure all classrooms and environments remain safe, clean, and secure.
- Partner with church leadership to maintain safety protocols and emergency procedures.
- Communicate clearly with parents regarding safety expectations and procedures.

## **3. Administration:**

- Manage schedules, volunteer rotations, and service planning.
- Oversee curriculum planning and classroom preparation.
- Maintain ministry databases, attendance records, and communication systems.
- Respond to parent communication in a timely and pastoral manner.
- Manage inventory, supplies, classroom materials, and ministry resources.
- Help develop and manage ministry budgets responsibly and efficiently.
- Prepare reports, updates, and ministry evaluations when needed.
- Coordinate with staff teams regarding calendars, events, communication, and facility needs.

## **4. Events:**

- Lead and execute Connect Kids events throughout the year.
- Assist in planning and leading summer events, family experiences, holiday services, child dedications, camps, outreach initiatives, and Next Gen collaborative events.
- Ensure events are organized, engaging, safe, and aligned with church vision.
- Build volunteer teams and systems to support successful event execution.
- Help create memorable experiences that help families connect deeper into the church community.

## **Qualifications:**

- A growing and authentic relationship with Jesus Christ.
- Strong alignment with the vision, values, and culture of Connect Church.
- Passion for children, families, and the next generation.
- Strong leadership, communication, and organizational skills.
- Ability to lead teams and develop volunteers effectively.
- Ability to work in fast-paced and team-oriented environments.
- Flexible, solution-minded, and adaptable.
- Experience working with children and volunteer teams.
- Prior ministry or leadership experience preferred.

## **KPI's (Key Performance Indicators):**

- Healthy volunteer culture and retention.
- Strong parent engagement and communication.
- Excellence and consistency in ministry environments.
- Spiritual growth and discipleship opportunities for kids.
- Weekly/monthly kids attendance growth.

- First-time family retention.
- Volunteer recruitment and development.
- Number of salvations and baptisms growth.
- Team growth and leadership pipeline development.
- Event participation and engagement.
- Safety compliance and systems execution.
- Timely communication and organization.
- Classroom preparedness and cleanliness.
- Consistent execution of Sunday and Wednesday experiences.
- Overall healthy feedback from kids/parents, volunteers, and staff.

**Expectations:**

- Model a Christ-like attitude, integrity, and servant leadership lifestyle.
- Maintain unity and alignment with church leadership and vision.
- Attend and participate in church services, staff meetings, training, and events.
- Maintain professionalism, punctuality, communication, and reliability.
- Lead with energy, humility, excellence, and intentionality.
- Protect and steward the culture of Connect Church.
- Continue growing spiritually, personally, and professionally.
- Champion the mission and vision of Connect Church both on and off the platform.
- Have fun and maintain a joyful passion for ministry.

**Benefits:**

- Competitive salary commensurate with experience.
- Health insurance and retirement benefits.
- Paid time off and designated holidays.
- Opportunities for professional development.
- Leadership development and growth opportunities
- A supportive work environment within a passionate and Kingdom minded church community.
- Opportunity to make a lasting impact in the next generation.
- Healthy and collaborative team culture. .
- Ministry conference and training opportunities.
- Flexible ministry environment with creative opportunities.
- Ability to help shape and build the future of Connect Kids and Connect Church.

**Physical Demands and Work Environment:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the functions. While performing the duties of this position, the employee is regularly required to talk or hear. The employee frequently is required to use hands or fingers, handle or feel objects, tools, or controls. The employee is occasionally required to stand; walk; sit; and reach with hands and arms. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this position include close vision, distance vision, and the ability to adjust focus. The noise level in the work environment is usually low to moderate. The employee may be required to work extended hours or on weekends, as needed.

**Note:**

This job description in no way states or implies that these are the only duties to be performed by the employee(s) incumbent in this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by any person authorized to give instructions or assignments. All duties and responsibilities are essential

functions and requirements and are subject to possible modification to reasonably accommodate individuals with disabilities. To perform this job successfully, the incumbents will possess the skills, aptitudes, and abilities to perform each duty proficiently. Some requirements may exclude individuals who pose a direct threat or significant risk to the health or safety of themselves or others. The requirements listed in this document are the minimum levels of knowledge, skills, or abilities. This document does not create an employment contract, implied or otherwise, other than an "at will" relationship.