



CHILDREN'S PASTOR

Position Description

SUMMARY

The Children's Pastor (CP) will support the Lead Pastor, Staff Team, and volunteers in achieving Foundations Church's vision by creating and executing engaging, age-appropriate, God-centric spiritually-enriching ministry for children birth through 5th grade. The CP will develop relevant, fun-filled, experiences to connect and inspire children to live for Jesus. The CP will help to empower and equip parents to be the spiritual leaders in the lives of their children. The CP will demonstrate pastoral leadership as he/she builds and shepherds volunteer teams that execute our Kids Ministry with full hearts & deep excellence—all while ensuring alignment within our multisite context.

POSITION JUSTIFICATION

Biblically, leadership is a key aspect of growing a healthy church and organizing God's people to do God's work (Eph 4:11-16). Uniquely qualified and gifted (1 Tm 3:1-15; Tit 1:5-9), spiritual leaders are to lead eagerly, humbly and willingly with all diligence as they serve, oversee, lead, teach, shepherd, protect and manage the ministry and the flock by the power of the Holy Spirit (Jn 13:1-17; 1 Th 5:12; 1 Pt 5:1-4; 2 Tm 4:2; Acts 20:28-30; Mk 10:45; Mt 20:25-26; 28:18-20). They are persons of upstanding character and outstanding competence (Ps 78:72; Phil 3:12-16; Col 1:28-29; 1 Co 9:22-27; 1 Tm 4:11-16).

Historically, God's leaders have been visionary catalysts for God-honoring change, role models of Christocentric living, team builders and team players who rely on God's power at work in and through them to accomplish God-sized things (1 Th 2:10; 1 Tm 4:12; 2 Tm 2:2; Acts 6:3-4; 14:23; Neh 2:12, 17; Ex 18). Spiritual leadership is a noble task that should not be taken lightly as its stakes are eternal and will one day require giving an account before Almighty God Himself (1 Tm 3:1; Jas 3:1; Hb 13:17). This position will require just such a leader in order to help direct Foundations' faith-explorers and Christ-followers into life-changing worship encounters with God and His people (Acts 2:42-47; 16:22-34; Lk 10:19; Mt 28:18-20; Mk 10:45; 12:29-31; Gal 3:28; Eph 2:19-22; 4:11-16).

Strategically, this leadership position is warranted for 4 specific reasons: a) achieving Foundations' unyielding mission of "*Bringing the EXTRAORDINARY LIFE OF JESUS to a lost and broken world*" demands fantastic ministry leadership, b) effective children's ministry requires a primary champion and vision-caster, c) the depth and growth of Foundations' kids and families demands pastoral leadership and direction from the highest caliber of person, and d) the innovative expansion of our multisite model—the Kid's Ministry that will happen in our various locations—merits the most diligent and strategic leadership God will provide.

ESSENTIAL QUALIFICATIONS

SPIRITUAL

- Must be a faithful, growing Christ-follower who is deepening in his/her personal relationship with Christ, models this and Him to others, and meets the biblical qualifications of leadership (Rm 12:8; 1 Tm 3:1-8; Tit 1:5-9; 1 Pt 5:1-4).
- A passionate desire to see people come to know, love and follow Christ in the context of biblical community.
- Primary Spiritual Gifts: Leadership, Shepherding, Teaching
- In full, unwavering alignment with Foundations' Statement of Beliefs, Values, Mission, Vision, and doctrine.
- Desires to know and love God even more than he/she wants to be used by God (Jn 15:1-8).
- Consistently treats others in a way that proves to them that they matter to God and to us.

PERSONAL

- Availability to give the position and ministry the time and attention it needs to be optimally successful.
- Urgent desire to handle conflict constructively and graciously.
- Humble, credible, trustworthy, teachable, and a self-starter with catalytic leadership influence and impact.
- Skilled in building and leading gifts-based teams to accomplish shared purposes, he/she is also a team player who sees the need to take others with them in the journey of leadership and leadership development and equip others for lifestyle worship and community-building impact.
- Strong theological, verbal, and social skills that enable him/her to be an effective and clear communicator.
- Exhibits the highest level of integrity in representing Jesus Christ and Foundations Church in all spheres.

PROFESSIONAL

- Minimally, formal biblical training. Ideally, a seminary degree with emphasis in Children's Ministry and/or Leadership.
- Adequate qualitative experience in a Children's Ministry leadership position that demonstrates proven competence.
- Ideally, leadership experience in a multisite ministry context (i.e., one church with multiple locations/venues).
- An innovative, strategic thinker regarding short and long-term children's ministry vision and needs.
- Skill in utilizing various software including Planning Center, Mail Chimp, Pro Presenter.
- A highly relational person with high emotional intelligence. Deeply reflective on and in touch with the thought processes, hopes, fears, joys and struggles of the Northern Colorado community (kids & families).
- Patience in collaborating with and developing/discipling volunteers with various personalities and skill levels.
- Time management that prioritizes ministry needs with attention to managing details and meeting deadlines.

SPECIFIC RESPONSIBILITIES

1. The CP will work to craft the most meaningful Kids Min culture possible in order to nourish the deepest spiritual growth of Foundations' kids and its families to bring only our best to Jesus Christ.
2. Invest time networking, reading, reflecting & experimenting on ways to shape target-focused Kids Min experiences that maximize participation and utilize fresh styles & experiences to best engage the minds & hearts of God's kids that reach today's unchurched families.
3. Strive to become a masterful cultural architect by collaboratively shaping the values, vision, and strategy needed to build a rich culture within Kids Min staff and volunteers.
4. Be a developmental team-builder who recruits, trains, empowers, coaches, and unleashes staff and volunteers into sweet-spot roles, while working deliberately to deepen hearts and community.
5. Prepare and execute creative and compelling Kids Min experiences through a Spirit-led and prayerful process of brainstorming, planning, training, collaborating, celebrating, implementing, and evaluation.
6. Ensure the smooth operation and flow of the Children's Ministry's systems and processes.
7. Carefully identify, intentionally recruit, and diligently develop potential Children's Ministry apprentices for future site launches under our multisite vision.
8. The CP will serve as the primary Children's Ministry champion between Foundations Loveland and Foundations Windsor, striving to keep cross-campus communication, collaboration, and cross-pollination channels open and strong for the most vibrant multisite culture possible.
9. The CP will research and design collaboratively with the Student Pastor to ensure ministry alignment, and age-appropriate and seamless transition between ministries.
10. The CP will help prepare/submit an Annual Ministry Budget that is vision-driven and bold enough to keep Foundations on the cutting edge of vision realization and effectiveness.
11. Share the load of performing other pastoral duties as assigned (i.e., weddings, funerals, hospital visits).

CRITICAL COMPETENCIES

Drive for Results, Building Effective Teams, Approachability, Action-Oriented, Directing Others, Peer Relationships, Compassion, People Focused, Perseverance, Conflict Management, Interpersonal Savvy, Managing Vision and Purpose, Priority Setting, Organizing, Planning, Personal Learning & Agility, Motivating Others, Informing, Understanding Others, Sizing up People, Integrity and Trust

STRATEGIC INFLUENCE

The CP will have significant influence and input in shaping Foundations' overall Vision for Kids Min, as part of the Ministry Leaders Team, as well as provide key leadership to the implementation of FC's Strategy as developed through the StratOp process.

RELATION TO THE STAFF

The Foundations' Children's Pastor will be directly responsible to and accountable to the Executive Pastor of Ministries, who will provide general oversight and specific coaching to ensure that the CP is well aligned with Foundations' overall Values, Vision, depth, and direction. Under the oversight of the XPM, the CP will be the primary leader of Foundations' Children's Ministry, staff and volunteers. The CP will serve in collaboration with each member of Foundations' Leadership Team and will directly oversee all children's directors and pastors at current and future locations. Ultimately, the CP will ensure that the Children's Ministry Values, Mission, Vision, and Strategy are aligned with Foundations' overall Values, Mission, Vision, and direction.