



## **POSITION DESCRIPTION**

<b>Job Title:</b>	Children's Pastor
<b>Status:</b>	FT Salaried
<b>Supervisor Title:</b>	Executive Pastor
<b>Date Prepared/Revised:</b>	August 30, 2017

Our vision is to be a life-giving movement of people having such and impact that if we were gone our communities would miss us.

Jesus says in:

John 10:10 "The thief comes only to steal and kill and destroy; I have come that they may have life, and have it to the full."

Luke 19:10 "For the Son of Man came to seek and save those who are lost."

For us, this requires that we reach more people *for* Jesus and raise them up to be *like* Jesus.

Pastor Jeff puts it this way: "As a church, we are not here to coddle the already convinced or to cater to the consistently comfortable; we are here to help convert those who are yet to believe and challenge the stinkin' heck out of those of us who already do."

Wyoming is the 9<sup>th</sup> largest unchurched state in America and we believe God wants us to be a part of changing that.

So, as a staff member of Element Church, if we are to lead a movement where LIFE begins to IMPACT the state, our number one job duty is being willing to do *whatever* it takes to reach more people *for* Jesus and raise them to be *like* Jesus!

This job demands sacrifice, commitment, determination, and courage; but it will deliver, joy, satisfaction, fulfillment and reward!

If this is something you think you could be a part of, continue reading.

## **Staff commitments**

These are the commitments we expect of all staff employees at Element Church.

1. We value the importance of building up and not tearing down. Therefore, I will speak positively about Element Church, other churches and those who attend them. (John 13:34-35; Ephesians 4:3; Colossians 3:14-15; Colossians 4:5-6; 1 Thes. 5:9-11)
2. We value the Biblical practice of conflict resolution. Therefore, if I have a complaint or disagree with something in the church, I will go to that person involved or the leadership of the church and not to those around me. (Matt. 5:21-26; Ephesians 4:25-27)
3. We value the regular gathering of believers in the local church for worship. Therefore, I will lead by example and attend Element Church every Sunday I am available. (If you are a salaried staff person you are expected to be there EVERY Sunday outside of paid vacation or other excused absences by the Lead Pastor.) (Hebrews 10:23-24)
4. We value the importance of not being a stumbling block to those around us who may be watching. Therefore, we will abstain from the use of alcoholic beverages, tobacco products, and pre-marital or extra-marital sexual activity, and any illegal substance. I will abstain from the use of foul language. I will also be modest in dress, appearance and entertainment choices. (Romans 14:14-23; 1 Timothy 3:1-10)
5. We value the blessing of following the biblical principle of tithing. Therefore, I will give the 10% God has asked me to give to my Element Church and anything above as my offering. (Malachi 3:8-11; Matthew 23:23-24)
6. We value the place of God's Spirit in our daily lives. Therefore, I will spend quality personal time with God each day through the reading of the Bible and through prayer. (Psalm 119:9-11; Psalm 119:105; 2 Timothy 3:16; Luke 18:1; Luke 21:36; Ephesians 6:18; Colossians 4:2; 1 Thessalonians 5:17)

## **Staff Core Values**

**Obedience is our success: Our success will not be determined by outcome but by our obedience to God.**

- As a staff, we will demonstrate this value by setting the standard high in our spiritual lives (both public and private) and by living within accountability. We want to be above reproach.
- We will intentionally keep on the forefront; it's not about meeting all our goals but about staying faithful to our God.
- We will make ourselves vulnerable by taking risks based on the voice of God.

**If Only for the ONE: We do what we do for the glory of HIM alone and to reach out to THEM alone.**

- As a staff, we will demonstrate this value by shining a floodlight on God; always pointing

EVERYTHING we do to the ONE we do it for.

- We will purposely allocate more resources to reaching the lost than we do to comforting the found.
- We will be intentional about seeing EACH person we meet as the ONLY person to serve. Each staff member should be investing and speaking into the life of at least one person to help lead them TO Christ or grow them IN Christ.

**Generosity: We serve a radically generous God so we will be radically generous people.**

- As a staff, we will demonstrate this value by not only being committed to the tithe, but also being sacrificial in our giving to the church. If we want people to bleed then we need to hemorrhage.
- We will look for ways to bless other people with our time, talents and treasure, being both joyful and sacrificial in our generosity.
- We will take seriously the responsibility of stewarding God's resources in a way that glorifies Him and positions our church to be generous.

**Home: We will love people for who they are so we can lead them to where they need to be.**

- As a staff, we will demonstrate this value by treating each person the same regardless of their appearance, background or belief system.
- We will put our own families first, being the best spouse, father, mother, and leader we can be, so we can lead others to do the same.
- We will defend each other on staff and each person in our church as if they are a part of our own family. Family comes first, and we will fight the enemy WITH our family and fight FOR our family!

**It Matters: No matter what you do IN the church**

- As a staff, we will demonstrate this value by never being above any responsibility in the church, always willing to be servant leaders; so as to model Christ centered leadership. We will not ask a volunteer to do, what we ourselves aren't willing to do.
- We will be FOR other ministries in the church (i.e. their budget, building use, platform time, leaders, etc.), believing that the overall mission and vision is greater than any one ministry in it.
- We will constantly be encouraging and affirming to our volunteers, reminding them that what they do matters! We will help them see how their service connects to the mission of the church.

**Honor: We will honor God and honor people with everything we do.**

- As a staff, we will demonstrate this value by being on time, prepared, and ready for every meeting, event, appointment, or worship service to show that we honor people's time.
- We will seek excellence in everything we do, understanding that God gave His best to us, so He deserves our best in return.
- We will work hard to stay in shape physically, emotionally, spiritually, financially and relationally so we can give God and His people our best!

## What we believe

We believe the Bible is the verbally inspired Word of God and without mistakes as originally written. It is the complete revelation of His will for salvation and the only unfailing rule of faith and practice for the Christian life.

We believe in one God who is creator of all things. He exists eternally in three persons: the Father, the Son, and Holy Spirit, and these three are of equal dignity and power.

We believe in the deity of Jesus Christ as fully God and fully man; His miraculous conception; virgin birth; sinless life; substitutionary death on the cross; resurrection of His body; ascension to the right hand of God the Father; and His imminent return.

We believe in the Holy Spirit as proceeding from and is one Being with the Father and the Son who: convicts the world of sin; leads men to the Gospel and into fellowship with God; He comforts, encourages, sustains, empowers, sanctifies and guides each believer into all truth.

We believe that man was created BY and made FOR God; that through Adams initial disobedience man has inherited a sinful nature that leads to acts of disobedience. These acts result in spiritual death as a consequence; and that, because of this separation, man is in need of divine intervention and salvation.

We believe the Lord Jesus Christ died for our sins and that all who believe in Him are declared righteous because of His sacrificial and substitutionary death and are, therefore, in right relationship with God.

We believe in the present ministry of the Holy Spirit, who indwells all believers thus enabling and empowering them to live their new life in Christ. That God is able and does fill entirely the heart of the believer who seeks the fullness of His Holy Spirit. This deeper work of grace called entire sanctification, is conditioned upon full surrender and faith. It involves both a cleansing of the Christian's heart from the inherited inclination to sin and the infilling of the Holy Spirit. It results in a new power to love God with our whole heart and our neighbors as ourselves.

We believe that good works themselves do not save us, but are the necessary fruits of the new birth and therefore serve as evidence that we are converted just as a tree is discerned by its fruit. That the believer is secure in Christ as long as obedience and faith are maintained. It is possible to depart from grace and fall into sin, and if one remains in this state, to be finally lost. However, by the grace of God and through repentance and faith, the backslider can be restored to righteousness and true holiness.

We believe that prayer is the lifeline between man and God. Prayer sustains everything we do; it unifies our minds with the Father, reveals the will of the Son and strengthens our inner soul through the work of the Holy Spirit.

We believe in the sacrament of water baptism for those who come to know Christ and intend to follow Him.

We believe in the sacrament of Holy Communion (Lord's Supper) as directed by Christ. We do not require membership for communion but to hold to the Scriptural teaching that one who partakes is to believe in Jesus as Savior and intend to follow Him.

We believe in the bodily resurrection of everyone who has lived, an everlasting blessedness and reward in Heaven for those who have received forgiveness and continue in a right relationship with God, and an everlasting punishment in Hell for those who have rejected God's forgiveness or cease to walk in relationship with Him.

## Position Description

The Children's Pastor will be responsible for the entire children's ministry (birth to 12 years old) department and the operations of it.

The WINS in this area look like this: (included but not limited to)

### 1. Volunteer Team Leadership

- Primary leader, champion, and orchestrator of our Sunday children's ministry experience.
- Volunteer recruiting, training, development, and scheduling.
- Communicating with a large volunteer team using a number of different platforms including email, phone, social media outlets, and Church Community Builder Software.
- Equip the volunteer team with the tools necessary to accomplish department goals.
- Continually train volunteer leaders on effectively reaching and ministering to children.
- Continually evaluate leaders to determine their effectiveness and course of action.
- Recruit new members to the leadership team to grow the ministry.
- Screen and place new leaders into their most effective positions.
- Work diligently to maintain the EC plan for leader development including the use of an apprentice for all leader positions.
- Identify areas of the ministry that can be run and developed by volunteer leaders.
- Equip and release leaders to do those ministry functions.

### 2. Children's Ministry Programming

- Organizing and preparing teaching materials to be used for Sunday services.
- Delivering electronically all teaching materials to your leader team in a timely fashion.
- Goal setting, record keeping, and operating within a budget for the kids ministry department.
- Planning of curriculum throughout the calendar year for all teaching classrooms.
- Purchase and inventory of supplies, equipment, and other materials.
- Creating annual budget proposals as well as adhering to the budget the department receives.
- Leading Service Coordinator meetings and effectively leading that team to equip others to do the work of the ministry.

### 3. Community & Discipleship

- Create and sustain a community mentality among your volunteer teams and leaders.
- Encourage appropriate relationships between your leaders and the volunteers they serve.
- Work diligently to follow the Element Church Leadership Development model within the kids department.
- Work diligently to find creative ways to disciple children through small groups and volunteer relationships.

## **Education and Experience Requirements**

- Bachelor's Degree in Biblical Studies, Pastoral Ministry, or Equivalent
- Experience leading in a growing Children's or Student Ministry of 300+ in attendance
- Experience leading a volunteer team
- Experience being on a children's ministry leadership team

**Interested?**

**Submit resume to: [jobs@elementchurchwy.com](mailto:jobs@elementchurchwy.com)**