

**ASSOCIATE KIDS PASTOR // CROSSROADS CHURCH**

Crossroads Church is looking for a highly passionate and energetic Associate Kids Pastor to join our staff. The Associate Kids Pastor will be responsible for leading, equipping and recruiting volunteers while ensuring the success of the kid's programming and caring for families. This includes casting vision, coordinating schedules, equipping volunteers for success and coaching volunteers toward effective ministry. A person who is a relational leader and an excellence driven team builder who is able to focus on fostering a healthy volunteer culture passionate about leading kids to Jesus will thrive in this role.

**ROLES & RESPONSIBILITIES**

- Recruit, schedule and train volunteers involved in CR Kids at the Woodbury Campus.
- Motivate and grow leaders who can manage classrooms and roles the absence of CR Kids staff. Lead the ministry in the absence of the Kids Pastor.
- Ensure CR Kids volunteer staffing needs are met for each service and special event.
- Communicate with volunteers (adults, youth and parents of youth) schedules, lesson plans, updates in advance of weekend services via email, phone call, and/or Planning Center.
- Cast vision to, lead, and pastor volunteers during pre-service huddles, impromptu and scheduled conversations, and through cards/calls/texts.
- Support and guide volunteers to mentor and pray for youth volunteers and parents/guardians.
- Partner with the Kids Pastor on all aspects of safety, programming, event design and delivery.
- Coordinate curriculum with the Kids Pastor and CR Kids team.
- Support and help facilitate the Large Group/Small Group model.
- Foster welcoming environments through well organized and friendly check-in teams and processes.
- Build and maintain relationships with parents and kids so they feel valued and cared for well.
- Assist with welcoming and supporting new and existing families.
- Support key initiatives or events such as VBS, Child Dedications, Baptisms, groups, or outreach.
- Attend required staff meetings (CR Kids, Woodbury, and all-campus).
- Attend Crossroads weekend services (in person or virtually) on a regular basis.
- Participate in campus actives and projects required by Kids Pastor or Campus Pastor.

**QUALIFICATIONS & EXPECTATIONS**

- Education: 4-year bachelor's degree in related field or extensive experience in kids' ministry is preferred.
- Qualifications

- Passionate about reaching people for Jesus.
  - Willingness to learn and grow, takes direction and feedback well.
  - Excellent organization and time management skills and intrinsically motivated.
  - Pastoral heart to care for people. Shepherd encouragingly and consistently.
  - Able to recruit, train, and develop leaders with support.
  - Problem solver who anticipates problems and provide solutions.
  - Person of high integrity who makes decisions in alignment to values.
  - Work independently and collaborate with all teams.
  - Professes a belief in Jesus Christ that is demonstrated by actively living out that faith.
  - Embraces a biblical standard of personal conduct and lifestyle in addition to CR Core Staff Values.
- **Environment**
    - Work is accomplished primarily indoors in an administrative environment
    - Working extra hours should be expected at times throughout the year
    - Occasional travel is expected for events
  - **Crossroads Staff Culture // Manifests the following culture traits:**
    - Expect God to Move – We believe God is still in the business of performing miracles.
    - Move as ONE – We believe that as a multisite church, we move faster, further, more effectively together.
    - Take it personally – We believe our “jobs” are a holy calling.
    - Be actively FOR each other – We believe we are family.
    - Invest in the next – We believe in the potential of the next Generation.
    - Leave the 99 – We believe people far from God matter to God and therefore should matter to us.

**Classification:** Exempt; Salaried

**Status:** Full-time

**Directly Reports To:** Woodbury Kids Pastor