

Summary:

The Director of CR Kids is responsible for leading the vision and strategy for Birth-5th grade ministry at Crossroads Church. This role will focus on championing the development of the Kids ministry staff and making a replicable ministry structure across each campus. The tension of developing vision & strategy, with an attention to detail, and leading through strategic & relational influence are the greatest assets for this role.

Responsibilities:

- Develop a scalable Kids Ministry model that works across all campuses.
- Recruit/train/resource/empower Kids Ministry staff to do their job with excellence.
- Lead recurring CR Kids all-pastor gatherings.
- Work in alignment with overall church volunteer culture and strategy where Kids Ministry volunteers are recruited, prepared, and developed for their roles.
- Create a ministry culture where kids and families feel loved and cared for.
- Develop and continuously evaluate a large group and small group experience that is engaging, interactive, and helpful for kids to learn Biblical truths and foster a relationship with Jesus.
- Come alongside families with tools to equip and help them lead their kids spiritually.
- Ensure that the CR Kids is organized and working ahead of the ministry calendar.
- Supervise CR Kids Central Staff.
- Serve as member of Ministry Leadership Team under direction of Executive Pastor of Ministry.
- Other duties as assigned by supervisor.

Qualifications:

- Proven Kids Ministry leadership at a strategic and visionary level.
- Relational leader who has experience leading in a matrix organization directly and through influence.
- Is a lifelong learner of ministry innovation.
- Flexibility to work in a multi-site organization.
- Disciplined and collaborative
- Minimum of a bachelor's degree from a four-year university in a related field
- Awareness and agreement with ECC (Evangelical Covenant Church) theology and practice

Environment:

- Work is accomplished primarily indoors in an administrative environment
- This role requires utilizing computer keyboard and mouse very frequently



DIRECTOR OF CR KIDS

- The employee is frequently required to sit for extended periods of time at a desk
- Some travel may be required (5 days/year)

Crossroads Staff Culture – Manifest the following traits:

- **Expect God to Move** – We believe God is still in the business of performing miracles
- **Move as ONE** – We believe in multisite...that 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 gen
- **Leave the 99** – We believe people far from God matter to God and therefore should matter to us

Reports to: Executive Pastor of Ministry

Status: Full-time

FLSA Status: Exempt