

Children's Pastor - Job Description

Calvary Baptist Church, McAllen
1600 Harvey St.
McAllen, Texas 78501

Job Title: Children's Discipleship Pastor

Location: Calvary Baptist Church, McAllen, TX

Position Type: Full-time

Reports To: Lead Pastor

About Calvary Baptist Church:

Calvary Baptist Church is a vibrant and growing community of faith located in McAllen, TX. Our mission is to love God, love people, and make disciples. We are seeking a dedicated and dynamic Children's Pastor to join our ministry team and lead our children's ministry with a strong focus on spiritual leadership, visionary thinking, family engagement, compassionate leadership, and volunteer coordination.

Position Summary:

The Children's Pastor at Calvary Baptist Church will be responsible for overseeing and nurturing the spiritual growth and development of children (infants through sixth grade) and their families. This individual will serve as a spiritual leader, mentor, and guide to children, parents, and volunteers within the church community. The Children's Pastor will work closely with the Lead Pastor and other ministry leaders to align children's ministry with the overall vision and mission of the church.

Essential Functions and Key Responsibilities:

1. Spiritual Leadership:

- Provide spiritual leadership to children and families by teaching the Word of God in an engaging and age-appropriate manner.
- Create an environment where children can encounter God, grow in their faith, and develop a personal relationship with Jesus Christ and value the importance of worship in their lives.
- Lead and oversee regular children's worship Gatherings, Grow & Guide classes, and special events.
- Exercise biblical wisdom to resolve issues that arise with children, parents, and volunteers.

- While we expect the candidate to be able to do all of the above well, to succeed in this role they will need to multiply themselves to direct, train, and oversee volunteers and staff who also do these things well.

2. Visionary Leadership:

- Develop and articulate a clear vision for the children's ministry that aligns with the church's overall mission and values.
- Set goals and strategies for the growth and expansion of the children's ministry.
- Continuously evaluate and improve the children's ministry programs and curriculum to ensure relevance and effectiveness.
- Able to encourage and support multi-ministry collaboration, such as: Grow Groups, Women's Ministry, Men's Ministry, Student and Young Adult Ministry etc.
- Create strategic partnerships with ministries that focus on evangelism and sharing their faith

3. Family Engagement:

- Build strong relationships with parents and caregivers, offering support and resources to help them disciple their children at home.
- Organize family-oriented events, workshops, and seminars to strengthen family bonds and spiritual growth.
- Foster a sense of community and belonging among families within the church.

4. Compassionate Leadership:

- Demonstrate a compassionate and empathetic approach in ministering to children and families, especially during challenging times.
- Provide pastoral care and support to children and families in crisis or facing difficulties including but not limited to children with special needs.

5. Volunteer Coordination:

- Recruit, train, and empower a team of dedicated volunteers to serve in various aspects of the children's ministry.
- Effectively delegate responsibilities and provide ongoing support and mentorship to volunteers.
- Develop a culture of teamwork, collaboration, and volunteer appreciation.

6. Organizational Skills:

- Maintain organized records of attendance, approved curriculum, and resources related to the children's ministry.
- Manage the children's ministry budget efficiently and responsibly.
- Plan and coordinate events, activities, and outreach programs for children and families.
- Maintain a high degree of safety and security protocols to protect our children and staff.

Required Qualifications:

- A strong personal relationship with Jesus Christ and a commitment to living out a Christ-centered life.
- Bachelor's degree in a related field (e.g., theology, Christian education, child development, psychology) preferred.
- Proven experience in children's ministry or related leadership roles within a church setting.
- Strong interpersonal and communication skills, with the ability to connect with children, parents, and volunteers.
- Visionary thinking and the ability to develop and execute strategic plans for ministry growth.
- Compassionate and empathetic heart, with a genuine desire to minister to children and families.
- Excellent organizational and administrative abilities.
- Ability to work collaboratively as part of a ministry team.
- Willingness to work with a diverse culture, including a Spanish ministry, and a commitment to promoting cultural sensitivity.
- A teachable spirit, with a desire for continuous personal and professional growth and a willingness to receive feedback and training.

Preferred Qualification:

- Bilingual English / Spanish
- Master's Degree in related field (e.g., theology, Christian education, child development, psychology)

Application Process:

Interested candidates should submit a resume, cover letter, and references to search@calvarymcallen.org by **January 31st, 2024**. Please include a statement of your personal faith, your philosophy of children's ministry, and how you plan to embrace and engage with the diverse cultural backgrounds within our congregation.

Calvary Baptist Church is an equal opportunity employer. We encourage applications from individuals of all backgrounds and experiences who share our commitment to serving Christ and His church.

Compensation:

Salary and benefits will be commensurate with qualifications and experience. We offer opportunities for ongoing training and development to support your personal and professional growth in ministry.

Note: This job description is intended to convey information essential to understand the scope of the position and is not an exhaustive list of responsibilities. It may be revised as necessary to meet the evolving needs of Calvary Baptist Church.