



JOB DESCRIPTION PRESCHOOL & KIDS MINISTER

October 2023 Update

Position Reports to the Senior Pastor and the Personnel Committee.

Job/FSLA Status is Full-time*; Exempt; Ministry Expenses Reimbursed.

POSITION SUMMARY* The Kids Pastor of FBC Clinton is responsible to the church, under the direction of the Senior Pastor and Personnel Committee, for overseeing all ministries from birth through 6th grade. This role is designed to develop and maintain a vision for the spiritual development of kids that is biblical, comprehensive, missional, and aligned with the Discipleship Pathway of FBC. Special focus will be given to equipping the parents/guardians of children to be the primary spiritual influencers in their homes. (**We are open to dividing this position into two part-time positions (elementary/preschool) if the candidate applying has a specific passion toward one age group or the other with the accompanying skill set.*)

VISION/DISCIPLESHIP PATHWAY

KNOWING – *We want every child to trust Christ in salvation and become surrendered members of God's Kingdom.*

- Goal: To help kids and their families begin a faith relationship with Jesus.
- Defining Action: Calling kids who haven't yet trusted Christ in salvation to repent of their sins and surrender their lives to the transforming power of Jesus.

SHOWING - *We want every Christian to publicly identify with Christ through Believer's Baptism and commitment to local church membership.*

- Goal: To lead kids into boldly identifying with Christ and making a commitment to the spiritual growth that comes from active church membership
- Defining Action: Helping saved children understand the symbolism of Believer's Baptism and the importance of church membership.

GROWING – *Implementing an intentional process that helps kids' daily lives grow in reflecting the likeness of Christ.*

- Goal: Equipping children to use their spiritual gifts and engage in the spiritual disciplines and processes that will grow them toward spiritual maturity.
- Defining Action: Assisting young believers in their spiritual development in the key areas of Scripture, prayer, worship, evangelism, giving, etc. Provide ample opportunities for kids to discover, develop, and deploy their spiritual gifts.

GOING – *Helping kids embrace the Great Commission as the God-given, over-arching purpose of their earthly lives.*

- Goal: To help kids embrace God's mission to tell people about Jesus
- Defining Action: Give kid believers opportunities to participate in outreach initiatives and age-appropriate mission projects.

ESSENTIAL FUNCTIONS

1. Grow spiritually and model to the church staff, students, leaders, and parents, a fully devoted follower of Jesus Christ.
2. Interpret the vision and purpose of First Baptist Clinton and implement the elements of our Discipleship Pathway in the Children's Ministry of FBC (birth-6th Grade) with the goal of multiplying disciples.
3. Clearly communicate the annual ministry objectives of the preschool and kids' ministries to the kids, parents, ministry volunteers, and the Personnel Committee.
4. Recruit, develop, train, communicate, supervise, appreciate, and pray for all children's ministry volunteers.
5. Organize and oversee all aspects of kids' ministry Sunday School, small groups, services, trips, events, and programs with a priority on Sundays and Wednesday nights.
6. Sunday School-specific responsibilities include selecting a biblically sound curriculum, modeling effective teaching methods, training leaders in curriculum usage, equipping leaders as disciple-makers, providing administrative support to those leaders, and making the Sunday school environment welcoming to new families.
7. Be a support and encouragement for the kids and leaders of *Celebration Place*, the kids ministry aspects of *Celebrate Recovery* which meets on Tuesday nights.
8. Be support and encouragement to the leaders and parents of our MOPS ministry to mothers of preschoolers.
9. Regularly disciple kids' ministry leaders, parents, as well as kids when needed.
10. Encourage and equip parents to be the primary disciple-makers of their children.
11. Engage with local area churches and partner with them in community ministry when it makes sense to do so.
12. Cast the vision for families and kids living "on mission" in partnership and communication with our ActsOne8 Missions Mobilization Team.
13. Serve as the staff Children's Ministry advocate on Church Council and cooperate with the Association and Convention (MBC/SBC) to promote activities of mutual interest.
14. Provide pastoral care and counsel for kids and families as needed.
15. Oversee kids' ministry facilities use, setup, maintenance, and improvements in partnership with the maintenance team.
16. Participate as an active and engaged member of the FBC church staff attending regular staff meetings and other trainings as needed.
17. Develop, monitor, and administer the Kids Ministry budget in partnership with the Senior Pastor and the Stewardship and Finance Committee.
18. Provide ministerial care as needed for church service response times, baptisms, on-call needs (hospital, bereavement, etc.), connection calls to guests, etc.
19. Assist the Senior Pastor and perform other duties as needed to help FBC Clinton reach the lost and multiply disciples among our neighbors and the nations.
20. Other duties may arise as necessary.

QUALIFICATION/SKILLS

1. Candidate must have a growing & mature, demonstrated personal relationship with Jesus Christ and exhibit a consistent Christ-like attitude and life.
2. A personal sense of calling from God to vocational Christian ministry in general and to student ministry specifically.
3. Bachelor's degree or ministry experience equivalent. Seminary training is preferred.
4. Identifies wholeheartedly with the mission, values, vision, theology, and ministry philosophy of First Baptist Clinton MO, and is willing to become a church member.
5. Commitment to healthy relationships with both the church staff and church body, and have a love for reaching our neighbors and the nations.
6. A teachable spirit and commitment to lifelong learning including regularly soliciting feedback from church staff and ministry volunteers.
7. Directs both resources and people (paid or unpaid) toward accomplishing goals.
8. Maximizes personal effectiveness by focusing on "must-do" tasks and delegating other priorities to others.
9. Ability to handle sensitive, stressful, and/or confidential situations with poise, tact, and diplomacy.
10. Drives ministry teams toward greater innovation and collaboration.
11. A high level of interpersonal and relationship skills is essential. Utilizes emotional intelligence while leading others.
12. Exceptional verbal, written, and presentation skills (grammar, writing, and editing) in order to interact professionally with individuals both within the church staff, congregation, and outside organizations or individuals.
13. A team player with the ability to cultivate a team spirit within the Children's Ministry and the Church and a willingness to learn.
14. Effective problem analysis and resolution skills.
15. Above average ability to be flexible, organize, manage time, and set/shift priorities while meeting deadlines. The position will require work on weekends and evenings, or work from home as required.
16. Ability to develop, plan, and implement Ministry and Church-related short and long-range goals and interpret, adapt, and apply guidelines and procedures.
17. Proficiency with Microsoft Office Products (Word, Excel, PowerPoint) or Apple Products (Pages, Numbers, Keynote).
18. The position will also require the development of proficiency in a variety of other software platforms, such as the church database system, presentation software, and others as needed.

PHYSICAL DEMANDS AND WORK ENVIRONMENT

The physical demands and work environment described here are representative of those that must be met by a staff member to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions listed above.

While performing the duties of this job, the staff member is regularly required to talk and hear. The staff member is frequently required to stand, walk, sit; use hands to handle or feel objects, tools or controls; reach with hands and arms; climb; balance; stoop, kneel, crouch or crawl; taste or smell. The staff member must have a vehicle and be able to drive. The staff member must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color and peripheral vision, depth perception, and the ability to adjust focus. The noise level in the work environment is usually moderate.

MINISTRY CONTEXT

Clinton is a town of just over 9,000 people located in Henry County (pop. 21,000+) in West Central Missouri at the intersection of MO Highways 7, 13, 52, and 18M. Clinton is one hour southeast of Kansas City, one-and-a-half hours north of Springfield and west of Columbia, and two hours east of Topeka, KS. In a quick trip Kansas City metropolitan area, you'll find Royals Baseball, Kansas City Chiefs football, Kansas Speedway, Kansas City Zoo and Aquarium, Worlds of Fun, and several museums.

Clinton experiences all four seasons in the course of a year. It's large enough to find all the essentials, but small enough to feel rural and relational. The Clinton community is close-knit but welcoming. There is a strong sense of support that runs from one citizen to the next.

Clinton is an affordable place to live with a cost of living lower than the national average. From the Clinton public schools, Clinton Christian Academy, and homeschool opportunities to the close proximity of many outdoor opportunities, Clinton is a great place to raise a family. Clinton has many Parks and Rec programs including the Clinton Community Recreation Center, Clinton Aquatic Center, Artesian Park/Pool, and the Benson Convention and Exposition Center. The annual Old Glory Days event in the historic downtown square is a must-do parade and carnival experience for families.

Living in Clinton allows easy access to nearby attractions such as Truman Lake—the largest flood control lake in the state of Missouri which is home to largemouth bass, crappie, bluegill, and catfish. Visitors and locals alike can enjoy a variety of activities including golfing, fishing, boating, camping, disc golf, and biking. Clinton is located on the Katy Trail, the longest-developed rail trail in the country which runs from Clinton to St. Louis.

Clinton is also home to Golden Valley Healthcare a high-tech 56-bed hospital with a 24/7 emergency department, a nearly opened state-of-the-art cancer center, and a host of other medical services right in town. For families with kids, The Pediatric Place is expanding its facility right across the street from our downtown campus to better serve families in our community in the areas of occupational, physical, speech/language, medical nutrition, ABA, and counseling services.