



JOB DESCRIPTION:

CHILDREN'S MINISTRY PASTOR/DIRECTOR

Job Classification: Full-Time, exempt

Compensation: TBD *based on experience*

Located on the East side of Austin, The Well is a diverse, urban church family committed to making much of Jesus by reproducing disciples who impact the world for the glory of God. We are currently seeking an experienced full time Pastor/Director to provide visionary leadership to our vibrantly growing Children's Ministry. This individual will serve primarily as shepherd, teacher, and administrator investing generally in engaging and resourcing parents to disciple their children, setting up scalable systems and processes, creating a safe and fun environment that nurtures a child's understanding and love of Jesus and raising up/equipping leadership to fully own and lead each aspect of the ministry.

OUTCOMES AND RESULTS – SUCCESS IN THIS POSITION WILL RESULT IN:

1. The Children's Ministry (CM) mission and vision aligns with the vision of The Well specifically helping equip parents and children to exalt Jesus, be and reproduce disciples, and send and be sent into the world for the glory of God.
2. Development and effective management of the CM strategic plan, budget and calendar that aligns with priorities established by Elders and Executive Team.
3. Volunteers are consistently recruited, encouraged, motivated, and fully equipped. This includes vision casting, training, relational development and effective systems and processes.
4. A clear leadership pipeline is developed and implemented for volunteer leaders across all levels of Children's Ministry.
5. Children are coming to faith and getting baptized.

MAJOR RESPONSIBILITIES AND ACTIVITIES:

1. Oversee annual CM strategic planning process including budget, goals, calendaring and evaluation metrics.
2. Regularly cast vision and inspire your team so that they continually see how their role ties to the overall mission and vision.
3. Conduct regular 1:1's and team meetings with leadership; shepherd, coach, and develop people towards continuous growth.
4. Curate and oversee the curriculum for early childhood and elementary.
5. Maintain a strategy for reaching and integrating new children and families.
6. Plan and oversee special events such as Child Dedication, Easter, etc.
7. Equip the entire CM leadership team to lead relationally, and to recruit and empower others.
8. Lead the recruiting strategies for Volunteers so that all CM areas are fully staffed with passionate and equipped leaders.
9. Teach various classes to parents (baptism, child dedication, etc.).
10. Grow The Well's Children's Ministry to reach more families.
11. Model incarnational leadership by serving during one gathering and worshiping during another gathering.
12. Hire additional paid staff as needed and approved.
13. Other duties as assigned by Ministry Manger.

REQUIRED KNOWLEDGE, SKILLS, ABILITIES, AND QUALIFICATIONS:

1. 3+ years of Children Ministry experience in a growing church context.
2. Management Experience preferable.
3. A clear call for Children/Family Ministry.
4. Demonstrated ability to understand and relate to children and their families with a passion to see familial growth in their faith.
5. Ability to oversee/raise up leaders and help them operate at full capacity.
6. Ability to develop effective systems and processes in order to provide a safe environment for children to learn about Jesus and become disciples of Christ and scale to meet growth.
7. Preferably the ability to teach various parent equipping classes.
8. Works well with a team and desires to be a family first, before an organization.
9. Ability to "shepherd" in a way that is consistent with the call of a Pastor in Scripture.
10. Above all, has a personal affection for Jesus that is growing, sincere, and contagious.
11. A sincere love for ALL people far from God, and a deep desire/conviction to see them enter into the Family of God.
12. Believes deeply in the mission of God, the mission of the Church, and the mission and vision of The Well.
13. Ability to disciple individuals within the church, thereby reproducing leaders who in turn will make disciples.
14. Relationally and emotionally intelligent, having a "positive wake" and maintaining a welcoming presence for all, living above reproach biblically, and committed to solving conflict biblically.

15. Ability to make oneself available and known to attenders and leaders within the church.