

Children's Pastor

Department: Faith Formation

Reports To: Formations Pastor

Supervises: None

Employment Status: Full-Time, Exempt (Ministerial Exception)

Position Purpose

The Children's Pastor provides spiritual, administrative, and relational leadership for the children's ministry (birth through 5th grade) of Johns Creek Baptist Church. The purpose of this position is to cultivate a Christ-centered ministry that nurtures faith, supports families, and fosters a safe, engaging, developmentally appropriate environment where children can grow as disciples of Jesus Christ.

Essential Duties and Responsibilities

1. Vision & Leadership

- Develop and implement a strategic vision for children's ministry aligned with the mission and values of Johns Creek Baptist Church.
- Provide leadership for all children's programming, experiences, and events.
- Model spiritual maturity, pastoral care, and integrity in all areas of ministry.

2. Volunteer Development

- Identify, recruit, train, and support adult volunteers who serve within the children's ministry.
- Equip volunteers with the tools, resources, and encouragement needed to minister effectively to children and families.

3. Program Management

- Plan, organize, and implement programs that address the spiritual, developmental, and social needs of children from birth through 5th grade.
- Oversee all major ministry components including:
 - Sunday School
 - Children's Choirs

- Missions programming
- Vacation Bible School
- Summer camps
- Preschool and Children's Worship experiences
- Maintain accurate scheduling, communication, resource management, and records related to all programming.

4. Preschool Partnership

- Serve as the primary pastoral liaison to the JCBC Weekday Preschool Program.
- Work in close coordination with the Preschool Director to ensure effective communication, collaboration, and appropriate use of facilities and resources.

5. Administration & Collaboration

- Prepare and manage the annual children's ministry budget in compliance with church policies.
- Maintain all ministry equipment, supplies, and age-appropriate resources for optimal effectiveness and safety.
Participate actively in weekly staff meetings for vision, ministry strategy, team building, and spiritual formation.
- Collaborate with staff colleagues to ensure cohesion in faith formation across age groups.

Qualifications

- Master's-level theological degree preferred.
- Minimum of three years of experience in congregational ministry within Baptist life.
- Thorough understanding of child development—physical, emotional, social, and spiritual.
- Demonstrated ability to teach and nurture faith with children.
- Strong organizational and communication skills.

Core Competencies

- Genuine love for children and passion for ministry with families.
- Spiritual and relational warmth paired with emotional maturity.
- Well-nurtured interior life and commitment to personal spiritual disciplines.
- Ability to work collaboratively and supportively with staff and volunteers.
- Strong decision-making skills and interpersonal wisdom.

- Excellent communication and organizational abilities.
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Work Schedule

This position requires a flexible schedule that includes Sundays, evenings, and seasonal programming. Participation is expected in weekly worship services, staff meetings, and major churchwide events.

Evaluation and Accountability

Performance will be reviewed annually by the Formations Pastor, with input from the Personnel Committee, based on:

- Effectiveness in ministry leadership and programming.
 - Collaboration with families, volunteers, and staff.
 - Stewardship of ministry resources.
 - Professional and spiritual growth.
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Compliance Requirements

- Must pass required background checks and adhere to JCBC's Safe Sanctuary / Child Protection policies.
- Must uphold professional ethics, confidentiality, and JCBC personnel policies.
- Expected to model integrity, professionalism, and Christlike character.