

The Kids Pastor at Rust City Church provides leadership and care for every aspect of the Rust City kids ministry 6 months - 5th grade. They create a clean, safe, and fun environment for children and families to grow. Partnering with parents to help guide them in how to lead their kids spiritually.

**HOURS:** 40 hours/week

**REPORTS TO:** Executive Pastor

**PAY:** Salary – determined by experience and education

**DIRECT REPORTS:** Kids Volunteers/Staff

**EDUCATION:** Ministry school / experience

## STAFF ATTRIBUTES

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- CULTURE:** Agreement and adherence to the mission, vision, and core values of Rust City.  
Be flexible, teachable and vulnerable.  
Attend consistent meetings to keep ministry moving forward (All Staff / 1:1 / Department)  
Lead or attend a group each semester.  
4x trainings a year
- LIFESTYLE:** Christian lifestyle that aligns with clear Biblical standards.  
Continue to grow spiritually and professionally (such as reading books, listening to podcasts, etc)  
Support Rust City Church with your tithes and offerings.  
Consistently disciples people and builds leaders/coaches through the leadership pipeline.
- STRENGTHS:** Self-motivated, results-oriented, independent worker with the leadership skills.  
Professional ability to recruit, train, supervise and disciple volunteers.  
Team player with positive, servant-motivated attitude.

## JOB OVERVIEW

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- Able to oversee and execute: planning, curriculum, events, special weekends, parents, volunteers, child dedications.
- An advocate for connecting with and equipping parents to be leaders of their child's spiritual development.
- Grow kids attendance by creating and implementing a strategy that draws families into the church through Rust City Kids ministry.
- Evaluate teams to ensure coaches/leaders/volunteers are operating in their strengths and being most effective in their roles on the Rust City Kids team.
- Effectively lead, recruit, build, & develop volunteers to meet ministry objectives
- Maintain proper pastoral care and development for coaches/leaders [ Weekly texts, Dept meetings, training ]
- Minister to families and aid in connecting what happens on the weekend with what happens at home.
- Be held accountable to reach individual growth plan with a performance reviews through out the year.
- Build, develop, & train team through weekly huddles and quarterly trainings.
- Provide a weekly after action report with commitment to implement improvements from the report.

### WE'LL HIGH-FIVE IF YOU:

- Can text 50 words a minute without breaking a sweat
- Are highly competitive (and good at obstacle courses)
- Can name the current top five most popular kids songs, movies, and television shows