CENTRAL BAPTIST CHURCH
CHILDREN'S PASTOR JOB DESCRIPTION

Employment Classification: Full-Time, Pastoral Staff
Reports To: Senior Pastor
Approved By: Senior Pastor / Council of Elders

I. Position Overview

At Central, we long to see people captured and captivated by the awesomeness of God so they can experience and enjoy all that God offers us in Christ. This longing is expressed through our calling to make disciples who make disciples: who are connected to Christ, the Word of God, and the family of God; who are equipped with biblical knowledge to confront sin in their lives, be conformed to the image of Christ, and live a life of obedience; and who are sent into the world to serve God regardless of role and capacity as messengers of the Good News of Jesus Christ.

With this vision and mission in mind, the Children's Pastor role is a full-time pastoral staff member responsible for the discipleship, spiritual formation, and pastoral care of children from birth through 5th grade. This position aligns fully with Central's conviction that discipleship is the culture, calling, and purpose of the church—not merely one program among many. The Children's Pastor will cultivate a gospel-centered ministry that equips parents as primary disciple-makers, shepherds children toward a growing faith in Christ, and supports the church's individual and communal discipleship strategies across all ministries.

This role requires an elder-qualified man who demonstrates spiritual maturity, pastoral warmth, creativity, high energy, and the ability to lead and develop a team of volunteers in a ministry that is theologically grounded, Scripture-driven, and relationally rich.

II. Ministry Purpose Statement

To shepherd children and families through a biblically faithful, Christ-exalting, discipleship-based children's ministry that integrates seamlessly with the church's broader mission and vision, equipping parents, engaging volunteers, and nurturing a joy-filled culture of lifelong discipleship.

III. Responsibilities and Expectations

A. Shepherding & Discipleship

1. Provide pastoral care to children and their families, modeling Christlike humility and compassion.
2. Lead a discipleship pathway that develops biblical literacy, gospel identity, spiritual habits, and relational maturity.
3. Equip and support parents as the primary disciple-makers of their children through training, resources, and pastoral guidance.
4. Uphold and reinforce the church's individual and communal discipleship strategies in all children's ministry environments.
5. Maintain regular engagement with families through presence, hospitality, visitation when appropriate, and intentional follow-up.

B. Teaching & Curriculum Oversight

1. Ensure all teaching aligns with the church's theological convictions and affirms the authority and sufficiency of Scripture.
2. Select, adapt, or develop curriculum that reflects a gospel-centered, discipleship-oriented approach.
3. Provide ongoing training, evaluation, and encouragement for teachers and volunteers to ensure faithful and effective biblical instruction.
4. Teach and regularly engage in children's ministry environments, modeling clarity, creativity, and theological depth.
5. Establish age-appropriate learning goals, Scripture memory plans, and discipleship benchmarks for children.

C. Ministry Leadership & Administration

1. Oversee all children's ministry programs, including Equipping Hour, Children's Church, Wednesday evening AWANA, and special events (e.g., VBS, camps, family events).
2. Recruit, schedule, train, and shepherd volunteers in accordance with church safety and discipleship standards.
3. Implement and maintain robust safety policies, including check-in systems, child protection protocols, emergency procedures, and volunteer background checks.
4. Provide administrative leadership in communication, resource management, calendar planning, and ministry documentation.
5. Prepare and manage the annual budget for the children's ministry with vision, stewardship, and fiscal responsibility.
6. Collaborate intentionally with pastoral staff, leadership teams, Elders, and other ministry leaders to support church-wide goals and initiatives.

7. Pursue personal growth and development through ongoing training (e.g., books, podcasts, and seminars).

D. Family Engagement & Parent Partnership

1. Foster strong relationships with parents through visibility, approachability, and consistent communication.
2. Offer classes, workshops, and resources that help parents develop biblical practices of discipleship in the home.
3. Encourage and facilitate intergenerational connections within the church body.
4. Provide biblical counsel and guidance to parents regarding spiritual formation, discipline, and family discipleship challenges as appropriate.

E. High-Energy, Creative Ministry Development

1. Cultivate a joyful, engaging, and spiritually rich ministry atmosphere that reflects the joy of knowing Christ.
2. Develop creative, age-appropriate ministry environments that help children understand and apply biblical truth.
3. Lead with high energy and enthusiasm, setting a tone that is welcoming, safe, and relationally warm.
4. Introduce innovative approaches and new ministry opportunities while remaining faithful to Scripture and the church's mission.

IV. Qualifications

A. Biblical and Spiritual Qualifications

1. Meets the biblical qualifications of an Elder as outlined in 1 Timothy 3:1–7 and Titus 1:5–9.
2. Demonstrates evidence of a vibrant walk with Christ, marked by love for God and others, humility, integrity, and a commitment to spiritual growth.
3. Exhibits a clear calling to pastoral ministry, specifically to shepherd children and disciple families.
4. Fully affirms the church's doctrinal convictions, mission, and philosophy of discipleship.

B. Professional and Ministry Competencies

1. Proven ability to teach Scripture with clarity, depth, and creativity.
2. Demonstrated capacity to lead, recruit, train, and shepherd volunteers.
3. Strong organizational, administrative, and communication skills.

4. Creativity and high energy suitable for engaging children and leading dynamic ministry environments.
5. Ability to work collaboratively with pastoral staff and submit to church leadership.
6. Possesses the heart of a learner in both attitude and action.

C. Education and Experience

Required:

- A clear calling to children's pastoral ministry.
- Bachelor's degree in ministry, biblical studies, Christian education, or a related ministry field. A plan for pursuing graduate studies, if not already acquired.
- Minimum five years of vocational ministry experience in a similar leadership role.

Preferred:

- Graduate degree in a related ministry field.

V. Expected Ministry Outcomes

The Children's Pastor will be considered effective when:

1. Children demonstrate growth in biblical knowledge, faith formation, spiritual habits, and love for Christ.
2. Parents feel supported, resourced, and confident in their role as primary disciple-makers.
3. Volunteers feel valued, equipped, and unified around the mission.
4. Children's ministry functions with excellence, safety, and alignment with the church's discipleship vision.
5. A culture of joy, creativity, and Christ-centered engagement is clearly evident across all children's ministry environments.

VI. Additional Requirements

1. Must submit to and pass all background checks and child protection screenings.
2. Must maintain confidentiality, professionalism, and integrity in all pastoral interactions.
3. Must be willing to work flexible hours, including Sundays, midweek activities, occasional evenings, and special events.
4. Must participate in staff meetings, Council of Elders meetings, training events, and church-wide initiatives as required.