



Pastor of 2nd & 3rd Grades

Position Scope: Part-time; 25 hours per week including special events as needed; Sunday-Thursday

Position Status: Exempt

Salary: \$23,400 - \$26,000 annually

Reports to: Next Gen Pastor

Department: Eastview Kids

Ministry Vision

A Fearless Church of Christ Followers whose Ridiculous Love and Dangerous Witness are Irresistible.

Eastview Kids Ministry Vision

We partner with families to reach and raise the next generation to know, love and follow Jesus everyday.

Ministry Responsibilities

The Pastor of 2nd & 3rd Grades serves as the spiritual leader and resource person for building, leading, and developing a 2nd – 3rd grade ministry that aligns with the vision and values of Eastview Christian Church.

Essential Duties	
Description	% of Time
<p><u>Ministry Responsibilities</u></p> <ul style="list-style-type: none"> • Disciple children in both formal programming and informal interactions • Pastor the 2nd-3rd grade kids • Provide pastoral care and intentional, prioritized prayer for the 2nd-3rd grade families and volunteers • Work synergistically with the other Eastview Kids staff members, including but not limited to, staff directors, department directors and family ministry team in planning and execution of Sunday programming • Manage the staff, facilities and resources for Sunday programming by organizing and planning the service order and elements • Give feedback and respond accordingly to evaluations of Sunday elements • At the end of each series, evaluate, give feedback, and respond accordingly to effectiveness and execution of that series and its objectives • Collaborate with other departments in ministry initiatives 	50
<p><u>Leadership Development</u></p> <ul style="list-style-type: none"> • Recruit, lead and develop volunteers, team leads, and ministry partners • Provide initial and quarterly training and resources to help volunteers successfully teach and lead their areas of responsibility 	30

<ul style="list-style-type: none"> • Devote intentional time to know and check in on the spiritual life of team leaders and teachers • On Sundays, assess the quality of volunteers, coach and give feedback as necessary • Communicate with team leads weekly to connect and prepare for Sunday leadership responsibilities • Create an effective meeting schedule with the ministry coordinator for repour, synergy, delegation, evaluation, and coaching 	
<u><i>Vision and Strategic Development</i></u> <ul style="list-style-type: none"> • Craft and cast a vision for 2nd-3rd grade ministry at an annual team lead retreat, quarterly to volunteers, and semi-annually to parents • Submit an annual budget • Create, communicate, and implement an annual strategic plan with quarterly evaluation • Plan, staff and execute strategic special events that cast vision (such as the start of a new series, a new quarter, promotion, and family camp) • Attend and participate in monthly Eastview Kids staff meetings, regular director meetings, quarterly staff meetings, all staff prayer, and other meetings as needed • Network, evaluate, and research kids' ministry at large for staying informed, best practices, and innovation 	20
<u><i>Miscellaneous</i></u> <ul style="list-style-type: none"> • Other duties as assigned. 	

Required Core Competencies

- *Developing Direct Reports and Others* – provides challenging stretch tasks, holds development talks
- *Strategic Agility* – sees ahead clearly, anticipate future consequences, broad knowledge and perspective
- *Building Effective Teams* – blends people into teams, creates strong morale, share wins
- *Conflict Management* – steps up to conflicts, reads situations quickly, good at focused listening
- *Emotional Intelligence* – self-awareness, motivation, self-regulation, relates well to all kinds of people, builds appropriate rapport
- *Priority Setting* – spends time on what's important, quickly zeros in on critical few, eliminates roadblocks

Required Qualifications

Experience

- Proficient in Microsoft Office (Word, Excel, Outlook, PowerPoint, Teams, and Publisher) and Adobe products
- Demonstrated ability with strategic planning and budgets
- Ability to recruit, delegate, lead, and train volunteers
- Exceptional teaching skills
- Strong skills in training and collaboration
- Ability to and comfortable with planning and organizing
- Excellent interpersonal, verbal, and written communication skills
- Exceptional organizational and time management skills

Education

- High school diploma or equivalent

Preferred Qualifications

Education

- Bachelor’s degree in related field

Physical Demands

Stand:	O	Hearing/Listening	C
Sit:	C	Carry/lift 0-10 lbs	F
Walk:	O	Carry/lift 11-20 lbs	O
Run:	N	Carry/lift 21-50 lbs	N
Reach Outward:	C	Carry/lift 51 - 100 lbs	N
Reach Above Shoulder:	O	Carry/lift 100+ lbs	N
Climb (stairs/ladders):	O	Push/Pull 0-12 lbs	O
Crawl:	N	Push/Pull 13-25 lbs	N
Stoop, kneel, or crouch:	O	Push/Pull 26-40lbs	N
Bend:	F	Push/Pull 41-100 lbs	N
Talk:	C		

N (Not Applicable) Activity is not applicable to this occupation.
O (Occasionally) occupation requires this activity up to 33% of the time (0 – 2.5+ hrs/day)
F (Frequently) occupation requires this activity from 33% - 66% of the time (2.5 – 5.5+ hrs/day)
C (Constantly) occupation requires this activity more than 66% of the time (5.5+ hrs/day)

Work Environment

100% working indoors in a moderate noisy atmosphere and environmentally controlled conditions with expected long hours in front of a computer screen. Sedentary physical activity performing non-strenuous daily activities of an administrative nature. Manual dexterity sufficient to reach/handle items and work with the fingers. Overtime requirements as needed for special projects.

Benefits

- Paid Time Off: holidays, vacation, sick, and service days (camp or mission trip sponsored by Eastview)
- Discounts in Café 19 and Health Club
- 403(b) Retirement Plan
- Maternity and Paternity Leave
- Staff Milestone Program
- Tuition Assistance Program