



## JOB DESCRIPTION

**Position Title:** Preschool Pastor

**Reports to:** Children's Pastor, Gilbert

**Campus:** Gilbert

**Status:** Full-time, Exempt

**Position Summary:** This leadership position is responsible for leading and developing the Preschool ministry to excellence as measured by the KPI goals in Metrics for the Gilbert campus. Participate in overall ministry development.

**This position is connected to the faith and ministry of the church and moves forward the vision of Central Christian Church.**

### Responsibilities:

- Lead, recruit and develop Preschool servant minister (volunteer) staff measured in excellence in ongoing development of teams to reach and lead children of Preschool through Kindergarten. Includes:
  - Develop, implement, evaluate and adjust strategy to achieve KPI goals set for the Preschool ministry area of the campus:
    - New Registrations
    - Regular Attendance
    - Engagement Frequency
    - Servant Minister Staffing Ratios
  - Execute Servant Minister Development Plan:
    - Huddles, Weekend Workshops, Lead Team, & One on Ones
    - Challenge and encourage development of Directors, Leaders & Guides
  - Oversee all recruiting and training
  - Oversee servant minister scheduling
  - Oversee development Early Childhood First Impressions Team
- Develop relationships with families (parents & kids) and servant ministers
- Participate in the leadership, development and implementation of weekend ministry. Including, but not limited to:
  - Curriculum and program development
  - Curriculum prep
  - Resource prep
  - Room prep
  - Room staffing
  - Set-up and tear down
  - Early Childhood First Impressions team
- Participate in the leadership and implementation of various ministry events. Including, but not limited to:
  - Extreme Week
  - Summer Camp
  - Weekend Workshops
  - Xpeditions Events
  - Other ministry functions
- Support vision and direction of Central Christian Church and Family Ministries.
  - Support vision and direction of the Lead Children's Pastor.
  - Participate in "all staff" events at each level.
  - Participate in "campus team" meetings and support the overall success of the local campus.
    - Support vision and direction of Gilbert Campus team/Campus Pastor.
- Support Children's Ministry Core Values.

- Safety and Security
- Biblical Teaching
- Adventure
- Relationships
- Families
- Other duties as assigned

**Knowledge, Skills and Experience:**

- A personal walk with Jesus.
- Excellent written and communication skills.
- Organizational skills.
- Ability to work independently within scope of assignment. Manages time and prioritizes duties effectively.
- Ability to work in a fast-paced, deadline-driven environment, and to be flexible in executing last-minute weekend changes
- Ability to work cooperatively as a member of a team.
- Proficiency in:
  - Microsoft Office / Google Docs

**Competencies:**

- Action oriented
- Thrives in a collaborative climate
- Ability to recruit, develop and train people, and build effective teams.
- Cast vision, purpose, and drive engagement
- Results focused
- Plans and aligns
- Drives results
- Manages Conflict
- Ensures accountability
- Instills trust
- Demonstrates self-awareness

**Role model in personal life:**

- Must align with the vision, and values of Central Christian Church and be committed to doing Central no harm.
- Growing in your personal relationship with Christ, including participation in the Rooted discipleship program.
- Develop personal evangelism opportunities within and outside the Church.

**Model Biblical integrity in all things:**

- Adhere to and encompass the qualities and characteristics required of Central Christian Church employees, defined by the Employee Handbook.
- Financially support the vision of Central Christian Church by faithfully giving at least 10% of gross income.
- Be an active Owner at Central Christian Church, making every effort to uphold the six core values of Central.

**Physical Requirements:**

While performing the duties of this job, the employee is required to stand, walk, sit; use hands to finger handle, or feel objects, tools or controls; reach with hands and arms; climb stairs; balance; stoop, kneel, crouch or crawl; talk or hear. The employee must occasionally lift, carry, push, and pull objects weighing up to **fifty** pounds. Specific vision abilities required by the job include close vision, distance vision, color vision, peripheral vision, depth perception and the ability to adjust focus.