



SR KIDS PASTOR/DIRECTOR

OVERVIEW

This position is responsible for leading and overseeing Solid Rock's Kids Ministry programs for kids 6 weeks through 6th grade while providing support to the Student Pastor for the 5th-8th grade ministries. The primary purpose of this position is to create and carry out a discipleship strategy for SR Kids that will lead kids to love and follow Jesus and provide continuity between SR Kids and other ministries for families to grow in Christ together.

WORK PARAMETERS

Weekly Hours of Service: 25 hours

- 9 hours in office organizing, preparing classrooms, activities, communicating and planning
- 6 ½ hours on Sunday mornings, 7:00am-1:30pm
- 3 hours on Wednesday nights, 5:30-8:30pm
- 6 ½ hours outside of office
- Regular Meetings
 - 1 All Staff meeting per month (Usually off-campus during the evening)
 - 2-4 One-on-One meetings per month with Lead Pastor (Frequency set by Lead Pastor)
 - 1 meeting per week with SR Kids Assistant for planning
- Annual Salary: \$15,600
- Vacation Time & Sick Time: Part time employees receive 1 week (equivalent to normal weekly hours) of paid time off for vacation and 1 week (equivalent to normal weekly hours) sick time. Sick time may be used for vacation and up to 1 week of vacation rolls over to following year. Rollover time must be used within the first quarter of following year.
- Supervisor: Lead Pastor
- Supervises: SR Kids Ministry Assistant & SR Kids Volunteers

MINISTRY RESPONSIBILITIES

SR Kids Infant- 6th

- Sunday Mornings & Wednesday Nights
 - Oversee all SR Kids service planning and volunteer scheduling in PCO
 - Oversee all SR Kids small groups, large groups, activities/crafts and room preparation
 - Oversee all SR Kids teaching curriculum
 - Oversee all SR Kids greeting, check-in, family tours and visitor follow-up
 - Oversee all *Partnering with Parents* strategies
 - Oversee all SR Kids special events
- Special Events
 - Oversee and coordinate registration, adult volunteers and transportation for kids camp
 - Oversee and lead VBS

SR 5th-8th Ministry

- Assist Student Pastor when needed to help with Sunday morning classes and special events
- General Responsibilities

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- Oversee the SR Kids Assistant
 - Manage supplies
 - Recruit, train, schedule and oversee all SR Kids Min volunteers
 - Provide opportunities for leader growth and development for volunteers
 - Maintain consistent communication with families
 - Ensure that SR Kids is operating in compliance with liability insurance requirements, SR policies and state regulations
 - Ensure all volunteers maintain up-to-date background checks and Ministry Safe training
 - Maintain an “all-in” mindset by participating in the life of Solid Rock Church through events that promote: Gathering in Worship, Growing Together in Community and Living the Mission
 - Work diligently and intentionally to build relationships with staff, families and volunteers
- **Qualifications**
 - Display biblical character
 - Prefer
 - Bachelor’s Degree in related field with 1 year experience working in a leadership role within a kids ministry environment as a Kids Minister/Pastor/Director
 - OR
 - 3 years experience working in a leadership role within a kids ministry environment as a Kids Minister/Pastor/Director
 - Successful volunteer recruiting and leadership experience within a kids ministry environment
 - Ability to pass a background check
- **General Qualifications for Success**
 - Ability to multitask effectively in high-pressure situations with a positive attitude
 - Ability to troubleshoot basic technology issues (check-in, copier, computer, etc.)
 - Ability to keep sensitive issues in confidence and exercise discretion
 - Ability to maintain outgoing disposition in order to welcome new families and approach prospective volunteers
 - Ability to build relational equity with volunteers and families
 - Ability to create a ministry environment that excites volunteers and give parents confidence

SOLID ROCK PLUMB LINES

1. We believe that if something is worth doing, it’s worth doing to best of our ability.
2. We are shepherd-leaders, not taskmasters; people are always more important than projects, events and programs.
3. We believe that sometimes loving people means saying “no” in a loving way.
4. We believe that that every “yes” is also a “no.” Make sure you know all of the things you are saying “no” to before you give your “yes.”

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5. We use plural pronouns when talking about the church vision or decisions that have been made (We decided to” or “This is how we”).
6. We use singular pronouns when owning mistakes (“I should have” or “That was *my* fault”).
7. We believe that trusting God means trusting the God-ordained process.
8. We believe that it is essential to pursue and protect unity in EVERY decision.
9. Community Groups are the primary way we foster and facilitate biblical community.
10. Gospel-theology is our main theology; everything else is secondary or tertiary.
11. All ministries must align with and support the primary church vision.
12. Biblical convictions trump personal convictions and personal preferences.
13. We land hard where the Bible lands hard and we land soft where the Bible lands soft.
14. Good stewardship includes seeing other people’s time and energy as a valuable commodity.
15. Certain people are called to lead in specific areas, but at the end of the day, we are all the same team doing the same job for the same Savior.
16. We believe in the theology of rest: work hard with all you have for the allotted time and then, sleep well...
17. Be where you are and be with the one you are with.
18. Details matter.
19. Everything we do and say affects every member of the body.
20. Whatever you win them with, you win them to – we are willing to contextualize the Gospel as long as the context never supersedes the Gospel itself.
21. The people who are here today are “the church”. We equip and utilize the people we have today to reach the people we will have tomorrow.

SOLID ROCK CHURCH STATEMENT OF FAITH

1. **God** - We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving Trinitarian unity: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.
Genesis 1, 3:22; Deuteronomy 4:32-40, 6:4-6; Isaiah 40:1-29; John 1:1-5, 14, 17-18, 10:30, 14:15-17; 1 Corinthians 2:10-11; Ephesians 2:18
2. **The Work of the Father** - We believe that the Father, being fully God, presides in sovereign authority over His creation and redemptive plan according to His purpose and will. He has chosen to reveal himself through creation and the Scriptures as a loving father who adopts men and women as legitimate children and co-heirs with Jesus. God the Father planned and directed the redemption of the world by sending His Son into the world to rescue the nations, reconcile all wrongs, recover all that was lost in the fall and to restore the universe to its perfectly created purpose and condition for his own glory.
John 3:16; Philippians 4:20; 1 John 3:1; 1 Peter 1:1-3; Hebrews 12:7; 1 Timothy 1:2; 2 Timothy 1:2; Titus 1:4; Philippians 2:9-11; Ephesians 1:1-14, 17; Galatians 1:1-4; Romans 1, 8, 15:6



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3. **The Work of the Son** - We believe Jesus Christ is the Son of the Living God. He is God incarnate, fully God and fully man, one Person in two natures, begotten from the Father. Jesus is Israel's promised Messiah King and was conceived through the Holy Spirit and born of the Virgin Mary. In perfect obedience to the Father, He lived a sinless life, and according to God's set purpose and foreknowledge was crucified under both Roman and Jewish authority, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest, Advocate and Judge. We believe that Jesus Christ satisfied the Father's wrath towards us, as our representative and substitute, by shedding His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.
Isaiah 7:14; Isaiah 42:1; Matthew 1:18-23, 3:16-17, 20:28; Mark 8:27-30; John 1:1, 1:14, 5:18, 10:33; Acts 1:1-11; Romans 5:19, 8:3; 2 Corinthians 4:4, 5:21, 8:9; Philippians 2:5-11; Colossians 1:15-20; Galatians 4:4; 1 Timothy 2:5; Hebrews 1 & 8; Isaiah 53; Matthew 16:21-22; 1 Corinthians 15:1-11; 1 John 2:1-2

4. **The Work of the Holy Spirit** - We believe that the Holy Spirit, being fully God and proceeding from the Father, is the presence of God in spirit form. He reveals the will of God in unification with God's character and the truth of the Scriptures. He leads sinners to salvation by opening their eyes to see and stirring their hearts to believe the truth of the Gospel. For those who believe, He is the indwelling presence of God, He guides through the life-long journey of sanctification, and He eternally seals and guarantees the inheritance of the saints. He empowers believers for Christ-like living and equips believers with spiritual gifts, including the miraculous spiritual gifts listed in the Scriptures, for the edification and unification of the church, and for living the mission of Jesus to make disciples of the nations.
Ephesians 1:11-14, 16-18; 2 Corinthians 1:22, 3:14-16; John 3:3-8, 14:26, 15:26-27, 16:7-8, 16:12-14; Titus 3:5; 1 Corinthians 12:4-13; Romans 8:9-11, 14-17, 26-27; Acts 1:8, 11:15-18, 26:15-20; Philippians 1:6; 1 Peter 1:3-5

5. **The Bible** - We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. Inspired and superintended by God, the Bible is without error in the original writings. It is the complete and infallible revelation of God's will for redemption and sufficient as the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, trusted in all that it promises and obeyed in all that it requires. At Solid Rock Church, we affirm and teach from all modern translations that strive to be faithful to the original writings.
Deuteronomy 5:1-5; Psalm 19:7-14, 119; 2 Peter 1:16-21, 3:2; 2 Timothy 3:14-17; Matthew 5:17-18; Acts 3:21-25, 10:43; Luke 24:25-27, 44-49; John 20:30-31, 21:24-25

6. **The Human Condition** - We believe that God created Adam and Eve in His image. We also believe that both Adam and Eve committed sin when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and exist justly under the penalty of His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.
Genesis 3, 8:21; Isaiah 53:6; Romans 3:9-20, 7:7-25; 2 Timothy 3:1-9; Jude 4, 8, 10, 16, 18-19



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7. **The Church** - We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. The church is united into the body of Jesus Christ by the Holy Spirit. The church prevails in its mission to make disciples of the nations under the lordship of Jesus Christ. The universal church is manifested in local churches, whose membership is composed only of believers.
Matthew 7:24-27, 16:13-20, 18:15-20; Acts 2:42-47, 4:32-36; 1 Corinthians 1:2, 12:12-31; 2 Corinthians 6:14-7:1; Galatians 1:2; Ephesians 2:8-22, 4:1-16, 5:22-33, 6:10-13; 1 Peter 2:9-10; Revelation 5:9-14; 1 Peter 2:9-10; Ephesians 6:10-13; John 13:34-35
8. **Ordinances Of The Church** – We believe that Jesus initiated and commanded the church to participate in two ordinances. These two ordinances are baptism and communion, which visibly and tangibly express the Gospel. Though they are not the means to salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer and call sinners to repentance and salvation by proclaiming the Gospel.
- a. **Water baptism** is only intended for the individual who has received the saving benefits of Christ's atoning work. Baptism is an essential step in becoming a disciple of Jesus Christ. Therefore, in obedience to Christ's command and as a testimony to God, the church, oneself and the world, a believer should be immersed in water in the name of the Father, Son and Holy Spirit. Water baptism is a visual and symbolic demonstration of a person's union with Christ in the likeness of His death and resurrection. It signifies that the believer's former way of life has been put to death and vividly depicts a person's release from the mastery of sin.
Matthew 3:13-17; Mark 1:9-11; Luke 3:21-22; Acts 2:38-41; 8:34-39; 9:17-19; 10:44-48; 1 Peter 3:18-22
- b. **Communion** is to be observed only by those who have become genuine followers of Christ. This ordinance symbolizes the breaking of Christ's body (bread) and the shedding of His blood (the cup) on our behalf, and is to be observed repeatedly throughout the Christian life as a sign of continued participation in the atoning benefits of Christ's death. As we partake of the Lord's Supper with an attitude of faith and self-examination, we remember and proclaim the death of Christ, receive spiritual nourishment for our souls, and signify our unity with other members of Christ's body.
Matthew 11:28-30, 18:15-20, 23:4, 26:17-30; Mark 14:12-26; Luke 22:7-20; 1 Corinthians 5:11, 11:17-34; Exodus 6:6-7; Galatians 4:4-7, 5:1, 6:1-2; Romans 6:12-18, 8:15, 9:23-26; 2 Corinthians 6:16
9. **Christian Living** - We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially. Christian living is demonstrated by a pursuit of personal holiness, with care for one another, compassion toward the poor and justice for the oppressed. By the truth God's Word, the power of the Holy Spirit, discipleship from mature believers, and the spiritual disciplines of fasting, study of scripture and prayer, we are to disengage in sin and engage our



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lives in holiness. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the Gospel in word and deed.

Deuteronomy 6:5; Leviticus 19:18; Matthew 22:34-40; 28:19-20; John 17:19; Galatians 5:16-26; Ephesians 4:17-5:21; 6:10-18; Philippians 2:12-18; Colossians 3:1-4:6; 1 Thessalonians 4:1-12; Titus 2:1-3:11; 1 Peter 4:1-11

10. **Christ's Return** - We believe that hope for a believer is found solely in the return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission.

Matthew 24:27-44; 1 Thessalonians 4:13-5:3; Revelation 22:7-21

11. **Response and Eternal Destiny** - We believe that God commands a person to believe the Gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment (hell) and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth for the sole purpose of knowing the full presence of God and enjoying Him forever.

Daniel 12:1-3; Matthew 7:13-27; 13:40-43; 10:28-33; 12:36; 25:31-46; 13:40-43, 47-50; 24:1-51; Mark 1:15; John 3:16-18; Acts 26:20; 2 Corinthians 13:5; Jude 5-7, 14-15; Revelation 20:1-21:27

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