

SANDY RIDGE BAPTIST CHURCH

Hickory, NC 28601



Job Description, Roles & Responsibilities:

Children's Pastor (Post Nursery-6th Grade)

Dated Revised October 7, 2025

Responsible to Senior Pastor

Purpose

- To direct children's activities: children's church, vacation Bible school, children's camp(s) and periodic events (as appropriate) within the existing vision of the Pastors for Sandy Ridge Baptist Church.

Skills and Qualifications

- Strong desire to work in a historically-Baptist Church
- High personal motivation; self-management; progress without direct supervision; virtuous character
- Proficient in email, documents and calendar
- Exceptional communications with children and their parents
- Ability to learn and develop new skills and adapt
- Willingness to continue to learn, grow, and be mentored

Roles

- Equip parents to fulfill their calling as the primary spiritual leaders of their children
- Responsible for ministering to the children of SRBC member families
- Maintain accountability with the Senior Pastor and Personnel Committee.
- Always promote loyalty to the vision of the Pastors, and existing ministry construct of SRBC.
- Promote an atmosphere in the children's ministry which fosters cooperation and order
- Conduct children's church other than on 5th Sundays when there will be no children's church
- Administratively coordinate and oversee all children's programs (RidgeKids, Midway, VBS, camps).
- Pursue leads and follow up with absent member-families with children
- Recruit and develop volunteer leaders for existing children's ministries
- Implement and develop programs for spiritual formation of children

General Responsibilities

- Entire family must be involved with SRBC small group in some capacity
- Be present at all worship services; family attend worship services regularly
- Personally assure that only SRBC members are involved with supervisory aspects of ministry
- Allow the Gospel to be given in forms consistent with the pulpit of SRBC
- Bring to the Sr. Pastor's attention any critical children/family related issues
- Be early to all ministry related meetings, activities and church services
- Oversee and work with Children's/Nursery/Preschool Coordinator to ensure all areas are covered and ensure schedules are completed and submitted to volunteers quarterly
- Strongly encourage parents or guardians to assist with Nursery, Preschool, K-4th or Midway at least once per month

Specific Responsibilities

- Responsible for overseeing Vacation Bible School and Kid's Camp
- Other than when on vacation, must be reasonably accessible to pastoral staff and administrative assistant
- Must abide by employee handbook
- Must hold 9-12 hours a week of predictable office hours

Position Details

- Must be a member of Sandy Ridge Baptist Church
- Must be in complete agreement with the Constitution, Bylaws, the 2000 Baptist Faith and Message, and the 14 articles of the Nashville Statement
- Must be a married, male, seminary graduate
- Must tithe to SRBC by recordable means (envelopes, online, etc...)
- Work will be between 30-50 hours a week
- Pay package will be no less than \$50,000 annually based on experience
- Full-time position with performance review at 6 months