

Lakes Area Vineyard Church  
Experience God, Grow in Love & Give it Away!

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POSITION: Staff Pastor for Vineyard Kids - Birth-5th Grade  
HOURS: Exempt, Full-time, Salary  
REPORTS TO: Troy Easton

**JOB FUNCTION:**

- Partner with the Lead Pastor in LAVC Staff and congregational oversight, growth and development.
- Oversight, leadership, care, development and execution of Vineyard Kids.
- Co labor with oversight Pastor for the vision and development of children's ministry and the pastoral care of children.
- Oversight, leadership and execution of LAVC community ministry events involving children.
- Function as a key member of the Pastoral team.

**SPIRITUAL:**

- Profess Jesus Christ as Savior and Lord.
- Be open to the power and presence of the Holy Spirit.
- Demonstrate a servant attitude and heart.
- Consistent, long-term track record of Christ-like behavior and a God honoring reputation.
- Must be committed and in unity with the mission, vision, and values of LAVC.

**RESPONSIBILITIES:**

**VINEYARD KIDS**

- Encourage a culture that fosters and facilitates the easy formation of ministry teams to educate and provide a safe, fun environments for kids.
- Recruit team members and leaders for existing teams and developing teams.
- Oversee and provide leadership and development of the Vineyard Kids team leaders.
- Envision, oversee and host team gatherings on a regular basis to encourage, envision, equip and connect leaders.
- Oversee, lead and execute at least two team trainings per year.
- Plan, oversee and execute the development of age appropriate curriculum.
- Continue develop a communication system to help new children and families assimilate into the LAVC community life.
- Maintain a list of resources and equipment.
- Prepare and execute an annual budget.
- Recognize and encourage spiritual gifts in children.
- Assist and equip children to serve on Sunday service teams at age appropriate times.
- Oversee the organization of Vineyard Kids rooms, supplies and resources.

## PASTORAL

- Provide oversight to all Lakes Area Vineyard Children's ministries and communicate their value.
- Assist with the implementation of leadership training for any leaders in contact with children and related ministry teams.
- Assist with pastoral care for the Detroit Lakes congregation and Team Vineyard members.
- Assist with pastoral visitations.
- Oversee, schedule and implement Child Dedications.
- Provide parents with resources for their children's spiritual growth.

## SPECIAL EVENTS

- Point person for all childcare at LAVC community events (Welcome Lunch, UNITE, church wide celebrations etc.).
- Recruit and develop teams to staff and run the childcare at special events.

## MINISTRY DEVELOPMENT

- Co – Labor with Lead pastor in oversight of children's ministries.

## SKILLS, KNOWLEDGE, & ABILITIES:

- Ability to work effectively in a deadline driven and multi-priority environment.
- Maintain confidentiality.
- Dependable, detailed, organized, and a good time-manager.
- Strong interpersonal, relational, verbal and written communication skills.
- Coordinate a staff of people (encourage, oversee, guide and assist).
- Must be willing to continue to grow and learn skills that will lend itself well to this role.
- Friendly and sensitive to a wide range of people from all different age, racial, gender and socio-economic backgrounds.
- Excellent administrative, communication and computer skills.
- Must have the ability to work well in a team environment and take direction from others.
- Must be faithful and have a "whatever it takes" attitude.
- Must be highly professional.
- Must have experience in public communications, team building, training and management.
- Must be able to teach.
- Natural passion for God and children.

- Natural passion for the development of leaders.
- Ability to lead others and create/sustain organizational structures.
- Familiar with church growth and health.
- Loyalty and dedication to LAVC, mission, values & leadership.

#### EDUCATION/EXPERIENCE

- Bachelor's Degree in related field and/or 3-5 years proven experience managing and supervising a staff of volunteers and discipling and caring for people in a pastoral context.
- Previous experience in children's ministry development, recruiting and envisioning volunteers, oversight and multiplication of ministry teams.
- Proven experience in casting vision and leading missional disciple-making communities.

If interested, or for more information, please contact Troy Easton at [troye@myvineyardchurch.com](mailto:troye@myvineyardchurch.com) or 218.846.1199