E2CHURCH

Kids Pastor Job Description

Spiritual Formation Family Partnership Team Development Safe Ministry

Position detail	Working definition
Position type	Full-time salaried pastoral position subject to final exempt and ministerial classification review
Department	Campus Ministry and eKids
Reports to	Campus Pastor with operational accountability to the Operations Pastor
Ministry scope	Children from birth through fifth grade, their families, and the leaders who serve them
Schedule	Regular Sundays and on-site ministry in the Sacramento region, with flexibility for evenings, events, holidays, conferences, and peak seasons

Role Summary

The Kids Pastor provides spiritual, pastoral, relational, and organizational leadership for eKids, E2 Church's ministry to children from birth through fifth grade. This leader builds a safe, exciting, biblically grounded ministry where children encounter Jesus, families receive meaningful partnership, and leaders are equipped to serve with consistency and care. The vision and future development of eKids are established in active partnership with the Lead Pastor and aligned with the vision and growth of the house.

Key Responsibilities

- Develop and carry the eKids ministry philosophy, priorities, and birth-through-fifth-grade discipleship pathway in partnership with the Lead Pastor.
- Lead safe, welcoming, age-appropriate Sunday environments, including curriculum, staffing, check-in and release, classrooms, supplies, accessibility, and emergency readiness.
- Recruit, train, coach, care for, and multiply staff and eTeam leaders through clear expectations, feedback, accountability, and pathways into greater responsibility.
- Protect child-safety standards, including screening, background checks, supervision, mandated reporting, incident response, documentation, and appropriate boundaries.
- Partner with parents and caregivers through trustworthy communication, practical spiritual resources, pastoral support, and coordinated transitions into Youth ministry.
- Maintain an evolving growth strategy that expands capacity for more children and families while strengthening safety, care, volunteer coverage, and overall church health.
- Collaborate with Campus, Operations, Programming, Creative, Production, Systems, Facilities, eCare, and other ministries while honoring approved authority and decision rights.

Qualifications

- Five or more years of progressive children's ministry, family ministry, pastoral, education, or comparable leadership experience; equivalent demonstrated experience may be considered.
- Demonstrated spiritual maturity, biblical grounding, emotional health, pastoral warmth, integrity, discretion, and ability to receive leadership and correction.
- Proven success recruiting, developing, coaching, correcting, caring for, and multiplying staff and volunteer leaders.
- Working knowledge of child development, age-appropriate discipleship, parent partnership, child protection, mandated reporting, inclusion, and emergency response.
- Strong teaching, communication, planning, delegation, problem-solving, conflict-resolution, administration, and follow-through skills.
- Cultural intelligence, comfort with ministry systems, and availability for Sundays, events, holidays, conferences, and peak ministry seasons. A related degree and ministry credentialing are preferred.

Compensation and Benefits

An approved salary range will be shared during the application process. E2 Church contributes 50 percent toward eligible employee and enrolled family health-insurance premiums and provides paid time off, paid sick leave, church holidays, and applicable staff benefits under current plan terms and church policy.

How to Apply

Complete the E2 Church Job Application and submit it with your resume and relevant role-specific materials. A background check will be conducted as part of the hiring process.