

POSITION: The CPKids Pastor is a full-time, pastoral-level leader responsible for casting vision, equipping volunteers, and overseeing all children's ministry environments at Centerpoint Church (nursery through 5th grade). This role stewards the spiritual formation of children, supports and equips parents as primary faith leaders, and leads a robust volunteer team to create a dynamic, safe, and wonder-filled experience where kids encounter God and grow in His Word.

This leader must be able to carry the weight of ministry through team development, strategic systems, and a strong pastoral presence. The person in this role will directly supervise key staff roles including the Experience & Education Coordinator, First Impressions Coordinator, Volunteer & Digital Operations Lead, and CP Kids Care Manager.

ACCOUNTABILITY: This role is accountable to the Family Life Director.

FIT: Centerpoint seeks a pastor who:

- Lives a life anchored in Christ, with personal devotion, integrity, and prayer.
- Models spiritual maturity and leads others into deeper relationship with God.
- Aligns with our church culture—joy-filled, Spirit-led, Word-rooted, and people-loving.
- Brings high-capacity leadership, with a heart for discipleship and a love for kids.
- Builds strong systems and stronger people, creating environments where faith and fun intersect.

At CPKids, we cultivate a fun, wonder-filled atmosphere where children grow deep roots in God's Word, encounter the presence of the Holy Spirit, and families are empowered to be the first and most lasting spiritual voices in their kids' lives.

KEY RESULTS AREAS

1. Lead CPKids Weekend Experience

Goal: Create a consistent and spiritually impactful weekend experience for every child, every service.

- Plan and execute weekend services for nursery through 5th grade that are safe, consistent, and spiritually engaging.
- Ensure each service time offers an identical, high-quality experience.
- Maintain visible leadership on Sundays to support team culture and minister to kids.

- Implement and uphold safety protocols, volunteer standards, and room readiness.
- Collaborate with the larger staff team to align teaching with church-wide spiritual focus.

2. Build and Develop Volunteer Teams

Goal: Equip and empower a thriving team of volunteers committed to spiritual growth and ministry excellence.

- Recruit, train, and shepherd a spiritually strong volunteer team of 200+.
- Design systems for onboarding, equipping, and retaining volunteers.
- Create a leadership pipeline to raise up future leaders within the ministry.
- Foster a culture of ownership, excellence, and spiritual growth across all team levels.

3. Oversee Administrative Systems and Curriculum

Goal: Ensure smooth operations and intentional discipleship through curriculum and systems.

- Manage ministry-wide scheduling, staffing, and communication tools.
- Oversee curriculum preparation in advance and ensure alignment with teaching goals.
- Maintain organized, clean, and stocked environments.
- Communicate effectively with families, staff, and volunteers.
- Steward the children's ministry budget with wisdom and intentionality.

4. Direct CPKids Care (Childcare Outside of Sundays)

Goal: Provide flexible, high-quality childcare to support other ministry environments.

- Lead and manage childcare support for non-weekend events and ministry gatherings.
- Create systems for event intake, scheduling, and safety compliance.
- Partner with other ministries to meet childcare needs with excellence and flexibility.

5. Engage in Staff Team Leadership

Goal: Contribute meaningfully to the health, growth, and unity of the Centerpoint team.

- Participate fully in weekly staff meetings, leadership development sessions, and ministry-wide planning.
- Provide regular updates, data, and stories from CPKids to contribute to broader ministry vision.
- Lead direct reports with intentional care, accountability, and support.
- Offer pastoral care and presence during all-church events and moments of need.

6. Coordinate Family Engagement and Outreach Events

Goal: Strengthen families and extend the church's reach through dynamic events and discipleship moments.

- Oversee VBS and other seasonal children and family outreach experiences.
- Equip and encourage parents through workshops and family discipleship nights.
- Develop creative midweek experiences to extend Sunday impact.

POSITION EXPECTATIONS

SCHEDULE & AVAILABILITY

This is a full-time salaried pastoral position with flexible weekly hours and a required presence on Sundays and during major church events. Ministry rhythms will include evenings, weekends, and seasonal commitments.

EDUCATION & EXPERIENCE

The ideal candidate will bring 7–10 years of leadership experience in children’s ministry or similar environments, demonstrating the ability to manage staff and large volunteer teams. A Bachelor’s degree in Education, Ministry, or a related field is required, with graduate-level education considered a strong asset. The person in this role should possess excellent organizational and communication skills, and exemplify spiritual maturity, emotional intelligence, and a strong sense of mission. Bilingual abilities, particularly in Spanish, are welcomed but not essential.

CONDITIONS

- Pursues daily time with God and practices personal spiritual disciplines.
- Active member of Centerpoint Church and regular attendee of weekend services.
- Actively participates in a Centerpoint community.
- Upholds strong personal boundaries and models healthy rhythms.
- Invests in ongoing leadership growth.
- Contributes to the culture and momentum of the Centerpoint staff team

By signing below, I certify that I have read the above information and understand that my employment with Centerpoint Ministries is at-will.

Employee Name (Print)

Employee Signature

Date

Family Life Director (Print)

Family Life Director Signature

Date

