**Childcare Staff**

**Objective**

Childcare Staff is to partner with the Kids Team and parents in helping kids discover and deepen their relationship with Jesus Christ by providing care to babies and kids during events and services. This position reports to the Childcare Manager.

**Key Responsibilities**

* Oversee the care of the children by feeding, changing, teach lessons as planned, and praying over them while in your care
* Lead in communicating with parents, Childcare coordinator, and Kids Team at the beginning and end of services and events
* Report and record any incidents that happened while children are in your care
* Ensure cleaning processes and procedures are being implemented in Kids Space, and classrooms are properly cleaned and restocked after events and services
* Model discipleship to kids, serve staff, and families

**Competencies**

* Model the Church of Eleven22’s mission, vision, and core values
* Ability to maintain strict confidentiality
* Ability to adapt to change and work as a team player
* Strong proactive communication skills
* Manage confidential and sensitive information with discretion
* Possess strong organizational, planning and problem-solving skills
* Self-motivated learner, quick to research and implement, attention to detail, hands-on, independent and responsible, passionate, and enthusiastic
* Problem solver, innovative, and creative
* Effective classroom management and positive reinforcement strategies

**Education & Experience**

* High School Diploma
* Associate degree preferred

**Position Type/Expected Hours of Work**

* Required to work 2 out of 3 Thursday and Sunday worship services each week and, attend the 3rd service in person
* Required to work one additional event during the week at minimum (i.e. disciple groups, staff childcare on Tuesdays)
* Work seasonal/special events hosted at your specific campus or at varying campuses (Christmas Eve, Easter, Saturated, etc.)

**Work Environment**

Outside of typical weekend services and special events, childcare staff is required to attend monthly meetings, various trainings, meet for one on ones with your direct report, and engage with other church staff, with and without childcare readily available to you.

Additionally, this role operates at various church campuses weekly, and reliable transportation is a must.

Childcare staff was created specifically for the care of babies and toddlers, carried out by hired and trained staff members, therefore all childcare staff must be comfortable with the diapering and toileting demands of this age group.

**Physical Demands**

Requires extended times of being on your feet throughout multiple services.

Spending time in classrooms interacting with the children and childcare staff.

Ability to lift children up to 50 pounds.

**Ministerial Exception**

The ministerial exception furthers the purposes of the Free Exercise and Establishment Clauses of the First Amendment by barring legal claims against church bodies by staff members who perform religious functions. All Church pastors are subject to the exception, but a formal ministerial credential is not required. While there is no rigid formula to determine other Church staff members that qualify, various factors are considered to determine which staff members are subject to the ministerial exception (please see handbook).

Staff members who qualify under the ministerial exception are not covered by federal and state employment and anti-discrimination laws. Please see the Human Resources Ministry Team if you have questions on whether you are subject to the ministerial exception.

**Code of Conduct**

1. We live authenticity
2. We are Gospel-Centered & Mission-Focused
3. We are family
4. We are life-long learners
5. We aim for excellence in the experience with zero excess
6. We choose to trust
7. We pray 1st and decide 2nd
8. We glorify God by honoring others
9. Our team unites under clear vision
10. We walk in humble confidence

**EEO Statement**

The Church of Eleven22 provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, age, sex, national origin, disability status, genetics, protected veteran status, or any other characteristic protected by federal, state or local laws. The Church of Eleven22 reserves the right to discriminate on the basis of religion to the full extent permitted by law.

Staff member signature below constitutes staff member’s understanding of the requirements, essential functions and duties of the position.

Staff Member Signature:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_

Manager/HR Signature:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_