



1301 12th Street
Modesto, CA 95352
209-521-0181

JOB DESCRIPTION

Prepared Date: August 2025

Position Title: Paid Childcare Worker

Reports To: Children's Director

Employment Type/Classification: Part-time, hourly

Hourly Wage Range: \$16 to \$19 per hour

Purpose of position: Provide a safe and secure place for children to learn how much God loves them through stories, music, media and activities.

Personal Responsibilities:

- Owner of CrossPoint Community Church
- Active in the life of the church (i.e. worship services, tithe, etc.)
- Grow in your relationship with Christ
- If married, maintain good marital relationship
- If single, maintain a lifestyle of sexual purity in relationships and personal behavior
- Fully supportive of the pastoral staff and ownership of the mission of the church
- Committed to making the ministry joyful
- Good testimony in the community and emotionally strong
- Able to hear and know difficult situations without being judgmental or emotionally involved
- Able to maintain the highest level of confidentiality (before receiving "confidential" information, make employee or volunteer aware you may need to share the information with your supervisor or Family Ministries Pastor)
- Able to refrain from participating in gossip
- Joy is evident in attitude and countenance
- Sensitive to the needs of people and provide a caring attitude
- Able to work as part of a team
- Adept at handling the pressure of multiple tasks and deadlines
- Understands and speaks fluent English
- Be present at work – remember you are a representative of the body of Christ and you need to be at work as assigned unless vacations are pre-approved
- Dress appropriately (if in doubt, you probably shouldn't wear that particular item of clothing)
- Good personal hygiene
- Able to meet the physical demands of working with children – lifting/sitting on floor/carrying children

Ongoing Responsibilities:

- Arrive at scheduled clock in time
- Flexibility in classroom placements: Employees must be able to work with all ages and stages of children (if limited by physical demands, shifts may be reduced)
- Maintain a healthy and positive attitude when interacting with children, parents and the paid childcare team
- Pray for and encourage those who serve on the paid childcare team
- Communicate with supervisor in advance when needing time off
- Take steps to make childcare work a positive experience for both the team and the children
- Communicate and coordinate special needs through your immediate supervisor or Director of Paid Childcare if the supervisor is not available
- Handle disciplinary problems involving children (refer to handbook for detailed procedures)
- Adhere to all safety standards as stated in handbook
- When ratios are at the maximum politely explain the situation and that we are doing our best to recruit more workers

Remember, this is a job, but it is also a ministry. You are committing to the above requirements and responsibilities, and you are making a commitment to serve our Lord, our church, the parents and God's precious children as scheduled. You are relied upon to be there. Without you the ministry and children suffer. Sufficient notice of your inability to work enables us to arrange for a replacement or an adjustment in the scheduling of rooms. Insufficient notice will result in denial of the request. No notice is cause for dismissal.

This ministry is vitally important. You play an important role in its success.

It is the intention of CrossPoint Community Church to practice equal employment opportunity without regard to an individual's race, color, national origin, gender, disability, or age in application of any policy, practice, rule or regulation.

I have read, understand and agree with the terms of the above job description for a paid childcare position at CrossPoint Community Church. I have no questions or concerns regarding the purpose or responsibilities of my position.

Employee's Name (print)

Employee's Signature

Date