



northcentral.org

CHILDREN'S MINISTRY DIRECTOR

Reports to: Senior Pastor (Pastor Dan Williams)

Required Hours: 30-40 hrs/week; \$43-\$48,000; Benefits Negotiable

The Children's Ministry Director or Pastor (CMD/CMP) is a part-time paid staff member who is responsible for the following: Casting vision and inspiring people about the value and importance of children's ministry. Recruiting, encouraging, inspiring and training volunteers. Communicating the message of Jesus to the next generation in ways that are culturally relevant. Ensuring Sunday Services go smoothly with volunteers, check-in, etc. while maintaining a cool and calm demeanor when hiccups arise. Is organizationally and administratively competent and most of all, is passionate about Children's Ministry.

MINISTRY DESCRIPTION

Kids matter to us! The value and importance of children's ministry in our local church simply cannot be overestimated. We have learned that if the kids don't like it, the parents aren't bringing them back. In contrast, there are countless stories of families who started and continued to attend church on the basis of gaining a stronger spiritual foundation for their kids.

Our volunteers should cover so many different roles on the children's teams, such as; holding babies, story-telling, leading worship, hosting teams to welcome kids and parents and leading a small group. Those who volunteer in children's ministry make it possible for our church to accomplish its mission.

Our Children's Ministry Director or Pastor and Volunteer team has incredible influence on the young and impressionable lives of the next generation.

EDUCATION

- Bachelor's Degree in a relevant field

EXPERIENCE

- 2 years of church leadership (children or youth ministry preferred)
- Relevant experience in leveraging 8,000+ sq ft of kid's space.

SKILLS

- Administrative and organizational competence, capable of developing systems.
- Able to coordinate details in safety management, scheduling, programming, materials, parent's questions, greeting new families, following up with new families, recruiting and training new volunteers, and communication, just to mention a few.
- Effectively communicate, inspire, and schedule a team of volunteers.

CURRENT PROGRAMS

Two Sunday services w/ages 0-12yrs.

- Kid Central Jr (0-4yr)
- Kid Central (5-12yr)

One Wednesday / month

- Nursery Care (0-3yrs)
- KidZone (4-12yrs)

WINS

Key Success Indicators (by Dan Reiland)

- Children are happy, enjoy coming and want to return.
- Parents have a strong sense that their kids are safe, secure and well cared for.
- The ministry environments are well staffed with highly trained volunteers.
- Children are learning the basics of God's Story, the Good News and the attributes of God in a format they can grasp.
- Children are giving their hearts to Jesus and getting baptized with a clear understanding of salvation.
- Parents feel like there is an empowering partnership in the spiritual training of their kids.
- Volunteers feel cared for, appreciated, and confident because of their training.

TRAITS

Six Traits of Successful Children's Ministry Director or Pastor

1. Strategic Visionary

A compelling vision is the beginning of a great children's ministry. Therefore, it is essential that the CMD/CMP can cast vision, and inspire people about the value and importance of children's ministry. The CMD/CMP must be an effective communicator in a variety of settings including large groups, small groups, and new volunteer training sessions.

2. Skillful Team Builder

The role of a CMD/CMP is one that is always recruiting, encouraging, inspiring, and training volunteers. One of the great myths about children's ministry is that it's all about kids. Yes, it is for the kids, but any veteran children's staff member will tell you that your primary work is with adults.

- i. The leader must love these responsibilities and be good at them.
- ii. Let me be candid, the success of our children's ministry is not based on the choice of curriculum. The curriculum is essential, but the best material in the world in the hands of unmotivated and untrained volunteers will not build a world class children's ministry. It will not result in children falling in love with Jesus. That is the result of highly motivated and well-trained volunteers who care about kids.

A children's ministry is only as good as its volunteers.

3. Culturally Relevant Innovator

Kids are learning, growing and changing at a rapid pace, just like the culture they live in. They are accustomed to creativity and ongoing innovative change, particularly through new technology. If your children's ministry is boring, they will check out. I'm not suggesting that children's ministry should be all fun and games, in fact communicating the message of Jesus must be central. But how you do that is of utmost importance.

- i. To lead the next generation, it's vital that you not only can keep up with that generation, and see life through their lens but stay out in front.

- ii. A great CMD/CMP is innovative in the way their teams connect and communicate with kids so that it reflects relevance to current culture.

4. An “Unflappable” Nature

Rarely does everything go perfectly smooth on any given Sunday morning. The best children’s ministry leaders can roll with the punches and handle pressure well! Have to be nearly “unflappable” when it comes to things from volunteers canceling at the last minute to kids throwing up in a classroom.

- i. A great CMD/CMP is flexible, adaptable and handles pressure with a cool and calm spirit and genuine smile.

5. Administratively Competent

The little things really matter when it comes to kids. When a mom hands over her diaper bag with a bottle for her child, you can simply never lose it or wonder which one belongs to which child!

- i. Administrative, organizational, and systems competence is vital.

6. Passionate about Children’s Ministry

There is a certain spiritual maturity required to thrive as a CMD/CMP. This maturity comes from a joy in the gospel leading to a consistent walk (abiding) with God and overflows in the form of passion for kids, families, and volunteers.

North Central Church is an Equal Opportunity Employer.