

Children's and Young Families Ministry Director

A. SUMMARY

This position is responsible for the overall vision and implementation of all ministries to children (birth- Grade 5) and their families. The local church must work in partnership with families in the evangelism and discipleship of children. The mission is to see successive generations of children and their families come to faith in Christ, grow deeply in that relationship, and be equipped to serve God according to His redemptive work in this world.

What attracts and retains people at JUBC is not more space in the building. Our conviction is that it is in large part a strong, engaging children's ministry. We believe that in ministering to children we reach families as a whole. Therefore, there must be a more intentional, focused, and strategic ministry to connecting young families throughout the C¹- C⁴ spectrum.

B. THE VISION

We believe that a healthy Children's and Young Families ministry is present when all members of the family are excited about being involved, where families are growing stronger, where many adults and children are coming to faith in Jesus and growing in discipleship.

We believe that leadership is required to oversee, implement, evaluate, and develop the vision and strategic plan of Children's and Young Families ministry.

We believe that Children's and Young Families ministry be staffed according to an outreach and discipleship strategy that is consistent with our overall connecting ministry, and which breaks down silos between age groups, etc.

We believe that there is a need for more intentionality in programming that reaches and disciples families.

We believe that there is a great need to establish leaders of each aspect of Children's and Young Families ministry; including well trained and highly motivated Coordinators, and well- equipped people who embrace the vision, who have good "classroom management" skills, and strong ministry skills.

We believe that leadership in Children's and Young Families ministry must be established in a manner which scales as the ministry grows.

We believe that leadership is needed to envision strategy and integrate curriculum across all Children's and Young Families ministry areas. This requires an overall strategy, where each unique program and event has its own purpose- i.e. why does this particular ministry exist separate from other aspects of Children's and Young Families ministry?

C. QUALIFICATIONS

- a. **Dependence on God** - experiences a healthy relationship with God and understands the heart of spiritual disciplines as a way to hear from God. Is motivated by surrender to his/her call rather than by personal ambition. Seeks times of personal renewal where his/her perspective can be restored and God can be heard. Values personal accountability.
- b. **Growing relationship with God**- through disciplines such as daily quiet time with God (Bible and prayer).
- c. Strong **Biblical foundation**. This does not necessitate a formal theological education. Rather through maturity and experience, and possibly through formal education, there is a strong understanding of the purpose of the local church, the value of God's Word in our lives, and an understanding of the basics of our doctrinal beliefs.
- d. **Personally Healthy**- evidenced through friendships outside of ministry, outside interests and hobbies beyond work, and his/ her spouse's support (if married). This leader will be able to establish healthy boundaries.
- e. **Relational**- is visionary and transparent, possesses empowering leadership skills. Empowers a whole team of people rather than doing it all him/ herself. Is a team player, seeing his/her responsibility to equip people to do the work of ministry among children and their families.
- f. Strong **interpersonal skills**- ability to engage in healthy two way communication; persuasively and compassionately expresses him/herself both orally and in writing. As well, he or she will seek counsel from others and will be ready to hear and learn from their input. Is able to appropriately respond to the concerns or agendas of others without being swayed by their agendas.
- g. **Supports** the doctrinal statement of JUBC. Ensures that all teaching in the children's ministry department, including his/her own teaching, is in alignment with the doctrinal position of JUBC. Questions pertaining this statement should be addressed to the Lead Pastor and/or the Elders. Also becomes (if not already) and remains a **member** in good standing of JUBC; is supportive of **JUBC's vision**- even as it is still developing; and demonstrates a commitment to the **JUBC Mission Statement** – *seeking to make Christ known and to develop Christ-like lives*.
- h. **Has a heart for the lost**- those who are outside of a personal relationship with Christ.
- i. **Has a heart for children**- an ability to connect with them in a meaningful and loving way, helping children know that they are loved in a safe manner.
- j. Has demonstrated an **affinity to children's ministry** at some point in their experience- such as a serving as a children's ministry lay leader. Has shown signs of children's ministry leadership and abilities/ gifts with or without the title.

k. **Demonstrates and is assessed as having spiritual gifts in:**

- Leadership/Administration- expressed in relating to children, parents, and ministry team mates. Is a team builder and developer of team-mates, multiplying ministry through others and not monopolizing it him/herself. Has an understanding of the age appropriate needs of children.
- Teaching- applicable to formal learning sessions such as at a children's event as well as through formal and informal times of helping adults understand the issues affecting ministry to children.

l. To be a **strong recruiter and equipper**. We believe (Ephesians 4:13 and elsewhere) that a primary responsibility of a ministry leader is to multiply the ministry through others, rather than to personally monopolize the blessing of serving. An ability to build and grow a team of teens and adults who share their passion to reach children and their families for Christ and see them grow in Him.

m. This leader must **balance their time** in 3 primary directions:

Generally speaking, we believe that these 3 priorities should normally be given a roughly 40-20-40% breakdown of your time and attention. This is meant to be a qualitative value statement, not a rigid rule that must be strictly measured. As well, we understand that the 3 areas overlap (eg. Ministry in a family event; modelling to other leaders how to lead a children's event).

1. Ministry with your team (leaders, helpers)- vision, recruitment, equipping;
2. Ministry among parents- outreach, equipping, discipleship;
3. Ministry directly with children- teaching, leading programs.

n. To recognize the importance, and to demonstrate a growing ability, to be **creative** with serving models. Find ways to give serving teams sufficient breaks so as to keep them engaged over the long haul without burn-out or discouragement; while still maintaining .

o. To recognize the importance, and to demonstrate a growing ability, to be **creative** with programming and to dream outside of the current model. *Eg. Maybe there should be a stronger emphasis on Sunday children's ministry and no program during mid-week (if there is an intentional reason behind it); or creating a "1-time-slot" model out of the current Sunday School/ Junior Church model.*

D. SPECIFIC RESPONSIBILITIES

The role of the Children's Ministry Director is to give visionary and relational leadership to the ministries which primarily are intended to disciple children and their families. The emphasis of the position will be on the development of the ministry through communicating the vision to the congregation, parents, ministry staff, etc.; leading children's ministry through changes in direction which better achieve the mission and vision of JUBC; and the development of the ministry team through staff recruitment, equipping, on-going evaluation and follow up, and the care of the key leaders.

Key responsibilities fall into the following categories:

1. Facilitating, communicating, and executing a vision for Children's and Young Families ministry at JUBC:

- a. Developing and communicating a vision for how to work with families in making disciples of Jesus Christ of children and their families.
- b. Outreach- a plan to reach out to the children of Carleton County (and beyond) and their families with the Gospel of Christ.
- c. Discipleship- a plan to lead children/leaders/families to grow in their relationship with God.
- d. Ministry- promote and oversee regular service opportunities for children, in keeping with abilities and maturity level (eg. reading Scripture Sunday AM, assisting with various needs within the fellowship, visit nursing homes, music involvement, etc.).
- e. Programming- envisioning a plan for ministry programming that is consistent with the overall ministry JUBC and devising, developing, championing, and implementing that plan. This includes an evaluation of current programming so as to effectively reach and disciple children and their families.
- f. Envisioning, championing, and implementing a branding scheme for children's and young families ministry (i.e. a name for the overall ministry, for each programming piece, etc.) that is clear and that gives greater clarity to the overall vision.

2. Enlisting, equipping, and encouraging members of the Children's and Young Families ministry Team:

- a. To oversee the care, training and equipping of a team of children's ministers.
- b. To lead the children's ministry leadership team to help children grow to serve Jesus.
- c. To work as a team with those "ministers".

3. Networking with Other Leadership

- a. Build ministry partnerships with Children's and Young Families ministry leaders throughout Carleton County and the Convention of Atlantic Baptist Churches, including Shiktehawk Bible Camp;

- b. To oversee the follow up of children who have made commitments at camp and other places, including through the list that comes from Shiktehawk at the end of the camping season (in partnership with the Youth Pastor who will do the same with teens).
- c. To partner with the Pastor responsible for youth as appropriate in order to determine, communicate, and execute a complementary vision and strategy for reaching youth of all ages and their families.

E. RELATIONSHIPS

1. Accountable directly to the Associate Pastor of Connections and reports regularly to him.
2. Works closely as a team with other leaders at JUBC such as the Pastoral Team, the Elders, and administrative staff; as well as the Children's and Young Families ministry team leaders (eg. Oversight leaders of weekly and other programs).
3. Performance evaluations will be conducted at the direction of and reviewed by the Lead Pastor (or designate) and Elders.
4. The Children's and Young Families Ministry Director will, on request, report to the Elders the progress of the ministry and other issues.
5. Meet with the Lead Pastor weekly as often as possible, preferably through staff meetings.

F. EMPLOYMENT EXPECTATIONS

This position is designed to be Full-Time. However, consideration may be given to an ideal candidate who may only be able to work P/T. This PD would be adapted accordingly in that situation.

1. Normal work includes Sunday mornings, ministry events, and staff meetings.
2. Salary and benefit package to be determined based on experience and number of hours worked.
3. Take ongoing training in leadership and children's ministry as available- with agreement of the CM Director, Elders, and Lead Pastor. The focus should be on achieving necessary competencies as determined by the Associate Pastor of Connections.

Information

Check out Jacksonville Baptist Church at jubc.ca

For further information about the church or this ministry opportunity, you may contact Stephen Page, Associate Pastor of Connections and Youth:

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