



July 2022

Career Opportunity for a Children's Pastor

One Sentence Job Description:

Partnering with families to establish a spiritual foundation in the lives of children (Birth to Grade 5).

Position Summary:

The Children's Pastor will provide visionary leadership to the Children's ministry team which will consist of other staff and an abundance of volunteers.

For context, Hillside is a leading Church in our Atlantic region (Canadian Baptists of Atlantic Canada) and highly values our Premier Family Ministry department (Birth-Age 24). Consistently each Sunday, the church's overall attendance is 32% under the age of 18.

Children's Ministry is an integral part of our vision as we are "For Families". We believe Hillside is a tremendous place to help raise a healthy family.

Children's ministry weekly includes the following:

- Sunday Waumba Land (Birth – Age 4)
- KidZone (Kindergarten – Grade 3),
- The Launch (pre-teen Grade 4–5)
- A special needs room/component.

Children's ministry seasonally includes the following:

- Several large events that are intended to engage children/families both in our church and beyond our walls with the goal of sharing the Good News of Jesus Christ.
- Easter event (Walk with Jesus)
- Summer week of Vacation Bible School (VBS)
- Trunk or Treat

Children's ministry is also strategically featured in our adult services approximately 3 times a year:

- Easter
- Family Service
- Christmas Eve

Terms of Ministry:

This is a full time 40-45 hours per week salary position. Please note that as with most ministry positions in the church, the actual weekly hours worked may vary somewhat from week to week. There is much flexibility on when you get your work done, however, evenings and weekends are key to the success of this position. At certain points in the year hours worked will be higher (Easter, Fall kick off, special events, etc) and at other times it may be lower (March Break, Summer, between Christmas & New Years).

Each Hillside staff is strongly encouraged to take a full day off each week for sabbath (Monday or Friday) and replenishment as well as their full allotment of vacation time over the course of a year. Staff health is a high value and for that to take place, self-leadership in this area of rest and work/life balance is required.

Strategic reviews (six months and annually) and assessments will take place to determine adjustments necessary along the way.

Suggested Hourly Breakdown (*approx.*):

Monday	– Day Off
Tuesday	– 9-4
Wednesday	– 9-4
Thursday	– 9-4, Meeting night 6-8
Friday	– 9-1
Saturday	– Flexible Day, final prep for Sunday
Sunday	– 7-2

Key Responsibilities:

- Is accountable for the overall health and effectiveness of the Children's Ministry and its culture; this includes providing visionary leadership, planning, scheduling, marketing, execution and evaluation of Waumba Land, KidZone and The Launch (a vital part of our 52 fantastic Sundays) as well as special events (Children's Musical, Trunk or Treat, Family Easter Event, and VBS).
- Is responsible to assemble a Children's ministry volunteer lead team (approx. 6 people, according to the Ministry Leadership Team's (MLT) expectations) in collaboration with the Children's ministry staff. This lead team will tremendously support you in the overall vision of Children's Ministry.
- Is responsible for the recruitment, training, care, and discipleship of children's volunteers and ministry teams. This will include approx.. 100 adults. Encouraging within them a sense of community, prayer, and personal spiritual growth among the teams; this engaging culture will, in turn, provide enduring, caring and nurturing relationships with the children in our church's sphere of influence.
- Ensures biblical teaching that is presented in ways that are relevant, creative and consistent with the doctrine and culture of Hillside, so children can apply and live out these truths in their everyday lives. We have utilized several of the top online video based curriculums in the past.
- Implementing a Children's discipleship pathway that will integrate faith milestones such as children's baptism classes.
- Proficiency in Community Church Builder (CCB) as it relates to Children's Ministry systems in accordance with MLT's agreement.
- Ensures the physical, emotional and spiritual safety of the children and volunteers within this ministry. Careful evaluation of our Children's Ministry Policy and Procedure handbook will greatly compliment this action item.
- Participates in the planning, seasonal monitoring and oversight of the Children's Ministry budget(s).

- Champions the cause of Children's Ministry with Hillside's leadership, including the Senior Leadership Team (SLT), MLT, and Board, and intentionally raises the profile of this ministry with our Church Family and the community via marketing, social media and website.
- Consistently strives to improve the effectiveness of our children's ministry as part of our culture of always seeking to get better – this involves intentionally learning from other healthy churches, consulting with mentors, and having a hunger to keep learning and growing through podcasts, reading, peers, and attending conferences.
- Seeks to live out a spiritually healthy life by authentically walking with God and maintaining healthy spiritual practices.
- Is an "All In" staff member participating in All In staff events, initiatives, and training ie. Global Leadership Summit (GLS).
- Attends meetings including: Weekly Wednesday staff meetings, Weekly Children's Ministry Team Meeting, 1 on 1's with other Children's Ministry staff, Bi-Weekly with direct report, Bi-Weekly MLT, seasonal team Next 90s and seasonal Premier Family Ministry (PFMin) meeting.
- Is collaborative with the vision of Home Point, an umbrella initiative for PFMin that inspires intentional families to build faith at home.
- Is willing to be assigned other duties as determined appropriate in consultation with the Senior Lead Team.

Organizational Relationships:

- Reports to the Associate Pastor of Family Ministries, Pastor Dave Steeves.
- Works closely with all Children's Ministry staff in weekly meetings.
- Supervises and empowers volunteers serving in Waumba Land, Kidzone, The Launch, and special events
- Leads, manages, and cares for summer students who serve in children's ministry. This is all based on yearly allotment from the government.
- Ultimately, the objective is to work as part of an integrated Premier Family Ministry team in order to effectively reach and disciple the next generation (cradle thru college) within our overall Hillside vision.

Candidate Profile:

- Has a calling to and a passion for children's ministry;
- Given the demands of ministry, the candidate will require a supportive spouse (if married) and family, and a flexible schedule (evenings and weekends); If single nurtures supportive family and friend relationships that encourage the candidate in their ministry role.
- Is a growing Christian with a spiritual walk that is alive, disciplined and real;
- Has a walk with God that attracts others;
- Exhibits with maturity the spiritual gifts of leadership, administration and teaching;
- Desires excellence for the glory of God;
- Provides empowering leadership, which motivates and wins the trust of the Children's Ministries team;
- Is a self-motivated individual who works effectively with the ministry team;
- Is a team player, not egocentric;
- Loves children and is passionate about facilitating spiritual growth in children, understanding the unique challenges faced by children;
- Would benefit from previous experience in children's ministry and experience with the latest technology for efficiency in systems;
- Would benefit from demonstrated communication and presentation skills relating to age appropriate teaching (both live and on camera);
- Has post-secondary educational training in education and/or religious studies or has proven experience in the areas of teaching/administrating;
- Remains aware of current ministry trends and concepts within his/her area of leadership.

Organizational Commitment:

- Shall subscribe without reservation to the Church Covenant and Statement of Faith and accept the By-laws of Hillside Baptist Church;
- Ensures that the children's ministry reflects the vision, values and strategic commitments of Hillside Baptist Church;
- Is an active member in good standing at Hillside, and is in agreement with the church By-laws, beliefs and mission; and actively honours the membership covenant.

Review and Evaluation:

- Will have semi-annual performance reviews (January and June)
- Will complete Monthly Ministry Reports to be submitted to the Associate Pastor of Family Ministry.
- Assumes personal responsibility for the successful achievement of the goals outlined in the annual Children's Ministry plan for the coming year based on the annual review in January.

Apply For This Position:

Please send your resumé in confidence to Pastor Dave Steeves at dave@hillsidemoncton.org