Kids Director Job Qualifications

Purpose:
The role of the Children's Ministry Director is to provide leadership and oversight for Bethesda Church's Children's Ministry programs which exist to grow believers into godly disciples for the glory of God.

Bethesda Church offers a diverse range of ministries for children from birth to 6th grade. The Children's Ministry Director focuses on developing these ministries to faithfully disciple children, equip volunteers, and support parents in the spiritual development of their children. This role will ensure that children's ministries are biblically faithful, well-organized, safe, and aligned with the church's overall mission and discipleship strategy.

Additionally, this role reports to the Discipleship Pastor to creatively devise new strategies for cultivating healthier disciples at Bethesda Church.

Necessary Attributes
- Demonstrates a genuine and growing relationship with Jesus Christ.
- Loves children and has a genuine desire to see them know and love Christ.
- Demonstrates spiritual maturity, integrity, humility, and a servant-leader mindset.
- Possesses strong organizational, communication, and leadership skills.
- Able to recruit, equip, encourage, and appropriately supervise volunteers.
- Works collaboratively with pastors, ministry coordinators, and volunteers.
- Cultivates intentional, trust-building relationships with parents and volunteers.

Minimum Qualifications
- Professes faith in Jesus Christ and possesses a credible Christian testimony demonstrated through believer's baptism.
- Ability to communicate clearly and collaborate with staff and ministry leaders.

Preferred Qualifications
- Undergraduate degree or equivalent experience in Christian education, children's ministry, ministry leadership, education, or a related field.
- Previous experience serving in children's ministry, education, discipleship, or a paid or volunteer related ministry context.

Additional Information
The position of Children's Ministry Director is a part time, hourly position at a projected 15-20 hours per week, which includes the fulfillment of workplace expectations (see job description).

Kids Director Job Description

Candidate:
Revised October 26, 2026

Supervisor: Senior Pastor
Salaried Apx. 15-20 hrs/week

Role Overview

The Children's Director will oversee and develop Christian Education programming for children (birth to 6th grade) under leadership and support of the Discipleship Pastor and equip parents to be the primary disciplers of their children. The Director primarily provides leadership of the Nursery, and direction and support to Children's Sunday school coordinator and volunteers, ensuring that children are faithfully cared for and discipled toward Christ.

I. Responsibilities

1. **Ministry Leadership**
   Oversee & develop children's ministries, including directly leading the nursery, Kids Sunday school lead team, VBS lead team, & special events as needed (spec. Kids Sunday Christmas program), ensuring well-organized ministry environments, faithful Bible-centered teaching, & intentional discipleship in alignment with the church's discipleship strategy.

2. **Volunteer Supervision**
   Recruit, train, and supervise children's ministry volunteers while ensuring adequate coverage, managing schedules, & evaluations.

3. **Child Safety**
   Uphold Bethesda's Kids Worker Compliance Agreement and Procedures for Nursery and Children's Worker Compliance, provide ongoing child protection training, and ensure all volunteers acknowledge and comply with these requirements.

II. Workplace Expectations

1. **Meetings:** Regular attendance at weekly church staff meetings
2. **Work Time and Schedule:** consistent office hours are not mandatory
3. **Sunday morning:** directly oversee nursery during 9 a.m. hour/develop volunteer rotation in order to participate in 10 a.m. worship service at least 2x per month

III. Personal Growth

1. **Devotional Life:** Maintain a daily devotional time with the Lord
2. **Prayer Room:** Attend the prayer room weekly
3. **Mentorship:** Regularly meet with the Senior Pastor for affirmation, evaluation, and equipping