



Children's Ministry Director

J O B P R O F I L E



Who We Are

We are thrilled to share this opportunity to join our team at Bethel Church in Fargo, North Dakota. As an established and trusted congregation within the Evangelical Free Church of America (EFCA), Bethel has a longstanding reputation in our community as a gospel-focused, Scripture-shaped ministry. We are a church with a stable foundation and a genuine desire to come alongside families in their walk with Jesus. This position provides leadership for our ministry to children from birth through fifth grade.

Our Kids Ministry Landscape

Each week, more than 200 children fill our three-story Kids Ministry wing with energy and joy during our Sunday morning and Wednesday night programming. We are blessed with a strong core of faithful adult volunteers, and with an average Sunday worship attendance of 1,400 people, there is enormous untapped potential for more leaders to step into meaningful service. Bethel is eager for a leader who sees volunteers as disciple-makers who shape the spiritual future of our children and families.

Our Commitment to Gospel-Centered Discipleship

At the heart of our Kids Ministry is a commitment to keep the gospel front and center. We believe in gospel over gimmicks and want children to hear the good news of Jesus clearly and consistently. We want our spaces to be places where kids laugh easily, learn eagerly, and experience the love of Jesus in tangible ways. Our desire is not a “drop-off ministry,” but a partnership with parents as they shepherd their children’s hearts. Opportunities like our summer VBS and soccer camp have shown how open our community is to receiving care and meaningful connection.

The Opportunity Before You

This role is vital to the life of our church. The Kids Ministry Director will join Bethel’s Ministry Leadership Team, partnering with our pastors and directors to support a unified discipleship pathway for all generations. You will lead staff and potential interns while empowering a growing team of volunteers who understand the “why” behind serving the next generation. Our ministry is full of life, and we are looking for someone eager to mobilize and equip leaders with vision and joy.

Who We Are Looking For

We are prayerfully seeking a leader who deeply loves Jesus, loves kids, and loves the church. Someone who sees this not simply as a job, but as a calling to help families thrive, welcome new people with joy, and point children to the Savior with clarity and confidence. Bethel is a healthy, unified, hope-filled church family, and we believe God has prepared the right person for this next season of ministry. If your heart beats for gospel-centered discipleship and you thrive in leading and organizing teams that help families take steps toward Jesus, we invite you to explore this opportunity with us.

**Sincerely,
Bethel Kids Search Team**



JOB DESCRIPTION

Job Title: Children's Ministry Director

Prepared: December 2025

Position Overview

This is a full-time director position responsible for giving overall leadership to the Bethel Church Children's Ministry, serving children from birth through fifth grade. The position is responsible for training and equipping staff, volunteers, and parents as disciple-makers. This position will work collaboratively with the Next Gen Pastor to develop and implement a comprehensive spiritual growth pathway for children, students, and the families of Bethel Church.

Since this is a Christian ministry, any person holding this position shall fulfill the associated responsibilities in a personal and professional manner that provides a positive witness for our Lord Jesus Christ.

Responsibilities

Leadership & Vision

- Provide leadership to the Children's Ministry (birth-5th grade), ensuring alignment with the Mission, Vision, and Values of Bethel Church.
- Serve on the Ministry Leadership Team, collaborating with pastors and directors to support a unified discipleship pathway for all generations.

Teaching & Curriculum

- Select and implement biblically sound, engaging curriculum for all age levels, ensuring lessons help children know, love, and follow Jesus.
- Cultivate joyful, welcoming, and engaging environments where children feel known, loved, and excited to learn about Jesus.

Volunteer Development

- Recruit, train, develop, and empower a strong team of volunteers who serve as disciple-makers within Bethel Kids. Provide ongoing leadership, support, and encouragement to foster healthy, growing volunteer teams.

Programming & Events

- Oversee Sunday morning and Wednesday evening Bethel Kids programming. Plan and lead special events and outreach opportunities that help children grow spiritually and build community.

Parent Partnership

- Partner with parents as the primary spiritual influencers by offering resources, communication, and meaningful opportunities to connect faith and family life.
- Provide spiritual care to children and families by being present, attentive, prayerful, and available to support them in their walk with Jesus.

Safety & Operations

- Implement and enforce child safety and protection policies to ensure a secure environment for all ministry activities.
- Manage ministry communication with parents, ensuring they are informed about upcoming events, curriculum, and their child's experience.



JOB DESCRIPTION

Leadership Teams & Administration

- Provide oversight and development for the other Bethel Kids staff and the Kids ministry council.
- Work with the Senior Associate Pastor of Ministry Development to steward the ministry budget.
- Collaborate with our Student Ministry to ensure alignment from birth through high school.

Assimilation & Community Outreach

- Ensure excellence in welcoming and assimilating new families into Bethel.
- Engage with the local community to invite children and families to participate in Bethel Kids activities and events.

Personal & Professional Development

- Remain current with ministry trends and continue growing through mentoring, coaching, and ongoing personal development.

Qualifications

Character Qualities

- Demonstrates spiritual maturity through a growing relationship with Christ and the fruit of the Spirit.
- Models servant leadership with a gracious, humble, and others-focused posture.
- Communicates openly, clearly, and respectfully with staff, volunteers, parents, and children.
- Resolves conflict biblically and pursues unity in relationships.
- Teachable, trustworthy, and committed to personal integrity and confidentiality.

Skills & Competencies

- Highly collaborative and able to work well within a team environment.
- Proven ability to recruit, train, and lead volunteer teams in a growing ministry.
- Effective communicator with children and adults, able to teach biblical truth in engaging, creative and age-appropriate ways.
- Understanding of and commitment to child safety and protection standards.

Education & Experience

- Bachelor's Degree from an accredited college or university.
- Meaningful experience serving in children's ministry, with increasing levels of leadership responsibility.
- Experience in a large-church ministry environment preferred.

Reporting Relationships

Immediate Supervisor

- Senior Associate Pastor for Ministry Development

Supervises

- Children's Ministry staff

Partners with

- Bethel Kids Council
- Student Ministry Team
- Ministry Leadership Team

Status and Work Schedule

- This is a full-time (40 hrs/week) exempt position.