



CHILDREN'S DIRECTOR

Ministry Description

REVISED: October 2023



NORTHSIDE BAPTIST CHURCH

The Greats

The Great Commandment and the Great Commission are foundational to everything we do as a church. We hope that our desire to love God, love others and get the Gospel to the world permeates everything that we do. We sum up our programming and focus with three words. Follow, Grow and Go. To be a leader in ministry here or on staff here in any position is to follow, grow and go and help others do the same!

We **Follow** Jesus by worshiping, praying, serving in ministry, laying our lives down before Him and following the example He has set for us. Because this is our goal as a church, a closely related corollary is helping others to take their first steps in following Jesus as well.

We **Grow** in Jesus by studying God's Word individually and corporately, being in community with other believers and being constant disciples of Christ. We believe that there is always growth that should be taking place in the life of a Christian. Because this is a goal for us as a church, we desire corporately and as individuals to help others take their next steps in relationship with Christ through personal discipleship and small group community.

We **Go** for Jesus by following Him and taking His message back into the world around us. The world outside our walls is our mission field and we are called to share the Gospel with everyone and be His witnesses. Every member of Northside is encouraged to live lives on mission and to participate in short-term mission trips. Because this is a focus for us, we want to provide encouragement and opportunity for mission.

Basic Role: Children's Ministry Director

The Children's Director is a part-time ministry position that will provide personal leadership in planning, coordinating, executing and evaluating the Children's Ministry at Northside. Their primary objective is to provide a passionate and caring environment of discipleship for the children of Northside.

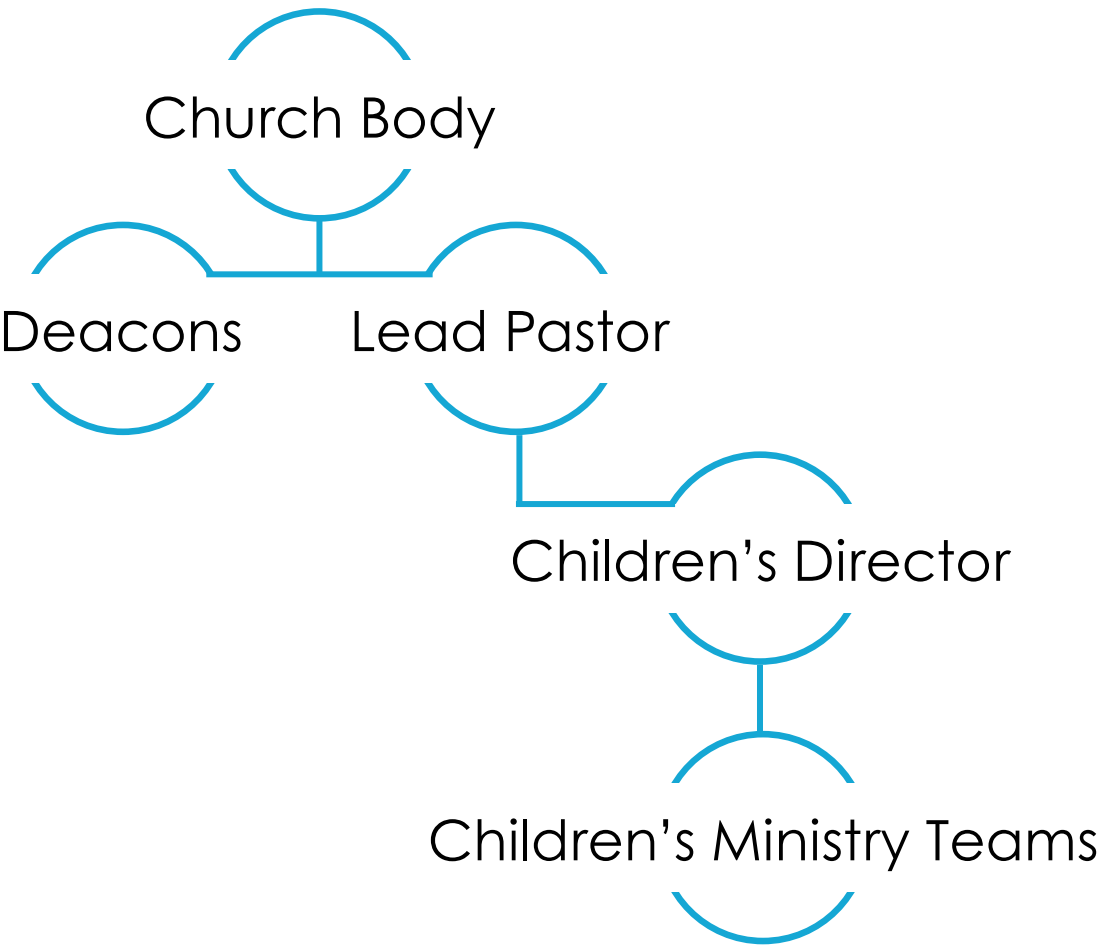
Church Leadership & Communication Structure

The position of Children's Director is a part-time support staff role with the hopes that it will become a full-time position as the church grows. The Deacon Body, serving as the Personnel Team, is responsible for filling this position and operating within the approved budget when hiring.

The Deacons, serving as the Personnel Team, will be responsible for recommending all changes in employee classification and pay to the church during the appropriate budgeting times during the calendar year.

The Deacons, serving as the Personnel Team, will provide accountability to all church personnel through the examination of annual staff evaluations.

The Lead Pastor of Northside Baptist Church will serve as the immediate supervisor for the Children's Ministry Director. All personal accountability and oversight of this position should be conducted through him.



General Responsibilities: All Church Staff

1. Cooperate with and give the fullest support to the Lead Pastor, other staff members and the church as a whole.
2. Give full support to the General Operating Budget of Northside Baptist church and avoid soliciting or expending funds not previously authorized.
3. Be prepared to share with the church concerning your area of ministry as needed for church publications or business meetings.
4. Develop and maintain a "we before me" mentality.
5. Perform other duties as assigned by the Lead Pastor.

Personal Responsibilities: All Church Staff

1. Maintain a vibrant and growing personal walk with Christ through Bible study and prayer.
2. Maintain proper priorities in your home.
3. Always conduct yourself in a manner worthy of the calling of Christ.
4. Financially support the ministry and mission of Northside Baptist Church.

Qualifications: Children's Ministry Director

1. **Character**
 - A personal relationship with Jesus Christ as Savior.
 - A demonstration of strong Christian character and moral standing that is fitting for working in a church.
 - A demonstration of genuine care for others within the church.
 - A humble and authentic personality.
2. **Chemistry**
 - Demonstrates the ability to work well with other staff and ministry partners.
 - Demonstrates the ability to exercise tact, courtesy and diplomacy when dealing with people.
 - Demonstrates a cooperative and congenial spirit.
 - Demonstrates the ability to receive constructive feedback and make adjustments when necessary.
3. **Competency**
 - Capable of leading and coordinating Children's Ministry Teams.
 - Demonstrates skills in administrative leadership, planning, scheduling, etc.
 - Demonstrates the ability and drive to recruit, train and grow individuals and teams.
 - Demonstrates an understanding of biblical doctrines.
 - Is in agreement with the church's Statement of Faith.

Primary Responsibilities: Children's Ministry Director

Children's Ministry Responsibilities:

1. Provide an environment in which children are loved and helped to follow, grow in and go for Jesus.
2. Direct the planning, coordination, operation and evaluation of Northside's Children's Ministry.
3. Coordinate the Children's Ministry with the church calendar, in cooperation with other church staff and ministries.
4. Meet regularly with the Lead Pastor and other staff to foster alignment between Children's ministry and overall church direction.
5. Be responsible for enlisting, training, equipping and supervising all partners in the Children's Ministry.
6. Prepare an annual budget for recommendation to the Budget Committee before the dates requested.
7. Select and purchase all necessary curriculum for the Children's Ministry.
8. Host training sessions as necessary for Children's Ministry workers.
9. Oversee children's Sunday School, Wednesday Night Program, Children's Church and Vacation Bible School.
10. Schedule all Children's Ministry workers and remind each as their time to serve again is approaching.
11. Delegate and raise up other leaders as much as possible. Only fill specific roles when necessary.

Signs of Success:

1. Children love coming to Northside and feel loved by Northside.
2. Children are led to follow Christ, grow in Christ and go for Christ.
3. New leaders are disciplined and given responsibility within the ministry.
4. Children's ministry is growing and healthy.
5. A sense of forward momentum is felt by those involved in the Children's Ministry.
6. Excellence in preparation and execution is evident.



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Northside Baptist Church exists to follow Jesus, grow in Jesus and go for Jesus
and help as many people as we can to do the same.