

CHILDREN'S MINISTRY DIRECTOR

Knox Presbyterian Church of Ann Arbor

SUMMARY

As part of the church's Pastoral Leadership Team, provide oversight, plan, develop, organize, administer and evaluate Children's Ministries involving children birth through grade six. The person in this position should view the role as part of the overall formation of the church family.

This person should be able to introduce children to Jesus, and to equip parents, and other adults to help them on their faith journey.

The ideal candidate will have 1) a God-given love for and joy in children, 2) the desire to integrate the spiritual formation of children within the larger context of families as part of the ministry of the church, 3) an understanding of and commitment to Reformed theology, and 4) knowledge of and ability to apply child development strategies to maximize our effectiveness as we teach and disciple children.

Reports to: Youth and Family Pastor

Works with: Pastoral Leadership Team, Family Ministry Team, Elder for Children's Ministry, Children's Ministry Prayer Team, Children's CE & Midweek Ministries Director

RESPONSIBILITIES

- Develop a vision for Children's Ministry (CM) in concert with Knox's overall mission and vision.
- Oversee organization, administration, and supervision of all aspects of CM (e.g. early childhood, Children's Worship, Children's Christian Education, the NorthStar 5th/6th grade ministry [see *addendum for details*], Special Blessings ministry, Moms, Tots and Beyond, and Profession of Faith classes).
- Lead in ongoing planning, development, and evaluation of CM programs.
- Oversee annual events in CM calendar (e.g. participation in Sunday worship, Advent celebration, Wednesday night activities, and summer event offerings).
- Oversee recruitment, training, and support of CM volunteers.
- Maintain communication with the congregation, other Knox ministries, and outside groups using CM facilities.
- Oversee the CM budget.

PROFESSIONAL QUALIFICATIONS

- Have appropriate prior training and/or experience in education, child development or social work.
- Theological education a plus.

PERSONAL QUALIFICATIONS

- Be a professing, growing, committed Christian in good standing at your current church with a passion and vision for spiritual outreach and nurture of children.
- Have an understanding of Reformed theology and a willingness to continue to learn and grow. Able to handle Scripture faithfully.
- Display leadership skills but also humility and teachability.
- Have the ability to relate well to adults and children.
- Seek to come alongside others to embody grace, rather than just seeking to manage behavior.
- Help volunteers deal with challenging situations.
- Be able to enthusiastically endorse the theological and biblical framework of the Evangelical Presbyterian Church and be willing to pursue membership in Knox Presbyterian Church unless waived by Session.
- Understand the cultural and historic moment the Church is in and be willing to work with the Knox leadership and community to address topics such as race or sexuality.

COMPENSATION

- Full-time is preferred. We are willing to consider an initial, interim period that is part-time
- The wage range for the position at full-time is \$50K to \$60K, commensurate with experience; benefits eligible at over 30 hours a week
- This is a new full-time position. Previously it was filled by part-time staff and volunteers. You will have the opportunity to learn from these predecessors and develop a new role that is more fully integrated with the church's full-time staff and pastoral team.

Please email [Verna Hinman](#) with your resume and cover letter. Be sure to address your personal qualifications in your cover letter. Resumes and cover letters will be accepted until the position is filled.

NORTHSTAR ADDENDUM

NorthStar is a pivotal ministry at Knox, the capstone of our Children's Ministry. Its aim for 5th and 6th graders is to root their identity in Christ as they enter adolescence. The centerpiece is the Sunday morning CE class, coordinated with additional gatherings and activities. NorthStar was developed with several principles and goals in mind.

Principles

- The Bible is God's Word and is rich, exciting and worthy of lifelong devotion as it leads us to know and love God (Father, Son and Holy Spirit), to become like Him, and to live as His people in the world.
- Children in 5th and 6th grade
 - are developmentally ready to "think theologically," integrating the Bible stories and teaching they have experienced in earlier grades with life application.
 - are becoming more socially aware, needing and wanting to develop strong friendships with their peers.
 - benefit from the example of godly adults, beyond their parents, with whom they can talk about the intersection of the Bible, their faith and life.

Goals

- To help students explore and delight in the deep riches of the Christian faith, coming to know and love God as He is.
- To encourage students to own, and understand, the faith for themselves.
- To engage students in spiritual formation as they integrate faith and life, becoming faithful disciples of Christ.
- To build a bridge from childhood to youth—spiritually, emotionally, and socially—through solid biblical study and opportunity to deepen friendships and develop leadership skills.