



BETHEL INTERNATIONAL CHURCH

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KIDS MINISTRY DIRECTOR/PASTOR

POSITION SUMMARY: The Kid's Ministry Director will oversee the ministries that relate to children at Bethel International Church from newborns to 12 years. The primary objective will be to develop, implement, and oversee a plan of discipling children that engages families in our cultural context. This is a part-time position of 15-20 hours per week (hours negotiable based on responsibilities and work load).

ACCOUNTABILITY: The Kids Ministry Director is an active member of Bethel International Church. He/she reports to the Lead Pastor who reports on all ministry directors to the leadership council. All kids ministry volunteers are appointed by and held accountable to the kids ministry director in consultation with the lead pastor.

GENERAL RESPONSIBILITIES:

- Recruit, equip, and resource volunteers within the scope of the kids ministry on Sundays and special events/courses/workshops.
- Ensure Plan to Protect policies are being implemented to help guarantee the safety of all children, families and volunteers through the ministries of the church.
- Ensure that the children's ministry and activities are carried out according to the administrative guidelines, facility policies, and budget of Bethel international Church.
- Work in conjunction with the staff and ministry team to ensure children make an effective transition through ages specific ministries: from children to preteen to youth, etc.
- Participates regularly on Sundays, staff meetings, and team planning/development meetings.
- Ensure that all aspects of children's ministry are carried out in the most excellent way possible, considering the diversity of children and families, newcomers and regular attendees.
- Contributing to the broader fulfillment of the church mission and vision (i.e. church-wide initiatives, prayer meetings, training, outreach, etc.).

KEY OBJECTIVES

- 1. Develop, implement, and oversee an effective plan to reach and disciple children in a way that engages families.**
 - Develop and utilize various resources and biblical curriculum in order to introduce children to Jesus so that they experience and follow Him with child-like faith.
 - Plan and organize events in conjunction with the church calendar that serve and engage families in the church and community (i.e. seasonal events, community events, workshops, day camps etc.)
 - Carry out effective follow-up, orientation, and connection with new children and families as well as occasional and regular participants (in coordination with the pastoral team).
 - Communicate and promote the kid's ministry to parents and community, resourcing them with helpful tools for discipling their children.

2. **Oversee Sunday Kids Church program from ages birth to 12 (may or may not include preteens)**

This includes:

- recruiting people who have the heart, willingness and passion serve in the children's ministry.
- following a clear process for application, training, and evaluation of volunteers.
- facilitating a well-developed training for children's workers that utilizes early childhood education principles, biblical education strategy, and sensitivity to the Holy Spirit in ministry.
- (may include) "big group" sessions that include worship songs and age-appropriate teaching.
- scheduling teachers and selecting/planning curriculum for each ages group on Sundays for each age group with a core team, including early childhood care for infants/toddlers.
- ongoing coaching, encouragement, and training opportunities for children's ministry team.

QUALIFICATIONS/CORE COMPETENCIES

- **Demonstrates a passion for God and love for people** – a committed follower of Jesus Christ who lives a life of integrity and is passionate about children encountering God, coming to faith, and growing spiritually.
- **Mentoring/Supervision** - demonstrates leadership skills of recruiting, equipping, and mentoring others in leadership roles.
- **Knowledge of Scripture** - ability to engage and disciple children with the Bible
- **Self-management** - self-motivated and able to manage his/her time well.
- **Interpersonal skills** – able to coordinate and cooperate with leadership, teams, and people of various cultural/ethnic backgrounds; relates well with children.
- **Effective Communications** – can clearly present and receive information effectively through spoken and written communication.
- **Basic computer skills** - knowledge in using technology and computers effectively for ministry use.
- **Administrative skills** - to develop, plan, and implement various ministry initiatives.
- **Life long learner** – willing to learn other skills, gain experience, and grow in character and leadership.
- **Early childhood education** - understands the developmental processes of children (physical, emotional and spiritual) and age-appropriate teaching/learning strategies for children.
- **Experience in related field** - has some children's ministry leadership education/ experience.
- **Ministry Credentials** - pursuing and then maintaining credentials in BC-Yukon District of the PAOC, should there be long term interest in a pastoral role.

GENERAL TERMS OF EMPLOYMENT

- Part-time Salary – to be determined based upon experience, responsibilities and workload
- Vacation – based on years of ministry experience and approved in advance
- Extend Health/Dental Benefits depending on hours worked (optional)
- Conditional upon a criminal record check clearance
- Specified weekly hours to be agreed upon by Lead Pastor
- Must sign and follow a Lifestyle Standards commitment
- 3 month evaluation period in the role

If you are interested or have more questions, please email resume and references including any othering helpful documents (i.e. philosophy of ministry) to Phil Mittelstaedt at philmitt@bethelinvancover.com.