



HILL COUNTRY

BIBLE CHURCH

JOB DESCRIPTION

FAMILY MINISTRY CHILDREN'S DIRECTOR

Job Classification: Full Time; Exempt

Date: September 2020

SUMMARY

The person who serves in this role leads the **overall vision and strategy for Children's Ministry (CM)** - building a child's foundation through **Faith, Family and Fun** and **partnering with parents** as the primary disciple-makers of their kids. The Children's Director gives direction to the ministry and staff across locations; they specifically manage the Lakeline Children's Ministry staff. In addition, they serve on our Family Ministry Leadership Team to develop and hone an **integrated approach** to reach, serve, and grow healthy families across campuses, our community, and online.

OUTCOMES AND RESULTS – SUCCESS IN THIS POSITION WILL RESULT IN:

1. A vibrant, engaging Children's Ministry that is meeting the needs of children/families in our congregation and community and fully engaging them into the broader community of our church family
2. Weekend ministry is running smoothly and scaling to current needs and future growth
3. Effective shepherding, discipleship and **development of people** (staff, volunteers and parents) to help them move together with purpose in reaching this current generation and generations to come with the love of Jesus
4. CM staff leaders are aligned, unified and collaborating to see success in clearly identified goals and objectives
5. Meaningful resources and rites of passage opportunities are provided for individuals and families in CM to help create life transformation, a flourishing family, and a culture of celebration
6. Visitors and guests are valued and cared for; there is a growing engagement with our online community, and every aspect of Children's Ministry is viewed through the lens of *the one* we are trying to reach.

MAJOR RESPONSIBILITIES AND ACTIVITIES:

1. Understand, engage and personally **own** the mission, vision, values and Church Goals of Hill Country
2. Supervise Children's Staff, giving direction across locations and collaborating with all locations' Children's Directors to operate as one church
3. Lead, engage and participate in vital meetings, including but not limited to UNITE All Staff, Pipeline (Leadership Development for Pastors/Directors), Family Ministry Team Meeting, CM Staff (Team and 1:1's), and annual Staff Week of Prayer and Fasting
4. Prepare, plan, evaluate and assess on-going ministry; observe "ministry in action" by visiting classes, check-in and welcome areas, and more at all church locations. Ensure an "end user" approach for kingdom impact.
7. Develop people -recruit, train, empower staff and volunteers to own the ministry; develop and deploy leaders to take greater ownership of the mission and purpose of CM and to be released as leaders of leaders (hero-makers)
5. Plan and execute yearly department MAP (Ministry Action Plan) and budget to advance the **overarching Church Goals** of Hill Country; provide regular rhythms for feedback and accountability to these goals
6. Work closely with the Family Ministry Director to define, develop and execute meaningful resources, rites of passage celebrations and other events that help support a flourishing family and culture of celebration
7. Oversee the curriculum planning for Early Childhood and Elementary across all locations (including online)
8. Oversee and coordinate Lay Leaders of AWANA, MOPS, and Backyard Bible Clubs and annually assess efficacy and alignment of each with HCBC
9. Serve as part of the overall Hill Country staff at the Pastor/Director level to support the vision and mission, make disciples, collaborate with other ministries, and fulfill assignments and projects as assigned or needed

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

1. Substantial training and/or experience in children and/or family related ministry (at least 5 years of ministry experience in a **leadership** capacity); passion for children and families
2. Proven developer of people; preference for large church experience
3. Competent, friendly, professional; able to build trust and make people feel welcomed and valued
4. Mature follower of Jesus Christ; availability to work Sundays, evenings and religious holidays as needed
5. Sees themselves as an owner of the mission, vision, values and pathway of Hill Country Bible Church
6. Theologically aligns with the core beliefs of HCBC and becomes a church member within 3 months of hire

CULTURE AND CLIMATE:

1. Position reports to Family Ministry Director. This position directs CM across locations, oversees the Lakeline CM team of 8 individuals, and directly supervises 5 ministry coordinators
2. Staff culture is collaborative and goal-oriented; embraces personal growth and celebration; rejects cynicism
3. Core Values: Responding to God's Word, Engaging Generations, Celebrating Life Change, Thinking Beyond Ourselves