

Kids Lead

Location | Ann Arbor

FLSA Classification | Commissioned, Exempt, Full Time

Reports to | Campus Pastor

Influenced by | Kids Champion

Position Summary:

The Kids Lead is called to facilitate a meaningful, consistent, dynamic children's ministry that recognizes and promotes the understanding that 2|42's ministry to children is a discipline of the kingdom of God into which our children are welcomed as full participants. This person will oversee the campus children's ministry from birth through fourth grade, as well as the One 2 One special needs ministry. This person will be responsible for overall curriculum adaptation for weekend services, small group lessons, organizing camps, events, as well as lead any campus' Kids staff.

As a 2|42 Community Church Staff Member:

- Meet 2|42's Leadership Expectations
- Attend "All Staff" meetings, Campus Staff events, and Leadership Community events
- Respond to all correspondence (*email, voicemail, Slack, etc.*) within 24 hours
- Lean on the systems and resources provided by 2|42 community Church (our databases, leadership pipeline, and any cross-campus interactions)

What To Expect From Us:

- Clear expectations for your leadership, ministry impact, and work-flow
- A work environment that will challenge and inspire you to be the best follower of Christ you can be (*ex: Jesus first, then spouse, then family, then ministry*)
- A leadership team that trusts you
- A leadership team committed to being led by God to impact our communities
- Coaching and support for your God-given calling
- A church that encourages and fans your gifts and talents

Job Responsibilities include but not limited to

Vision Caster

- The Kids Lead is primarily responsible for executing a theological orientation for 2|42 Community Church's Children's Ministry as defined by the Operations Team through the Campus Pastor and Kids Champion. This involves continually articulating the Vision, Values and Standards (VVS) of the ministry.
- Promote and maintain overall vision for the ministry with consistent goals and vision.
- Develop and maintain a children's learning environment that builds a strong foundation of Bible knowledge and Bible stories in an environment that is fun, exciting, and energetic.
- Foster the formation of a community that is committed to communicating to our children that they are valued, providing them with instruction from God's word, nurturing

them in love, modeling our faith, and encouraging their participation in the life of the church.

- Developing and executing strategies to build trust, relationship, and awareness of the options parents have for their kids. Presenting 2|42 Kids as the best option for both parents and kids in taking next steps with God.
- Create and maintain a calendar of events. Strategically consider the seasons of ministry as events are conceptualized and executed. New kids ministry events will need to be authorized by the Kids Champion.
- Utilize the volunteer naming conventions and structures as set by Central Services.
- Create and coordinate service opportunities.
- Participates in workshops, seminars, and conferences.
- Coaching conversations with Directors to ensure excellence in large group presentation, small group execution, emergency procedure training, and policy training.

Coordinator

- Assist Kids Directors in recruiting, training, and developing volunteers.
- Utilize the curriculum as assigned from Central Services. Ensure that Kids Directors are equipped with curriculum, supplies, materials, etc. for teachers and other volunteers.
- Train Kids Directors on an ongoing basis for policies, procedures, and safety.
- Hiring and supervising future campus Kids staffing needs.
- Coordinate MoveUp process, with an emphasis on a successful transition from the Kids ministry to the Students ministry (4th grade to 5th grade).
- Develop and maintain security and first impressions (physically, emotionally, and spiritually) systems for children. This includes following the Central background check procedure for all volunteers, recommending facility improvements to ensure safety, and enforcing the Kids ministry policies and procedures for safety and security.
- Supply Kids Directors with promotional materials.
- Works with the Kids Champion in the development of a yearly budget for approval by the Campus Pastor.

Leader

- As a member of the ministry staff, the Kids Lead will be expected to support the vision of the church and integrate that vision through the entire children's area.
- Coach and enforce that staff and volunteers in leadership roles are meeting leadership expectations.
- Serve where needed, fill in the gaps, and teach occasionally.
- Partner with parents to empower and equip them as the spiritual leaders of their children.
- Grow the kids ministry attendance to maintain a minimum of 10% overall weekend attendance.

First Impressions

- Oversees the Kids First Impressions, Registration, and Security for the campus Kids ministry, which includes developing leaders to run the Kids Welcome Team.
- Assimilation of new families weekly through new family kits, postcards, parenting

resources, upcoming events/classes, database management, etc.

One 2 One

- Work with Campus Pastor to determine whether the campus is suitable to maintain a One 2 One ministry.
 - Lead and recruit leaders to facilitate the scheduling of One 2 One Ministry teams and operations.
 - Create awareness of the ministry to engage anyone who would benefit from it.
 - Empowers leaders to execute training for all volunteers in order to stay current on all policies and best practices.
 - Continually utilize and seek out resources for education and improvement of ministry.

Goals

- Work with Campus Pastor and Kids Champion to help set & achieve term goals.
- Meet monthly to review goals and be held accountable for performance.
- Schedule monthly meetings with Kids Directors to establish/evaluate their term goals and facilitate RPMS discussions.

Personal Characteristics

- Commitment to Jesus Christ (personal faith and devotional life).
- A passionate love for the church and a healthy understanding of its history.
- Solid commitment to the authority of Scripture and a well-developed personal theology.
- Warm, encouraging personality that connects well with children.
- Clear personal and professional vision.
- Great recruiter and trainer of others (loves recruiting).
- A team player, able to both follow and lead.
- Be actively taking next steps with God; possess spiritual velocity.
- Have a mindset and heart of humility and teachability.
- Sets an example and serves as a role model in personal life.
- Must be able to work well with different personalities, ages, and leadership styles.
- Must have the ability to teach others in both traditional and nontraditional methods.
- Great communication skills, both personally and digitally; relationally intelligent.
- Ability to recruit and develop volunteers and leaders to multiply roles and responsibilities into others; the ability to recruit, develop, and delegate.
- Agrees with our "[About the Bible](#)" statement.

Desired Qualifications

- Two years minimum ministry experience or equivalent preferred.
- Significant experience in recruiting, training, developing, coaching volunteers, as well as leading paid staff.
- Must be familiar with setting a scope and sequence for Bible lessons applicable to children from birth through fourth grade.
- Minimum of two years of college education.
- A commitment to continuing education.

Character

The successful candidate will have a deep and growing relationship with God, active involvement in the leadership of the church and campus, and have a commitment to maintaining healthy and accountable relationships. A Christ-honoring lifestyle marked by, servanthood, generosity, joy, a love for bible study and prayer. A growing passion to shepherd others in their walk with God and to work effectively with many key leaders is necessary. Integrity in finances, relationships, and time management are expected.

Competency

Outside of the expectations listed above, other leadership competencies are required: team building, vision-casting and training leaders for ministry; ability to thrive in a fast-moving environment; excellent working knowledge of the Bible; tactical thinker with proven ability to equip leaders and organize functional structures; transformational leader of leaders; effective communicator to adults of all ages; proven effectiveness in a multi-staff & multi-campus setting; able to connect with people across generations.

Cultural Fit

All Ministry positions at 2|42 work in a team. You will need to work well with existing team members and align to decisions that are made, even if you don't agree with them. A good team member has open and honest conversations, allows tensions to exist within the team but always supports the team's decisions and directions outside of the team meetings. Relational intelligence will be a key component to ensuring chemistry with the ministry teams.

Sacerdotal Duties

The position will report to the Campus Pastor and will become a member of our Campus Leadership Team. As such, this staff position will act in pastoral roles, such as: teaching, baptism, funerals, communion, baby dedications, worship services, spiritual counseling, and administrative affairs of the church.

Employee:

Reviewed by:

Signature

Signature

Printed Name

Name and Title

Date

Date

