



Valley Community Baptist Church Job Description

Kids Ministry Director

Ministry Division: Valley Kids

Purpose: To champion the spiritual formation of children (birth through fourth grade) by leading a vibrant discipleship ministry that partners with parents, equips volunteers, and nurtures a Gospel-centered environment where children of all abilities can know and follow Jesus.

Candidate Attributes and Qualifications

To be effective in this role, a successful candidate will be a growing, committed disciple of Jesus Christ. Candidates must be Evangelical and Baptist in convictions and possesses many of the following core gifts, passions, and qualifications:

1. Ascribes to the Affirmations of Faith outlined in the Valley Constitution and agrees not to teach contrary to Valley's Closely Held Beliefs (CHBs).
2. Models spiritual transformation and personal discipleship.
3. A passion for nurturing the faith of children and a vision for long-term spiritual formation.
4. Demonstrated ability to develop and lead ministry strategies that serve both children and families with excellence, ensuring inclusivity for diverse needs.
5. A team-builder with a shepherding heart, capable of recruiting, equipping, and empowering volunteer leaders.
6. A collaborative leader who can cast vision, delegate effectively, and coordinate across ministry areas.
7. Strong organizational and administrative skills with experience managing curriculum, communication, and ministry events.
8. Knowledge of child development and family systems in ministry settings.
9. Bachelor's degree required; Master's degree in Christian Education or related field preferred.
10. Three to five years of experience in children's or family ministry, preferably in a large-church setting.

Ministry Responsibilities

1. Lead the Children's Ministry in alignment with the mission and vision of Valley, cultivating a discipleship pathway that integrates all children into the life of the church.
2. Provide vision and oversight for Sunday and midweek programming, ensuring biblical depth, spiritual engagement, and safety for all age groups.
3. Develop and implement curriculum strategies that align with our discipleship goals and foster biblical literacy, worship, and community in age- and ability-appropriate ways.
4. Recruit, train, and equip volunteer leaders to serve as disciple-makers and mentors in the lives of children of all abilities, ensuring compliance with child-protective policies.
5. Shepherd children and their families, offering support during key spiritual milestones, crises, and decisions (such as baptism and salvation).
6. Collaborate with other departments (Students, Care, Outreach, Worship) to foster churchwide alignment and support family discipleship.
7. Communicate clearly and consistently with parents and volunteers, creating a culture of partnership and trust.
8. Steward ministry resources and budget with integrity and intentionality.
9. Stay current with best practices in children's ministry through conferences, networks, and continuing education.
10. Other responsibilities as assigned by the Pastor of Adult Discipleship, Executive Pastor, or Senior Pastor.

Key Working Relationships

1. Reports to the Pastor of Adult Discipleship for supervision, mentoring, and evaluation.
2. Works in close collaboration with the NextGen Pastor, particularly around discipleship alignment across age groups and shared leadership development for Family Ministry teams.
3. Supervises Associate Director of Valley Kids, Nursery Coordinator, and Valley Kids Administrative Assistant.
4. Collaborates with other ministry staff to ensure integrated discipleship and connection across generations and ministries.

Other Details and Important Information

Exempt: Yes.

Status: Full-time (40 hours per week)

Date: May 13, 2024

Posted by: Executive Pastor

How to Apply

Interested individuals should forward a cover letter, resume, written testimony, and call to ministry to:

Kids Ministry Director Search

Valley Community Baptist Church

590 West Avon Rd.

Avon, CT 06001

OR

Email the four documents to: search@valleycommunity.cc

No phone calls, please