

Position Title: LBC Kids Director/Pastor  
Reports to: LBC Kids Ministry Area Leader  
Payroll Status: Full-time, salaried

**Ministry Summary:**

LBC Kids serves children from birth through 5<sup>th</sup> grade – approximately 700 children on Sunday and 250 children on Wednesday nights. Programming includes Sunday morning classes, Wednesday night clubs, and four to six large outreach events per year.

LBC Kids exists to teach, encourage and engage children to grow in their knowledge of God’s Word, while engaging parents in the process of becoming godly leaders and models of Jesus in the home. We desire to create a culture and environment where children and their parents experience a community of grace and truth, where they learn about Christ, grow in their love for Christ and seek to bring others to Christ.

**Position Summary:**

To oversee the ministry’s regular programming, large events and service team while making meaningful connections with children and parents. We expect a strong emphasis on grounding children in the foundational doctrines of the Christian faith and what it means to live out those beliefs in practical ways. In addition, this position will seek to engage and equip parents in discipleship of their children in the home. Our desire is that both Christian and non-Christian parents would find LBC Kids attractive for equipping children to live responsibly in a confusing and increasingly dangerous culture.

**The Basics:**

- A growing relationship with Jesus Christ demonstrated in character as outlined in I Timothy 3 and Titus 1
- A humble and teachable spirit born out of personal security in Christ and an understanding of his/her God-given ability
- A life dependent on the Holy Spirit and faith as demonstrated by an active prayer life
- Loves people and Lincoln Berean Church and regularly attends weekend services
- Supports the core beliefs of LBC
- Trustworthy, honest and considers confidentiality a priority
- Has a vision for reaching the lost and for developing, encouraging, discipling and inspiring children to grow in their relationship with Christ
- Views parents as partners in the process of relational discipleship
- Proven leadership experience leading children’s ministry with an emphasis on both children and parents
- Specific academic training in children’s education and/or ministry (B.A. or higher), or comparable

**Position Descriptives:**

- Proven leadership skills and outcomes
- Visionary/creative in leadership; proven implementer
- Proven team player and team builder; motivational and inspiring
- Pastoral abilities; shepherd leadership
- Strong organizational skills
- Effective teaching skills for children and adults
- Effective communication skills (verbal, written and social media)

- Exemplifies relational discipleship
- Educational understanding of curriculum
- Understanding of family dynamics with ability to inspire, teach and intervene (counsel)
- Passionate promoter for the next generation parent involvement within the church environment

**Ministry Area Responsibilities:**

- Provide direction and support to the vision and mission of LBC Kids
- Oversee, direct, and assess the effectiveness of all children’s programs, events, and service teams
- Communicate, connect and engage with kids and parents
- Create an environment in which staff can flourish, be inspired and feel valued
- Collaborate and build up areas, programs and positions of LBC Kids; create a unified ministry
- Provide direction to maintain a healthy environment for service in collaboration with the Service Team Coordinator
- Recruit, train and develop service team members; implement and assess effectiveness of training programs.
- Provide direction and input regarding curriculum; monitor its fidelity
- Provide modeling and training for:
  - effective teaching
  - effective small group interaction
  - relational discipleship for kids and parents
- Teach parenting classes for adults
- Provide shepherd/pastoral leadership and care for service team members, staff, kids, parents and families
- Provide support and assistance for Preschool and Elementary Directors
- Provide administrative leadership for office, staff and ministry
- Participate in annual budget planning process
- Assist in special projects and/or events when assigned

**Accountability / Relationships:**

- Supervision: LBC Kids Ministry Area Leader
- Attend team planning meetings and retreats as determined by supervisor
- Inter-office Relations: LBC Kids staff
- Working relationships will also include all-church staff and lay leadership within LBC Kids

**Church-wide Responsibilities:**

- Regularly participate in the overall church life at Lincoln Berean Church, cultivating an atmosphere of unity and encouragement among all ministries, staff and attendees.
- Faithfully attend and participate in all LBC staff meetings, functions and community-building opportunities.
- Fully agree to the terms of employment and other employee policies as outline in the LBC Employee Handbook.
- Joyfully serve as an LBC ministry person in various other areas on an as-needed basis:
  - Assist with hospital visitation
  - Officiate weddings and funerals
  - Be available for appointments and calls in the office