

ISSAQUAH CHRISTIAN CHURCH JOB PROFILE

Position - Children's Ministry Director - Open March 1, 2020

Status - Part Time, Hourly

Vision and Mission of Issaquah Christian Church

ICC is making disciples who make disciples of Jesus in the everyday stuff of life. This is happening through the development of localized missional groups who are showing and telling the Gospel through transformative relationships as well as weekend worship and teaching environments.

The Position of Children's Ministry Director

Your Team:

- This position reports to the Senior Pastor
- This position relates to other youth and children's leaders and the children of ICC
- This position works with office staff to synchronize efforts through formal staff meetings and informal partnerships

Goals and Expectations:

- Jump right into the flow of Children's Ministry programs on Sunday, planning for events (eg. VBS, Christmas Musical, Easter) and begin to assess where your strengths are most needed right away.
- Bring skills and experiences to provide quality leadership to existing programs, people and children.
- Improve the quality of our children's ministry environments, evidenced partly by increased attendance and participation.
- Build a leadership pipeline that results in committed volunteers who love Jesus and love children.

Primary Responsibilities and Tasks

1. Recruit, train, and disciple adult and student leaders to lead children into the vision and mission of the church
2. Work with Senior Pastor to train parents/guardians to fulfill their primary discipleship role
3. Create serving schedules (quarterly) for leaders
4. Teach and lead as needed to fill any leadership gaps
5. Communicate clearly and effectively with parents, volunteers and leaders
6. Direct the purchase and distribution of curriculum
7. Oversee and direct special events
8. Oversee the learning environment in the Ministry Center (décor, maintenance needs, supplies, safety systems, etc.)
9. Create and oversee the yearly budget and forecast future needs

Key Performance Indicators

The children's ministry strategy mirrors the strategy of the church, which is...

- Train people how to follow Jesus in the everyday stuff of life
- Engage the community and invite them to participate in the life of the church
- Ensure a quality experience that triggers involvement and spiritual questions
- Support the local disciple-making vision as people engage their neighborhoods through transformative relationships

Candidate Profile

- You love Jesus.
- You love the local church.
- You love children and their families.
- You embody the core values of ICC - Family Witness Servant.
- You have a strong work ethic and a "get it done" mentality.
- You have an attitude of constant improvement. You are teachable.
- You love working with people and you're not a lone ranger.
- You are a planner.
- You can manage projects.
- You have great references.
- If you are married, you are a good spouse. If you have kids, you are a good parent.

Formal education is not required. However, it is likely that they will hold a degree from an accredited college or university or certification in specialized ministry. The successful candidate will have a proven love for ministry in the local church.

Three special skills stand out:

1. Working with a team. You know how to pull great people together to accomplish significant tasks. You recognize that a team is stronger than an individual and involve other people in the process. You are a leader.
2. Communication. You are strong in written and verbal communication.
3. Leading People. Your primary ministry is not directly with children but with adults who work closely with children. Obviously, you must love children, and be able to teach them effectively, but you will accomplish far more by building a team of adults. Your love for people must trump your love for teaching.

Pay and Benefit Structure

- \$17-\$20/hour, depending on experience, 15 hours a week.
- Health/dental/vision insurance is not provided for by the church.
- One week of vacation pay (15 hours) is available to you after 3 months of serving in the position. Sick time per state requirement of 1 hr for every 40 hours worked (approx 20 hr/yr).

Ministry Highlights

- The Children's Ministry Director would come on board with a fully functioning volunteer leader team, currently led by the current Children's Ministry Director.
- There are gifted teachers already involved in meaningful relationships with the children and parents.
- There is a good core of kids in each age group.
- The ministry staff is eager to help you find out where your strengths are and assist where you are weak.
- The Senior Pastor is willing and able to help you develop your ministry skills and find your sweet spot in ministry.

About Issaquah Christian Church

The church was started 1970, when students from then Puget Sound Christian College saw the need for a church in Issaquah and started one. They first met in Gibson Hall near the fish hatchery and then moved to the Mercantile Building. The first building was built in 1980 on our existing property just south of downtown to better serve the members and the community.

God has provided various pastors and leaders at the right time to help ICC serve the Greater Eastside and bring the message of hope in Jesus. The church is elder led and staff run. Aaron Bauer (also one of the elders) has been the Senior Pastor since July 2016 and manages the staff. You can find out more about him, his family, ministry, style and the church using the following links.

<https://www.linkedin.com/in/baueraaron/>

<https://www.facebook.com/aaron.bauer>

<https://twitter.com/aaronbauer>

<http://www.iccweb.org>

<https://aaronbauer.co>

Send a cover letter, résumé, and references to aaron@issaquah.cc by midnight, March 15th, to be considered for the position.