



## Director of Village Kids OPEN

**Position Type:** Exempt  
**Category:** Regular, Full-Time  
**Classification:** D  
**Reports to:** Lead Pastor

**The Village Church Vision:** Helping people who feel far from God or disconnected from the church connect to Jesus and a community of Jesus followers.

**The Village Church Mission:** Leading ordinary people to become disciples of Jesus who make disciples who make disciples who change the world.

### **Ministry Summary**

Build and lead a healthy, dynamic, multiplying team of staff and volunteer leaders in order to empower parents and to create environments at home and at church where kids are becoming disciples of Jesus who make disciples who make disciples who change the world.

### **Essential Functions**

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

### **MINISTRY RESPONSIBILITIES**

- Live out the vision, mission, and team values of The Village Church
- Lead the team who lead Village Kids ministries
- Be in relation with the children & families of the church, the community and with Village Kids volunteers
- Equip and empower staff and Village Kids teams as they carry out the ministry and mission of Village Kids

**Leadership** – Lead, equip, and empower a team of staff and volunteers to implement the mission and vision of the church in Village Kids. Equip, care for and lead teams as they engage in all facets of the ministry.

- Develop and cast vision to equip staff and volunteer leaders to carry out the mission of the church.
- Create necessary systems to recruit, equip, empower, and multiply a children's ministry team to implement the mission and vision of The Village.
- Lead teams necessary to build an irresistible weekly gathering for children that aims to be the best hour of their week.
- Lead leaders who lead teams necessary to implement special events throughout the year

**Mission** – Exemplify and cast the vision that Village Kids exists for the community, not just The Village.

- Intentionally invest in the community by building relationships with/serving neighbors, local school faculty and staff, and children and parents who live in the community as well as leading initiatives and ministries to reach and serve them.
- Build teams and systems and equip leaders to invest in the community and local schools.
- Build systems in Village Kids in order to invite, welcome, and quickly follow up with guests.
- Equip kids and families to invest themselves and their resources in opportunities for mission and service in the community.

**Discipleship** – Partner with and equip parents for home-based discipleship, recognizing that parents are the primary spiritual influence on their kids.

- Create and innovate strategies to encourage kids and families to take next steps in our four quadrants of discipleship: Connect, Grow, Give, and Go.
- Create developmentally appropriate milestones that equip children to grow in their faith in Christ.
- Collaborate with our worship team and with Village Group leaders to help resource parents and groups so that parents and children are learning and growing together.
- Develop leaders, teams, and systems so that every child and family in our church are known, loved, encouraged, and prayed for regularly.

**Administration** – Lead and coordinate the administrative functions required to manage a multi-faceted children’s ministry.

- Oversee the Village Kids budget and necessary financial records.
- Ensure clear, consistent communication with parents about regular programming, events, and initiatives.
- Maintain any necessary metrics in order to set and track clear goals.
- Ensure database is accurate and updated for kids and families.

### **Competencies**

- Clearly demonstrate faith in, and a growing relationship with Jesus Christ
- Understands and embodies the mission, vision, and values of The Village Church
- Enjoys a team environment and a job they can build, grow and evolve as well as working independently to complete a variety of tasks
- Ability and willingness to experiment, make mistakes, laugh, have fun, and take creative risks
- Loves children and families and is passionate about ministering to children and families of the community
- Leadership skills and experience in leading volunteer teams
- High level of competency in Microsoft Office software and other web-based technology with the ability to learn computer programs quickly and use them proficiently
- Effective written and verbal communication skills
- Excellent organizational skills
- Ability to handle sensitive information with the highest degree of integrity and confidentiality

### **Supervisory Responsibility**

This position has supervisory responsibilities role over both ministry staff and volunteer leaders to carry out the mission and vision of Village Kids.

### **Work Environment**

This job operates outside the walls of a formal church and office building. Employee will work in various types of environments including, but not limited to, working from home, working in public spaces alone or in groups, and working on Sunday’s at Sunset Middle School. This role routinely uses standard office equipment.

### **Physical Demands**

While performing the duties of this job, the employee will be in various work environments as listed above. Position is somewhat sedentary and is required to talk, hear, stand, walk, and sit. Employee must lift or move boxes of supplies or other ministry-related items up to 30 pounds. Position requires bending, stooping, and reaching to setup and teardown for Sunday morning and other events.

### **Expected Hours of Work**

Hours of work are 40 hours per week. Position may require additional hours during certain projects. Sunday is a work day (7a – 1p) with other hours worked during the week as schedule requires. Some hours on Friday or Saturday are required to prepare for Sunday worship.

**Travel**

Travel is primarily local during the business day, although some out-of-the area and overnight travel may be expected.

**Education and Experience Requirements**

- Bachelor's degree in child development or related field preferred
- Three (3) – Five (5) years of related children's ministry experience preferred

*The above statements are intended to describe the general nature and level of work being performed by individuals assigned to this position. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required of personnel so classified.*

## The Top 10: Staff and Leader Values

The following statements define who we are as a team and as leaders at The Village. We are unapologetic that this is what we're about and that this is what it takes to be a member of our team.

### 1. We passionately pursue Jesus. (Follow Jesus First)

It all starts and ends with our commitment to follow Jesus. As individuals, we are intentionally pursuing growth in our trust in Jesus and our willingness to follow him and to invite people to join us in following him. As a church, we keep Jesus at the center and we try our best to figure out what it means to follow him together.

### 2. We relentlessly reach new people. (It's Not for Us)

We are here as a church and as individuals to connect disconnected people to Jesus and to a community of Jesus followers. Our collective heart beats for disconnected, broken, lonely, hurting people. We prioritize reaching the people who aren't here yet.

### 3. We expect God to show up. (Expect the Unexpected)

We believe in a God who still works, acts, moves, and speaks. We are wide open and expectant for God to do that again and again and again. If we're able to do in on our own, we're probably not dreaming a God-sized dream.

### 4. We are sold out for the mission over our own ministry. (Mission Over Ministry)

We believe in and are all in on the mission of the church and the ministry of the whole over and above any of our own preferences or ministries. A win for the church is a win for everybody.

### 5. We bring our very best to the table. (Bring Your Best)

We believe that God deserves the best of our effort, our creativity, and our imagination, so we are determined in bringing the very best of ourselves to the table. We also expect the best from each other, trusting in each other to bring our best.

### 6. We work together to get "the stuff" done. (Sweep the Floor)

We are a team and we operate in teams. We do what needs to be done together, we hustle, we help each other, we understand that no task is below our pay grade, we roll up our sleeves together, we grab a broom and sweep the floor if that's what's needed, and we don't stop until "the stuff" is done for everyone.

### 7. We constantly make it better. (Make It Better)

We are teachable. We are continual learners and growers and innovators and improvers. We look first in the mirror to find ways to make our ministries more effective, we ask for feedback, we graciously offer feedback to each other, and we gracefully receive it when it's given, always looking for ways to learn and grow.

### 8. We are flexible and we adapt quickly. (Expect the Flex)

We know that it's the flexible who can never get bent out of shape. We accept that the nature of this work is that it's always in flux. We are willing and able to adapt and improvise and be flexible in the moment. We invite the Holy Spirit to do things in our lives and our ministries that we couldn't predict or plan.

### 9. We risk big and we fail forward. (Fail Forward)

We recognize that there is no such thing as "missional complacency" in God's church. (We've looked for it all over the New Testament, and we can't find it anywhere.) If we're not failing, we're not trying hard enough. We would rather risk and fail and learn from our mistakes than stay safe and become content and slowly decline and die.

### 10. We don't do anything ourselves that we can empower someone to do with us. (Replace Yourself)

We are disciples who make disciples who make disciples. This means we freely give away leadership and ownership any other ship we can think to give away. We recognize that in the end, we are all interim staff members and it's our responsibility to raise people up to come behind us.

**P.S. We love and laugh hard.** In all of this, we enjoy life, care for one another, have fun together, and don't take ourselves too seriously.