



Children's Ministry Director – Tenth Evening

Summary: The Children's Ministry Director will work to create a safe, worshipful, and engaging environment for children (newborn to Grade 5) to learn and grow in faith. This role will also work to support and partner with parents in helping to raise lifelong followers of Christ. The Director will work to recruit, train, and equip teachers and helpers to participate in these learning environments.

Position: Part-Time (16 hours/week)

Working Relationships: Reports to the Tenth Evening Site Pastor, is a member of the Tenth Evening Team, and is supported by the Pastor of Children's Ministry and Tenth Kids Team.

Responsibilities:

- Leads Tenth Evening Children's Ministry:
 - Oversees, trains, and equips Children's Ministry teachers/helpers.
 - Works to integrate curriculum for the Site.
 - Attends all Tenth Evening's Sunday services (at least 48 Sundays/year).
 - Observes, identifies, and invites potential lay leaders from the site to serve in Children's Ministry.
 - Reviews weekly curriculum customized for the site, makes any additional adjustments, and liaises with the Coordinator of Curriculum Integration to ensure all materials and resources are sourced and available to teach weekly lessons.
 - Communicates with teachers/helpers to ensure they understand the upcoming curriculum and are ready to teach each week.
 - Teaches classes as required.
 - Manages the teacher/helper schedule for the Site.
 - Ensures safety standards are implemented and maintained as prescribed in Plan to Protect*.
- Spends 30-40% of hours weekly connecting relationally and pastorally with Evening's children, parents, and leaders outside Sunday service:
 - Checks in with Children's Ministry teachers/helpers to see how they are doing and to identify opportunities for further growth, encouragement, or support.
 - Connects with parents on Sundays (when in-person) and occasional one-on-one check-ins.
 - Intentionally welcomes new families into our community through phone calls, emails, coffees, and other relational opportunities.
 - Participates in Tenth Evening events to connect with children, their families, and caregivers.
 - Works to make connections with future teachers/helpers.
 - Directs high crisis pastoral issues to the Site Pastor and the Pastor of Children's Ministry.

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- Supports Tenth Kids Central Support initiatives at the site level (at-home integration, parent equipping, and events):
 - Includes at-home integration, parent equipping, and events.
 - Sends weekly communications/newsletters to parents regarding the Sunday lesson and Activity Box integration using templates provided by Tenth Kids Central Support.
 - Participates in teaching videos on rotation in fun segments to build a point of connection with children who attend on Sundays and those who do not, using the provided scripts from Central Support on scheduled recording days.
 - Attends and participates in the delivery of components as appropriate of parent resourcing, equipping events and activities as well as churchwide children's events and site retreats using created content provided by Central Support with Site approval.
 - Communicates to Pastor of Children's Ministry about needs for curriculum, parent support resources or suggestions for events that reflect issues or opportunities identified at the site level.
- Spends a maximum of 20% of monthly work hours in recurring staff meetings:
 - Attends weekly Tenth Evening Staff Meetings.
 - Participates in bi-weekly Tenth Kids Meetings.
 - Joins once a month Tenth-wide Staff Meetings.

Required Skills and Experience:

- Family Ministries Diploma/Degree, Early Childhood Education Certificate, Bachelor of Education, or significant work experience with children.
- Diploma of Christian Studies or theological education an asset.
- Strong Computer skills (Microsoft Office); Planning Centre Online knowledge an asset.

Key Qualities:

- Possess an authentic, growing faith in Christ.
- Spiritual maturity and evidence of ongoing personal spiritual formation.
- Has a heart to work with children, families, and leaders of varied social-economic, ethnic, and spiritual backgrounds.
- Must be responsible and able to carry out duties with minimum supervision.
- Can articulate sound theology and philosophy of ministry.
- Relational and outgoing, with a passion for connecting with people.
- Can translate vision and strategy into action.
- Committed to attending Tenth Church site if hired.

Tenth Church Vision:

We are a place where people of all different backgrounds can discover Christ, a community of spiritual transformation that seeks social justice for all.

Tenth Family Ministries Vision:

Partnering with parents to see the next generation become lifelong followers of Christ.

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Core Assumptions - Tenth Family Ministries:

1. Relationship determines impact:
 - Healthy and clear communication is a primary factor in building trust and forging relationship.
 - Investing in relationship with parents and leaders strengthens community, expands ministry, and increases engagement.
 - A leading indicator of young people staying connected to faith and church community is having meaningful intergenerational relationships with people of faith outside of their family.
 - Youth are more likely to prioritize activities or events if they have a strong relational connection to at least one other individual who is participating.
 - Community members are more likely to serve and engage with kids or youth if they have multiple opportunities to observe them, speak with, or serve with them.
 - Every child and youth is seen, known, and loved.
2. Leadership development activates multiplication:
 - Leadership shapes culture.
 - Multiplication describes a significant part of the discipleship process.
 - When leaders focus on equipping other leaders, the capacity of the ministry expands.
 - Leadership development allows the ministry to keep growing in areas of strength even as the team changes.
 - Personal growth and spiritual growth happen faster and take deeper root when a person leads or serves.
 - People who were invited into leadership development as children or youth have a higher sense of self-worth and are more likely to become future leaders in the church and tend to be more rooted in their faith.
3. Commitment to a Family Empowerment Model:
 - This model sees parents as spiritual leaders in their home and the key spiritual influencers in their child's life.
 - There are times when the church family becomes spiritual parents to children and families in need.
 - Focus on bridging gap from 'Sunday' programming to Monday to Saturday integration.
 - Families, children, and youth need extra support during times of transition (Graduation from age and stage of social development and life events).
 - Children, preteens, teens, and young adults have different needs.
 - Engaging young adults can be separated from CREO.
 - When youth are engaged and invested in church community, it inspires the family to elevate the priority of church-related commitments.
4. Priority to equip next gen to integrate Jesus in their life:
 - Pursue creating life-long followers of Jesus who know they are created by a God who loves them and passionately love Him back as they grow into who God created them to be.
 - Differentiate between our culture's social causes and why/how Jesus-led social justice or serving offers something distinctive.

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- Experiencing how their gifts and passions can be used within the church community through serving, increases young peoples' ability to integrate their faith.
 - Mentorship and relationships that cross over from church-based experiences into other areas of life for youth, create more opportunities for outreach, and sharing their faith.
 - Teaching children about why and how to read the Bible, pray, and listen to God. This will allow them to understand and rely on healthy spiritual practices and increases the pursuit of spiritual practices in the family as well.
5. Contextualization meets people where they are:
- Acknowledge the uniqueness of Tenth's culture within Vancouver and how our community and values are impacted by being both Canadian and part of the Pacific Northwest.
 - Understanding where people are in their spiritual, physical, emotional, or cultural journey requires curiosity, intention, a posture of grace, and a reliance on the Holy Spirit.
 - Tenth's community is rich in diversity which requires a higher level of communication, creativity, and compassion in order to be a welcoming place for all.
 - Considers the holistic needs of kids, youth, and parents while also attending to their varying abilities and needs.
 - Celebrate the distinctives of each site with a uniting posture which pours back into the collective culture of Tenth.
6. Mission, people, and structure are supported by effective systems:
- Effective use of systems creates consistency and efficiency which releases teams to be more collaborative and strategic with their time and resources.
 - Structure is reinforced through the support of effective systems and their ongoing implementation.
 - Culture is reflected through the implementation of systems. Conversely, systems that reflect Tenth's mission, values, and culture will prove most effective.
 - System success is highly dependent on clarity of expectations and clear, collaborative communication throughout implementation.
 - Systems operate most effectively with strong leadership, congruence with our values, and communication.
 - Communication is an essential component in every system and the effectiveness of communication has a direct impact on team culture and health.
7. A Jesus-centered life is the goal, programs are a tool:
- Committed to the 'Sunday' community experience with the acknowledgement that the program and curriculum are only tools to achieve the goal of living Jesus-centered lives every day of the week.
 - High value on theologically aligned and age-appropriate teaching content, but always pointing toward developing life-long Christ-followers.
 - Hold a high standard of excellence in delivering programs that equip and allow space for relationships to be formed so each individual can feel seen and known.
 - Teaching and experiences that reflect Christ explain what Christ calls us to, why he calls us there, and how we can respond based on life stage and circumstance.
 - Programs that equip a community to live out Jesus-centered lives requires more than providing knowledge or expecting participation, it requires understanding, connection, and relationship.

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8. Role of Central Support is to equip and support:
 - Central Support is a critical component in the effective stewardship of resources in a multi-site ministry.
 - Central Support and Site Leadership are interconnected.
 - Central Support's primary functions are equipping the sites, providing material and training, offering support and leading churchwide projects, events, and messaging.
 - Central Support drives core messaging, programming, and strategy implementation for Family Ministries as a part of the greater Tenth strategy in partnership with Site Pastors and other Tenth Ministry Leads.
9. COVID-19 has changed culture; we must pivot in response:
 - Families are now developing different rhythms on Sundays.
 - Children, youth, and parents have a much higher familiarity and comfort with technology than before COVID-19.
 - The acknowledgement of the deep need for relationship is expressed in a way that inspires people toward relationship.
 - The 'how' and 'when' of full church gatherings and return to 'Sunday' programming continue to be uncertain.
 - Parents and children have resonated profoundly with a combination of online video teaching and activity boxes.
 - Differences in access to technology and comfort connecting online have impacted youth in more polarizing ways – highly positive or deeply negative.
 - Physical proximity to church is no longer a concrete barrier.