

Children's Director/Minister

Position Title: Children's Ministry Director (or Minister if ordained)

Reports To: Executive Pastor / Church Leadership Team

Employment Status: Part-Time (Salaried)

Schedule: approx. 25 hours per week / some flexibility (Sundays and Mondays required)

Location: The Link Church: 1980 N. Bend Road, Hebron, KY 41048

Objective Summary

The Children's Director at The Link Church provides visionary leadership, spiritual guidance, and operational oversight for all children's ministry environments (birth through elementary). This role is responsible for creating engaging, safe, and biblically grounded experiences that help children know Jesus, grow in their faith, and build a strong foundation for lifelong discipleship. The Children's Director equips volunteers, partners with families, and aligns children's ministry with the overall mission and vision of The Link Church.

Key Responsibilities

Ministry Leadership & Vision

- Develop and implement a clear, compelling vision for children's ministry aligned with The Link Church's mission and values
- Create age-appropriate, engaging, and biblically sound programming for weekend services and special events
- Evaluate and continually improve ministry effectiveness, curriculum, and environments

Volunteer Recruitment & Development

- Recruit, train, schedule, and retain a strong, healthy volunteer team
- Lead regular training, appreciation, and development opportunities
- Foster a team culture of excellence, encouragement, and spiritual growth

Program & Environment Oversight

- Oversee all children's environments, ensuring they are safe, welcoming, and engaging
- Select, adapt, or develop curriculum that aligns with church theology and discipleship goals
- Plan and execute special events (e.g., camps, VBS, family events, holiday services)

Family Engagement

- Partner with parents as the primary spiritual leaders of their children
- Provide resources, communication, and encouragement to families
- Build meaningful relationships with families and children in the church

Safety & Administration

- Implement and maintain child safety policies, background checks, and check-in systems
- Ensure compliance with all safety and security procedures
- Manage ministry budget, supplies, and resources effectively

Collaboration

- Work closely with church staff and leadership to ensure alignment across ministries
- Support church-wide initiatives and special events

Required Skills and Qualifications

- A growing, personal relationship with Jesus Christ and commitment to biblical leadership
- Passion for children's ministry and spiritual formation of the next generation
- Proven leadership experience (paid or volunteer) in children's ministry or a related field
- Strong organizational, communication, and interpersonal skills
- Ability to recruit, lead, and motivate volunteer teams
- Experience in planning and executing programs and events
- Basic administrative and technology skills (email, scheduling, databases/check-in systems)

Preferred Skills and Qualifications

- Bachelor's degree in ministry, education, or a related field

- 3+ years of experience in children’s ministry leadership
- Experience working in a growing or multi-service church environment
- Strong teaching ability with children and/or training volunteers
- Familiarity with curriculum development and digital ministry tools
- Creative and innovative approach to engaging children and families

Spiritual and Cultural Expectations

- Demonstrates a vibrant and authentic faith in Jesus Christ
- Models a Christ-centered lifestyle in both personal and professional contexts
- Aligns fully with The Link Church’s beliefs, mission, and values
- Actively participates in the life of the church (services, groups, events)
- Leads with humility, integrity, and a heart to serve others
- Embraces a team-first attitude and contributes to a positive staff culture

Compensation and Benefits

- Competitive salary based on experience and qualifications
- Paid time off and ministry-related holidays
- Opportunities for professional and spiritual development
- Ministry expense budget and resources
- A supportive and growth-oriented team environment