

Title: Children's Minister

Purpose: To lead the Freshwater Kids ministry that works to disciple children during the Sunday morning worship service as well as to help equip parents to disciple their children through home discipleship.

Qualifications, Duties, and Responsibilities: The Children's Minister is in charge of most issues pertinent to the normal function of Freshwater Kids. The Children's Minister is an individual that:

- Pursues the mission of Freshwater Church to help the people of their community and world become totally-committed followers of Jesus Christ.
They must relentlessly pursue the mission of Freshwater Church, understanding that it is the means by which the Church accomplishes its purpose in the world.
- Is personally involved in discipling children.
They don't just talk about discipleship; they do it. They can point to children whose spiritual formation was directly and immediately influenced by the ministry that God gave them.
- Understands discipleship, especially as it pertains to children.
They understand the Biblical basis for discipleship. They think long-term growth rather than short-term emotional manipulation.
- Sees parents as the primary discipler of children.
They know that it is not the church's primary job to disciple children. That privilege belongs first to the parents. The church comes along beside the parents to help spur on discipleship.
- Longs to see a generation rise up that will champion the cause of Christ.
They see the children of Freshwater Church as a future army of totally committed followers of Jesus who will advance the gospel to the ends of the earth.
- Seeks their own continuing spiritual formation.
They understand that the health of the children of Freshwater Church is, in many ways, a direct reflection of the effectiveness of Freshwater Kids. Therefore, they are serious about pursuing continued spiritual formation through the spiritual disciplines, including Bible reading, prayer, fasting, and others.

- Loves their family.
Their family is one that mirrors the love, compassion, mercy, forgiveness and grace that we find in Jesus Christ.

Their responsibilities include:

- Working with the Lead Pastor to choose curriculum that best accomplishes the mission statement of Freshwater Church as it pertains to the children enrolled in Freshwater Kids.
- Recommending training programs or curriculum that will better equip those serving in Freshwater Kids.
- Communicating to those serving in Freshwater Kids any changes to the scheduling of workers of the discipleship program of Freshwater Kids.
- Overseeing Administrative Staff in Freshwater Kids.
- Ensuring that the screening process of Freshwater Kids workers is thorough and effective
- Recommending to the Lead Pastor any training programs that benefit those serving in Freshwater Kids.
- Recommending to the Lead pastor any individuals believed to be willing/able/gifted to serve in Freshwater Kids.
- Conducting special training projects for children's workers so that they are equipped and able to effectively make disciples in Freshwater Kids.
- Periodically reviewing church policies and programs with appropriate staff and bringing recommendations for needed changes and improvements to the church.
- Submitting by September 1 a recommended budget for the next fiscal year of Freshwater Kids (begins January 1)
- Working in Planning Center to accept/deny service schedules as well as to block-out future dates of unavailability.

Working Relationship: The Children's Minister will oversee the work of those serving in Freshwater Kids, including those serving as Check-In Attendants, Lead Teachers, Assistant Teachers, and Administrative positions. They will also oversee the work of the Assistant Director of Freshwater Kids. He/She will work directly under the leadership of the Elders (Please see Freshwater Ministry Structure).

Spiritual Requirements: The Children's Minister must be a Partner of Freshwater Church (or will immediately enroll upon being hired) and will show evidence of a calling by God into ministry as well as sufficient fruit of an increasing level of spiritual maturity.

Length of Term: To be determined by Elder Team.

Employment Status and Expected Commitment: This is a part-time, bi-vocational position. The Children's Minister is expected to devote an average of no more than 10-15 hours per week toward their listed responsibilities. The Children's Minister will receive 3 weeks of vacation per year.