

Children's Ministry at Epiphany

At the heart of children's ministry lies the unique calling of the church to reach the next generation with the transformative Gospel message. Responding to this calling requires a true partnership of parents who are the primary faith educators of their children with the church who wants to come alongside to offer education, expertise, and modeling of mature Christian beliefs. The church is especially attuned to the desire to support parents in discipleship while developing a stronger sense of community and family engagement given that other activities compete with Sunday attendance.

Vision: Our children will know the character of God and be thus enabled to recognize the voice of Jesus to follow him their whole lives.

Mission: Our children's ministry team will come alongside the families as the primary faith educators to encourage and partner in discipleship that is age appropriate and enjoyable.

Values:

- The Gospel message of love and rescue that draws on the whole-Bible.
- The Gospel message that centers on God's grace and forgiveness, rather than moralism.
- Anglican and devotional practices that are age appropriate.
- Modeling mature Christian behavior within the leadership.
- Patient discipleship that recognizes change is in God's time.
- Providing an environment that protects all children from potential abuse and all leaders from potential false accusations, recognizing the power of accountability.

Children's Ministry Director

Part time position: 16-20 hours weekly at rate of \$30/hour.

Overview: The Children's Ministry Director is a mature and committed follower of Jesus who will be responsible for developing, leading, and directing all areas of ministry to children (birth through Grade 5) and their families at Church of the Epiphany Anglican.

Duties and Responsibilities

Under the supervision of the Associate Rector the responsibilities include but are not limited to the following:

Direct and lead appropriate faith formation primarily on Sunday mornings:

Integrate developmentally appropriate faith formation into all areas of Children's Ministries with a focus on discipling children into a vibrant Christian faith in continuity with the Anglican way as practiced at Epiphany.

- Develop or review and select age-appropriate curriculum, giving attention to depth and quality Biblical soundness within an engaging and enjoyable format.
- Facilitate opportunities for children to be personally involved in ministry and service.
- Coordinate first communion classes in coordination with the Associate Rector.
- Introduce liturgical and devotional practices that are age appropriate.
- Model and teach mature Christian behavior and devotional practices with the leaders, teachers and parents within all areas of children's ministry.
- Lead & oversee Sunday morning children's ministry classes and nursery with occasional after-church opportunities.

Develop other leaders: Recruit, train and supervise paid and volunteer staff for all areas of children's ministry, giving special focus to recruiting and developing new leaders.

Coordinate with other ministries in church so that children are included and cared for.

- Facilitate appropriate childcare for church-wide events.
- Collaborate with other ministry leads for integrated and cohesive alignment between ministries for children's ease of transition from one group to the next.
- Create, organize and host programs for children during special holiday events like Christmas, Epiphany, Easter.
- Work with Newcomer hosts to welcome and assimilate children and families into church life.
- Work with other church leaders to offer outreach opportunities for fun or education with special attention to school breaks.

Support families & partner with clergy in offering pastoral care, counsel and resources for use at home.

- Foster healthy relationships with families, always keeping updated on pastoral needs that might affect children.
- Communicate with other leaders to gain greater wisdom and possible new ways for the church to support or encourage.

Oversee **Policy for the Protection of Children**

- Become a certified trainer for the diocesan Policy for the Protection of Children.
- Conduct regular workshops throughout the year.
- Administer, maintain and enforce compliance with the churches protection policy, updating when needed.
- Conduct the application process, criminal background check and references by maintaining records in a permanent and confidential file.
- Supervise and further best practices for protecting minors at church.

Team player with other staff and ministry leads.

- With the help of administrator and Associate rector, implement and adhere to the annual budget.
- Participate in weekly staff meetings, Wednesday Eucharist and other church wide efforts.
- Meet regularly with the Associate rector to discuss goals, progress concerns and to pray for the ministry.
- Organize and clean classroom spaces to ensure safety and cleanliness. When needed, communicate ideas for equipment or new ventures.

Qualifications

The successful candidate must be able to articulate a mature, personal faith and fully support the mission, vision and ministry philosophy of the rector and Church of the Epiphany.

- Most critically, the best candidate is creative, has a passion for children, is hardworking and responsible and can motivate others.
- Spiritual gifts of administration, encouragement, and teaching are highly desirable.
- The ability to work effectively in team situations is necessary, as well as the ability to work independently.
- Time management skills, analytical skills, organizational abilities and the ability to coordinate several activities at once is important.
- Ideally, the candidate can demonstrate experiences of flexibility, decisiveness, and goal setting.

Education: The ideal candidate has a bachelor's degree from an accredited four-year college having studied early childhood development or education. This person would have experience leading Christian ministries.

Language skills: The ability to communicate in English to establish effective working relationships with all kinds of people is essential for this position. The ability to analyze and interpret educational materials, in addition to strong interpersonal skills. Technically competent with computers and new technologies as the job evolves is a must.