



Position Profile
Director of Early Childhood and Nursery

A. Qualifications

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| 1. Education | A Bachelor's Degree is preferred, preferably with Childhood Development, but not required |
| 2. Experience | Extensive previous paid experience in children's ministry, preferably in a large, multi-staff church environment, but not required |
| 3. Abilities | Ability to meaningfully lead leaders in a diverse congregational environment
Ability to build and create disciples through an excellent children's ministry
Ability to implement a philosophy of ministry
Ability to work in a team environment, and develop teams
Ability to demonstrate leadership and develop leaders
Ability to administrate a complex program with multiple elements
Ability to demonstrate strong relational skills
Ability to create and implement a safe environment for children |
| 4. Beliefs | Profess a personal relationship with Jesus Christ and give evidence through a Christian lifestyle
Endorse and support Bethany's Affirmation of Faith, Core Values and Purpose |
| 5. Character | Desirable qualities include initiative, follow through, teachable spirit, discipline, integrity, and humility |

B. Responsibilities

The general responsibility of the Director of Early Childhood and Nursery is to provide leadership to all aspects of the early childhood ministry of Bethany Baptist Church, while assisting and supporting the early children's leaders of other Flood the Sound churches. This includes, but is not limited to:

1. Following, Championing, Modeling and Supporting the staff leadership values.
2. Developing a written philosophy of early children's and nursery ministry acceptable to the Senior Pastor and Executive Pastor of Discipleship.
3. Identifying, enlisting, and developing volunteers for all aspects of Bethany's children's ministry.
4. Participating in and overseeing the leadership, training, and staffing of all early children's and nursery ministry at Bethany.
5. Identifying, enlisting, developing, and coaching teachers, leaders, and participants for early children's ministry and nursery at Bethany.
6. Developing, coaching, and supporting children's ministry leads for other Flood the Sound churches.
7. Managing Bethany's early children's and nursery budget in a responsible fashion.
8. Establishing long term goals for Bethany's early children's ministry and relating this ministry to the church's overall goals and values.
9. Meeting with and maintaining mutually supportive relationships with other Flood the Sound staff.

C. Relationships

1. Reports to the Executive Pastor of Discipleship
2. Supervises any additional paid children's ministry staff
3. Works closely with other church staff
4. Interfaces with children's ministry volunteers and the congregation at large