

Director of Children's Ministry

Rainbow Presbyterian Church

Reports to: Directly to Executive Congregational Care Pastor (Comprehensive Spiritual Leadership from Lead Pastor as a representative of the Rainbow Presbyterian Church Session).

Classification: Full-Time, Exempt

Position Summary

The Director of Children's Ministry will provide leadership, vision, and oversight for the discipleship of children (birth–5th grade) and their families at Rainbow Presbyterian Church (RPC), a PCA congregation of ~650 members with over 100 non-communing children. This role involves recruiting and equipping volunteers, partnering with parents as the primary disciplers of their children, and creating a safe, gospel-centered environment where children are taught to know, love, and follow Jesus Christ.

Key Responsibilities

Leadership & Vision

- Develop and implement a gospel-centered vision for children's ministry that aligns with the mission and values of RPC and the PCA's Reformed theology.
- Oversee all children's programs: Sunday School, Children's Church, Nursery, Vacation Bible School, and seasonal camps/events.
- Collaborate with pastoral staff and session to ensure children's ministry integrates with the broader discipleship strategy of the church.

Volunteer Recruitment & Development

- Recruit, train, and shepherd volunteers to serve in children's ministry.
- Provide ongoing encouragement, resources, and equipping to volunteers.
- Ensure all volunteers complete child protection training and background checks.

Parent Partnership

- Equip and encourage parents as the primary disciplers of their children.
- Provide resources, training, and communication to help families integrate discipleship into home life.
- Foster strong relationships with families for pastoral care and support.

Administration & Oversight

- Ensure children's classrooms and nursery (with the nursery director) are properly staffed and resourced each week.
- Develop and manage the children's ministry budget (30K+).
- Oversee curriculum selection, sessional approval, and implementation consistent with Reformed theology.
- Ensure compliance with church safety and security policies for children.

Pastoral & Relational Ministry

- Pray for and with children, families, and volunteers.
- Model a Christlike character and shepherding care.
- Be available to counsel, encourage, and support families as needed.

Qualifications

- A growing relationship with Jesus Christ, demonstrating spiritual maturity, humility, and servant leadership.
- Agreement with the Westminster Confession of Faith and the doctrines of the PCA.
- Experience in children's ministry leadership (church or parachurch), with an ability to recruit and equip volunteers.
- Strong organizational, communication, and relational skills.
- Ability to connect with children and parents in a warm, engaging, and loving manner.
- Children Ministry certification or bachelor's degree in related field desired. (Additional training will be provided for hired candidate.)

Work Expectations

- Full-time position with Wednesday night and Sunday morning presence required.
- Either presently or becoming an RPC member is required.
- Participation in staff meetings and selected church-wide events required.
- Office Hours during the week Monday-Friday flexible based on other needs (occasional evenings and weekends).
- Compensation: Salaried Position (Pay based on experience/education), health/dental/vision insurance benefits paid, 2 weeks paid vacation.