

About Mt. Zion

Mt. Zion Baptist Church, located in Canton, GA, is a growing, multi-generational body of believers. On Sunday mornings, Mt. Zion currently offers two worship services and small groups (Sunday School) for all ages. The Sunday worship service attendance averages around 500, and the attendance for children's Sunday School classes averages around 80. Mt. Zion is active in community outreach and global missions, with a variety of vibrant ministries. We are in a rapidly growing community and have a tremendous opportunity to reach families for Christ.

Position Overview

We are seeking a Christ-centered, called, and capable leader to serve in Children's Ministry—someone whose life and leadership reflect a deep love for Jesus Christ and a genuine passion for children. The ideal candidate is spiritually sound and marked by godliness, with a clear desire to see children come to a saving relationship with Jesus and to grow as lifelong disciples. This individual brings experience in children's ministry and demonstrates strong, vision-forward leadership—able to think strategically, plan for the future, and guide a thriving, growing ministry with wisdom and faith.

This leader is organized, energetic, and creative, balancing big-picture thinking with strong attention to detail. They are personable, warm, and welcoming—naturally approachable and engaging with children, families, volunteers, and staff. With a compassionate and empathetic heart, they are attentive to people's needs and intentional about addressing them with care and discernment. A clear communicator and collaborative team player, this candidate leads with confidence while valuing input, partnership, and shared ownership of ministry.

The ideal candidate is also adaptable and steady under pressure, able to manage change, fill gaps when needed, and respond calmly and effectively in a dynamic church environment. They possess the ability to recruit, equip, and lead volunteers and staff with clarity, encouragement, and accountability. Passionate about ministry and eager to grow, this leader demonstrates both the capacity and desire for ongoing development—personally, spiritually, and professionally—while helping others do the same. Above all, we are looking for someone whose character, leadership, and heart align with our mission to glorify God by investing in the next generation.

How to Apply

Please submit:

1. A cover letter explaining your interest in this role and how your skills and character align to the role's duties and responsibilities.
2. A résumé that includes a summary of relevant work experience.

Send application materials to Dr. Keith A. Bryant, Operations Coordinator, at keith@mtzb.org.



MT. ZION BAPTIST CHURCH

Job Description

Title:	Director of Children's Ministries
Reports to:	Lead Pastor
Hours:	40 hours per week
Salary:	Based on education and years of experience

Summary of Position

The Director of Children's Ministries is responsible for planning, developing, and executing a comprehensive disciple-making ministry for all children (Birth through 5th Grade) at Mt. Zion Baptist Church. The Director is required to create a safe, nurturing, and Gospel-centered learning environment for kids to begin and/or grow in their relationship with Jesus, while providing a supportive, encouraging, and welcoming experience for parents and families.

Qualifications

- Possess a personal belief in and a growing relationship with the Lord Jesus Christ as Savior.
- A calling to the ministry and this type of work within the church.
- Possess a commitment to the inerrancy, infallibility, and inspiration of God's Word.
- Agree with Mt. Zion's stated mission and goals.
- A person of strong moral character who is not engaged in activities that would grieve the Holy Spirit or violate the membership covenant of Mt. Zion Baptist Church.
- Affirm the Baptist Faith and Message (2000), which is Mt. Zion's statement of faith.
- Member in good standing at current church.
- Experience leading in Children's Ministry or similar environments.
- Demonstrated experience serving in a growing and/or multi-service church environment, with an understanding of the challenges and opportunities that come with scaling children's ministry programming, volunteer teams, and family engagement.

Education Requirements

Minimum: College Degree

Specific Responsibilities

- Direct the planning, organizing, conducting, coordinating, and ongoing evaluation of a comprehensive program of children's ministry, birth through 5th grade based on Mt. Zion's mission, vision, and strategy.
- Lead the planning and implementation of VBS and other events focused on children.
- Plan and implement yearly ministry events in conjunction with church calendar and church vision.
- Forecast and develop a 1 to 3 year children's ministry strategy that supports Gospel-formation in children, volunteer engagement and retention, and sustainable and healthy growth within the ministry.
- Recruit and train paid staff, leaders, teachers, and other volunteers to carry out the educational programs and activities associated with children's ministry (worship childcare, Sunday School, Thrive children's worship, Sprout preschool worship, Wednesday night activities, etc.).
- Prepare and administer the approved annual budget for Children's Ministries.
- Review and recommend, in collaboration with Lead Pastor, new material/resources, programs, curriculum, teaching methods, principles, procedures, promotion, and administration as related to areas of ministry.
- Conduct necessary steps to ensure safety and security of children during educational programs and activities (background checks, child check-in, etc.).
- Plan and organize events that support families in our church and community.
- Collaborate with Student Minister to create a smooth transition from 5th Grade to Student Ministry.
- Attend weekly church staff meetings.
- Praying with and for children, families, leaders and volunteers.
- Providing devotions for Children's Ministry volunteers.

Other Responsibilities

- Abide by Christian Code of Conduct specified in the church Employee Handbook concerning confidentiality, time and attendance, and professional demeanor commensurate with this position.
- Counsel parents as needed and document formal sessions.
- Seek opportunities to grow in their personal walk with the Lord.
- Attend, support, and promote church-wide events, including participation in ministries and activities outside of the assigned area of ministry.
- Keep the Pastor and additional staff informed of emergent situations.
- Perform other duties as assigned by the Pastor and/or Operations Coordinator.