



Kids Ministry Director / Pastor

Position Type: Full-Time, Exempt.

Salary & Benefits: Competitive compensation commensurate with experience; vacation leave (up to 3 weeks), 8 sick days, 3 personal days, and birthday day off annually; Guidestone retirement match; MacBook provided for ministry use; full tuition and enrollment benefit at Foundation Academy (K–12) and Winter Garden Academy (birth–Pre-K) for children.

Reports To: Executive Pastor of Ministries.

Work Schedule & Availability: Standard hours are Monday-Thursday, 8:30 a.m. – 5:00 p.m. In addition to these hours, flexibility is required for evening and weekend ministry programming, including but not limited to Wednesday nights, Sunday services, and special events.

Position Summary: The Kids Ministry Director / Pastor serves as the primary leader of FBC Winter Garden's Kids Ministry (infants-5th grade), enabling families to *Love God, Love Others, and Live Sent*. This role champions our age-stage model, shepherding our serve teams, aligning curriculum and programming, and ensuring Kids Ministry remains central to our mission. The Director / Pastor fosters a safe and gospel-centered environment built around our core promise—Meet Jesus. Make Friends. Have Fun. Be Safe.—where children encounter Christ and parents are partnered with as primary disciple-makers in the home.

***Note on the Position Title:** Male candidates who are ordained and meet the qualifications of 1 Timothy 3 and Titus 1 may carry the title Kids Pastor; all other qualified candidates carry the title Kids Ministry Director, with identical scope, expectations.

Qualifications

- **Education:** Bachelor's degree in Children's Ministry, Education, or a related field preferred; equivalent experience or background will be considered.
- **Experience:** +3 years of experience leading kids ministry, preferably in a local church context of +500 weekly attendees. Equivalent experience or background working with children and families will be considered.
- **Spiritual Character:** A spiritually mature, growing follower of Jesus Christ. A team player with a teachable posture. Has an innate passion for serving children and families.
- **Alignment:** Affirms and adheres to The Baptist Faith and Message 2000. Holds the Bible as the inspired Word of God. 100% alignment with Church vision and priorities.
- **Competencies:** Strong organizational, procedural, communication, and leadership skills. Proficiency in Planning Center or readiness to learn, along with ministry-essential platforms, systems, and church databases.

Core Responsibilities

- **Ministry Programming & Operations:**
 - Champion an age-stage ministry model across all FBC Kids environments (infants–5th grade). Oversee Sunday and Wednesday programming (including AWANA) and summer VBS, ensuring rooms are fully prepared, staffed, and open on time.
 - Implement and execute HyFi as the digital, identity-based curriculum standard. Maintain a regular presence at Foundation Academy chapel and coordinate cooperatively with Winter Garden Academy.
- **Child Safety & Compliance:**
 - Enforce 100% compliance with safety protocols, including strict two-adult room standards (18+), background check vetting, diapering/bathroom policies, allergy controls, and emergency/incident readiness.
 - Immediately report any compliance or safety issues to pastoral leadership.
- **Serve Team Leadership:**
 - Enlist, equip, empower, and enlarge a robust serve team base with flexible scheduling options to maintain 100% room coverage.
 - Provide pre-deployment and quarterly training on safety, curriculum, and room culture, proactively managing call-outs to fill coverage gaps.
- **Administration, Stewardship & Growth:**
 - Manage the ministry budget, church-provided supplies, and Planning Center databases.
 - Track key metrics via the Church dashboard.
 - Maintain a warm visible presence at kids check-in.
 - Pursue ongoing professional/ministerial development.

XI. Success Metrics

Performance will be measured against two primary criteria: Morale (Health & Culture) and Mission (Growth & Compliance).

- **Morale (Health & Culture):** Demonstrate professional reliability, maintain active church participation, and foster team unity with a target annual serve team retention rate of 80% or higher.
- **Mission (Growth & Compliance):** Maintain 100% safety compliance, achieve attendance growth targets, ensure 100% room coverage, and execute strategic ministry events effectively.