



KIDS MINISTRY DIRECTOR / PASTOR OPPORTUNITY PROFILE

The Opportunity

On **August 26, 1888**, ten people gathered in West Central Florida and started a church with the chief task of **mobilizing for mission, making disciples, and baptizing new believers**. Today, that church continues to move forward with bold faith toward a bright future.

For over **138 years**, FBC Winter Garden has a rich history of mission and ministry in Central Florida — planting churches, founding a K–12 school serving 1,500 students, launching a preschool of nearly 200 children, and resourcing global missionaries. Under new senior pastoral leadership, FBCWG is in a season of measurable growth, clarifying priorities, and deliberate team building. Our vision is to shape both present and future generations to ***Love God, Love Others, and Live Sent.***

Kids Ministry is **not supplemental** to our vision, but is **central** to it. We are searching for a **Kids Ministry Director / Pastor** who will help lead us forward in discipling families.

About FBC Winter Garden

Now seeing **600+ in weekly attendance** across three Sunday services at our Downtown Campus on historic Plant Street, FBCWG is a 138-year-old **Southern Baptist** congregation with deep roots and fresh momentum. We are a truly **multi-generational, multicultural** church with a growing young family segment, a Spanish/Portuguese presence, and a congregation that is eager to see God move. We also steward two of the most significant institutions in our community:

- **Winter Garden Academy:** Our church-owned preschool serving nearly 200 children from birth through Pre-K. With 40+ teachers and a curriculum rooted in Christian formation, WGA is one of the most sought-after early childhood programs in West Orange County.
- **Foundation Academy:** A K–12 Christian school of 1,500 students, founded by this church in 1958 and incorporated in 2000. FA has become one of Central Florida's premier Christian educational institutions.

- *The Kids Ministry Director / Pastor maintains a regular presence at FA chapel and works cooperatively with WGA on shared operations.*

Our Vision & Priorities

Our vision is to **Love God**, **Love Others**, and **Live Sent**. This vision shapes everything we do — from Sunday morning worship to Kids Ministry to how we engage our community.

From it flow **four ministry priorities**:

- We prioritize the gospel.
- We love God with all we've got.
- We love others as Christ first loved us.
- We live sent to be spent.

Our Philosophy of Kids Ministry

Meet Jesus. Make Friends. Have Fun. Be Safe. This is the FBC Kids promise to every child and family who walks through our doors. Everything else flows from here. We stand committed to an **age-stage ministry model** — children grouped by developmental stage and placed in fully staffed, gospel-centered environments designed specifically for where they are. This is not a scaled-down version of “adult church,” rather a fully realized ministry built for them. We believe meeting children on their level is the most faithful expression of the gospel. Parents are always welcome to bring their children with them into the worship service. However, we don't make that decision for them through closed rooms or limited programming.

FBC Kids is further shaped by the following commitments:

- We partner with parents as the primary disciple-makers of the home. 80% of people who profess faith in Christ do so by the age of 18. We have one chance to pass the baton of faith — and we take that seriously.
- We hold child safety to the highest standard. The two-adult rule, current background checks, strict ratio compliance, and documented protocols are non-negotiable.
- We believe the teaching culture in every room must reflect grace and unconditional welcome. No child should feel embarrassed, excluded, or rewarded for performance-based biblical knowledge.
- We resource our Kids volunteers fully so they have what they need to minister well.
- We implement the curriculum with intention. It is the vision of leadership to adopt HyFi, Lifeway's digital, identity-based curriculum, across our FBC Kids environments. The incoming Kids Ministry Director/Pastor will be expected to own this vision, equipping leaders to execute it confidently and consistently.

About the Role

This role may be titled **Kids Pastor** for a male candidate who is ordained and meets the qualifications of *1 Timothy 3* and *Titus 1*, consistent with our complementarian theological convictions. Male candidates who do not hold ordination or meet those qualifications, as well as all female candidates, will carry the title **Kids Ministry Director**. Both titles carry identical scope, expectation, and compensation commensurate with experience. It is the conviction of FBC Winter Garden that, while the office of Pastor is reserved for qualified men, women are equal in value, dignity, and necessity to the mission of the church and should therefore be elevated to serve in leadership positions.

What We're Offering

- Competitive compensation commensurate with experience
- Vacation leave, plus 8 sick days, 3 personal days, and a birthday day off annually
- Retirement match through Guidestone
- MacBook provided for ministry use
- Full tuition and enrollment benefit at Foundation Academy (K–12) and Winter Garden Academy (birth–Pre-K) for your children

The Place

Central Florida is one of the **fastest-growing** regions in the country — full of young families eager to explore and grow in their faith, college students, retirees, and a vibrant multicultural demographic. The mission field is at your **door** and the quality of life is to be **desired**.

Walkable, historic, and idyllic, **Winter Garden, FL** stands out as one of Central Florida's most beloved communities. Our church sits at the **gateway of downtown** Winter Garden on Plant Street — lined with local shops, acclaimed restaurants, and one of the most celebrated Saturday Farmers Markets in the country. Winter Garden is known for its golf cart district, where neighbors hop on their carts and make their way into a downtown that feels like the setting of a Hallmark movie. The West Orange Trail winds through the heart of the city for cyclists, runners, and families alike, and the Garden Theatre anchors a thriving local arts and events scene.

Winter Garden is sprawling with young families who are putting down roots, raising children, and looking for a church that can meet them where they are. The West Orange County corridor has become one of the most desirable family destinations in Florida, and the families moving here are the very families FBC is called to reach.

Winter Garden places you just minutes from Disney, Universal, and SeaWorld — with all the culture, dining, and recreation that comes with living in one of the most dynamic metro areas in the country.

The Right Person

Beyond qualifications, we are looking for someone who:

- Leads with conviction, eager and able to promote an age-stage ministry philosophy to families, volunteers, and the congregation.
- Is a natural recruiter and shepherd of volunteers — someone who enlists, equips, and retains a serve team with clarity and care.
- Brings energy, creativity, and gospel warmth into every room they walk into.
- Is organizationally sharp — proactive about coverage gaps, contingency plans, and Sunday morning execution.
- Holds child safety standards with conviction and enforces them without compromise.
- Is enthusiastic about curriculum that engages children on their level, and confident in their ability to own the curriculum, equip leaders, and execute it across all environments.
- Communicates proactively and clearly with families, staff, and pastoral leadership.
- Participates fully in the life of the church — attending worship, engaging in community, and giving financially.
- Thrives by building, not maintaining; energized by infrastructure.

What You Walk Into

A ministry with strong infrastructure in place, ready for a leader to bring out its full potential

- A comprehensive FBC Kids Serve Team Playbook in place, in process of being implemented.
- A clear job description with defined performance metrics.
- A leadership vision for HyFi as the ministry-wide curriculum standard, with groundwork underway.
- AWANA on Wednesday evenings serving children ages 2 through 5th grade (Puggles, Cubbies, Sparks, T&T).
- A paid preschool support staff member in place.
- A serve team roster of 100+ with a continuum of weekly, bi-weekly, and monthly commitments.
- A dedicated church facility with kids hallway, classrooms, and check-in infrastructure.
- A Senior Pastor and who is moved and motivated to ensure Kids Ministry remains central to the mission of the church.

Scope of Responsibility

- **Programming Oversight:** Lead all aspects of Sunday morning and Wednesday evening Kids Ministry programming (infants–5th grade) and special events.
- **Serve Team Leadership:** Recruit, train, schedule, and shepherd a robust serve team across all Kids Ministry environments.
- **Safety & Compliance:** Maintain and enforce the highest standards of child safety in every room and interaction.
- **Family Engagement:** Serve as the primary visible point of connection for families at check-in and throughout the Sunday morning experience.
- **Administration & Stewardship:** Efficiently manage the ministry budget, curriculum ordering cycles, supplies, and Planning Center scheduling.
- **Church-School Relationship:** Maintain a regular presence at Foundation Academy chapel services and work cooperatively with Winter Garden Academy on shared scheduling.
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Ready to Apply?

Submit your resume along with a cover letter and responses to the following questions to cwood@fbcwg.org. Applications will be considered through **November 15, 2026**.

1. What most excites you about this role and opportunity with FBC Winter Garden? What, from your point of view, makes you a great fit?
2. How long have you been in vocational ministry, and what roles have you held? If you have not served in a vocational ministry context, please describe your background and how you see it positioning you to lead well in this role.
3. Briefly describe the size and context of the church you currently serve or most recently served.
4. Describe your experience leading kids ministry specifically — including age ranges served, programming structure, and any mid-week or AWANA experience.
5. How much experience do you have leading and developing a volunteer base? Approximately how many volunteers have you overseen?
6. How would you describe your leadership style and your primary spiritual gifts?
7. If not already here, are you and your family open to relocating to Central Florida?
8. It is the vision of our pastoral leadership to implement HyFi as the primary curriculum across all Kids Ministry environments. How familiar are you with HyFi? How comfortable and confident are you in owning this curriculum by equipping a serve team to execute it across multiple age groups and service hours?

9. Please share a brief summary of your personal faith journey and your current relationship with Jesus Christ. Have you been baptized by immersion following your salvation decision?
10. Do you fully affirm the Baptist Faith and Message 2000 without reservation? If there are areas where you hold a differing view, please explain.

Qualified applicants will be contacted with a follow up questionnaire and next steps. We are committed to a thorough and prayerful search process.