



VICTORY
at PISTOL CREEK

Children's Ministry Director

Ministry Area: Birth through Fifth Grade

Position Type: Full-Time

Location: Maryville, TN

Position Overview

Victory at Pistol Creek is seeking a spiritually mature, creative, and dependable Children's Ministry Director to lead our ministry to children from birth through fifth grade.

We are seeking a ministry leader who will develop a current, engaging, and biblically grounded children's ministry that helps children understand the truths of Scripture, know the gospel, and grow as followers of Jesus Christ.

The ideal candidate will combine a strong commitment to biblical truth with a willingness to evaluate, improve, and develop ministry methods that effectively reach today's children and families. While ministry methods may change, the message and authority of Scripture must never be compromised.

This individual will provide spiritual and organizational leadership for the children's ministry, develop and oversee volunteers, partner with parents, maintain safe ministry environments, and ensure that every area of the ministry reflects the mission and philosophy of Victory at Pistol Creek.

Our Ministry Philosophy

The ministry of Victory at Pistol Creek is built around four priorities:

Exalt

We exist to exalt God by helping children understand who He is and encouraging them to respond to Him with worship, faith, and obedience.

Edify

We seek to edify children by helping them grow through biblical teaching, prayer, meaningful relationships, and participation in the life of the church.

Equip

We want to equip children to understand the Bible; know the gospel; develop a biblical worldview; and live faithfully at home, at school, and in their community.

We also seek to equip parents as the primary spiritual leaders of their children, supporting family discipleship rather than attempting to replace it.

Engage

We want children and families to engage others with the love and truth of Christ through service, missions, personal relationships, and gospel outreach.

What We Are Looking For

We are seeking a leader who believes children's ministry should be:

- Rooted in the authority and truth of Scripture.
- Focused on teaching biblical truths rather than simply presenting isolated Bible stories.
- Centered on the gospel.
- Intentional about discipleship and spiritual formation.
- Current, creative, organized, and engaging.
- Supportive of parents and family discipleship.
- Connected to the overall life and mission of the church.
- Safe, welcoming, and well-led.
- Focused on long-term spiritual growth rather than entertainment alone.

Primary Responsibilities

The Children's Ministry Director will:

- Provide spiritual, strategic, and organizational leadership for all ministries serving children from birth through fifth grade.
- Develop a comprehensive discipleship strategy for preschool and elementary-aged children.
- Select and oversee biblically faithful, age-appropriate curriculum.
- Ensure that children are taught the meaning, truth, and application of Scripture.
- Help children understand foundational biblical doctrines and the overall message of the Bible.
- Present the gospel clearly and appropriately without pressuring children into premature professions of faith.
- Recruit, screen, train, schedule, encourage, and supervise children's ministry volunteers.
- Develop volunteer leaders who can provide oversight within specific areas of the ministry.
- Oversee regular children's ministry programming on Sundays, Wednesday evenings, and other scheduled ministry times.
- Evaluate current programs and recommend appropriate changes, improvements, additions, or endings.
- Partner with parents by providing clear communication, discipleship resources, and ministry support.
- Help new children and families feel welcomed and connected to the church.
- Maintain and enforce strong child-protection, safety, security, and check-in procedures.
- Oversee ministry spaces, supplies, equipment, curriculum, records, and budget.
- Coordinate with the pastoral staff and other ministry leaders.
- Help fifth-grade students transition successfully into the church's student ministry.
- Participate in staff meetings, church-wide planning, and ministry evaluation.
- Support the doctrine, leadership, mission, and overall direction of Victory at Pistol Creek.

Qualifications

The successful candidate should:

- Demonstrate a clear personal relationship with Jesus Christ.
- Display spiritual maturity and a lifestyle consistent with biblical standards.
- Affirm and support the church's statement of faith and ministry philosophy.
- Demonstrate a strong commitment to the authority and sufficiency of Scripture.
- Understand the gospel and communicate it clearly to children and adults.
- Possess a genuine love for children and families.
- Be able to teach biblical truth in understandable and age-appropriate ways.
- Demonstrate strong leadership, organizational, relational, and communication skills.
- Be able to recruit, train, supervise, and encourage volunteers.
- Be creative and willing to introduce new ideas while respecting the church's doctrine and direction.
- Be dependable, prepared, teachable, self-motivated, and attentive to detail.
- Demonstrate wisdom, emotional maturity, humility, and discretion.
- Be willing to receive feedback and make appropriate changes.
- Successfully complete all required background checks and child-protection training.

Preferred Experience

The following experience is preferred but not required in every case:

- Previous leadership experience in church children's ministry.
- A degree or training in children's ministry, Christian education, education, or a related field.
- Experience recruiting and developing volunteer teams.
- Knowledge of child development and effective teaching methods.
- Experience selecting or developing biblical curriculum.
- Experience with church management, check-in, scheduling, and communication systems.
- Training in first aid, CPR, emergency response, or child safety.

Equivalent ministry experience and demonstrated leadership ability may be considered in place of formal education.

How to Apply

Interested candidates should submit the following:

- A current resumé.
- A brief statement describing their personal testimony

Application materials may be sent to:

Jeremy Wallace, Lead Pastor

Jeremy@pistolcreek.church

Applications will be received until **October 15, 2026** or until the position is filled.