

BEAUTIFUL SAVIOR LUTHERAN CHURCH
Job Application for Director of Children's Ministry

Name: _____

Address: _____

Phone Numbers (Please indicate the most accessible number)

☐ Home: _____

☐ Cell: _____

☐ Work: _____

Email address: _____

Church Membership (name, city and contact number): _____

- Please attach a resume of prior professional and volunteer positions and education applicable to this job, and at a minimum include all work history of the past 10 years
- Please answer the questions in this application.
- Please provide the following references. Providing a reference is considered permission for us to contact them and anyone they recommend.

Personal references:

Name _____ Relationship _____
Contact number _____

Name _____ Relationship _____
Contact number _____

Professional references:

Name _____ Relationship _____
Contact number _____

Name _____ Relationship _____
Contact number _____

Have you ever been convicted of a felony? _____ If yes, when was it and what was it for?

Signature below is also considered approval for us to perform a criminal background check. These checks will be performed on all staff prior to hire.

Signed Date

This application is to be emailed to Beautiful Savior Lutheran Church office by February 26, 2011, care of jen@bslc.com. Questions may be directed to the same email or to 503.788.7000.

Beautiful Savior Lutheran Church

Mission Statement (*what we purpose to achieve*)

Our children and youth - and the adults they become – will, as a community, stand firm:

- publicly and joyfully claiming Jesus Christ as their Lord and Savior;
- trusting and using the Bible to feed themselves and others; and
- serving our family, community, and world with a passion for His glory and the salvation of all.

Core Values (*describe how we will achieve our mission*)

We depend on the Bible. "All scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness so that the child of God may be fully equipped for every good work." (2 Timothy 3.16-17) The Bible is our sole foundation. It is true and undergirds all we do. We can use other resources but agreement with the Bible is an essential criteria.

We depend on the Holy Spirit. "All that belongs to the Father is Mine. That is why I said the Spirit will take from what is Mine and make it known to you." (John 16.15) Our direction does not come from a plan or a program but from a living, listening relationship with the Holy Spirit. We can never rest on the fact we listened last year or last week. Prayer is our primary expression of this dependence, so prayer is more than an occasional activity, it is our constant breath. Any hope we have of the mission being achieved comes from the Holy Spirit and not from the effort or ability of people. The Holy Spirit leads most clearly as we pray and live in community rather than when we are individuals.

We depend on grace. "It does not, therefore, depend on man's desire or effort, but on God's mercy." (Romans 9.16) This is true for our salvation and it is true for our growth and obedience as well. Our journey will not be a perfect one. But when we fall, we will fall into forgiveness and rise again as His beloved. God does not lead us through condemnation or fear. As we depend on grace, we also extend grace to all around us. Grace defines our relationship with our family, our community, and our world.

We partner with parents. "Bring up your children in the training and instruction of the Lord." (Ephesians 6.4) The great work and joy of parents is to raise their children to trust, and obey Jesus. Parents do not surrender this role to the church. Rather the whole body of Christ partners with parents in the discipleship of their children.

We mentor through modeling. "Follow my example, as I follow the example of Christ." (1 Corinthians 11.1) The challenge is not just to know faith but to live it. Models and examples are the best way for us to learn behavior. Modeling requires that we live in close and open, Christ-centered relationships so we can see consistent examples over time. Because of this parents are the primary models of faith, but we joyfully join as a whole church and commit to model together the life we hope for our children. We will live as we ask them to live.

We encourage by empowering. "It is for freedom that Christ set us free. Stand firm then and do not let yourselves be shackled again by a yoke of slavery." (Galatians 5.1) For our children to own their faith, they need to be empowered and trusted to express and live out that faith, even in unique and different ways, making it real and personal for them. This is not merely a trust in the children but a trust in the Holy Spirit who lives in each of them.

Application Questions for Director of Children's Ministry

Please respond in writing to the following and include the response with the submission of your application.

1. Describe in one paragraph your desire and passion for ministering with children.
2. Describe a ministry experience that has been both fulfilling and successful.
3. Describe your devotional life with Christ (please be specific about the details).
4. Share two unique things about yourself.
5. What else qualifies you for this position?

Beautiful Savior Lutheran Church Position Description: Director of Children's Ministry (DCM)

Position Summary: The DCM reports directly to the Lead Pastor and will be responsible for:

1. Along with the Children's Committee oversee the children's ministry of BSLC (infancy-6th grade) and direct the implementation of its mission and values.
2. The formation of a base of adults to build a web of relationships between each BSLC youth and multiple Christian adults in the church.
3. Biblically developing the children of BSLC into Christians engaged in ongoing active Christian life.

Responsibilities:

RELATIONSHIPS: The DCM along with the Children's Committee will ensure that relationships are being built between the adult leaders and parents of BSLC and the children of the church.

Result #1: The DCM knows all of the children and parents in the children's ministry by name.

Result #2: All first-time guests to children's programming or events are receiving exceptional and timely follow-up.

Result #3: All parents of active children are empowered to build deeper relationships within their families and supported so they can provide spiritual growth and accountability within their families.

Result #4: Children's ministry at BSLC engages children from families who are not regularly participating and children from the community.

RECRUITING and SUPERVISION: The DCM and Children's Committee coordinates and supervises all hands-on adult volunteers to ensure that the efforts of all adult leaders are coordinated to maximize their effectiveness.

Result #5: All weekly hands-on adult volunteers are recruited and have received training at least one month before their term of service begins.

Result #6: Regular support, training, and encouragement are provided to all volunteers working hands-on with children.

Result #7: The DCM supports the strategic progress of the BSLC children's ministry by ensuring that regular evaluation checks progress on three-year goals and one-year benchmarks and assures adherence to the mission and values of the BSLC youth ministry.

Result #8: The DCM ensures adherence to the Child Protection Policy in all children's programs.

PROGRAMS: The DCM and Children's Committee ensure that all details of youth programs and special events are taken care of so that the mission and values of BSLC youth ministry are supported

Result #9: The weekly programs are growing in participation, enthusiasm, and excellence and are provided year round.

Result #10: A curriculum plan encompassing teaching topics and events and activities is in place, and curriculum resources for each year are selected at least one month before the school year begins.

Result #11: The DCM is regularly present at children's programming and events for all ages to observe and support and teach occasionally.

Result #12: The DCM supports a summer outreach to the community.

Note: While the above enumerates the broad responsibilities of this position, it is not to be regarded as an exhaustive list.

SPIRITUAL QUALIFICATIONS:

- Have a transparent, passionate, growing, relationship with Christ.
- Meet scriptural qualifications for a position of leadership (1 Timothy 3:1-7; Titus 1:5-9)
- Be humble, teachable and willing to be held accountable.
- Possess the spiritual gifts of leadership and evangelism.

VOCATIONAL AND PERSONAL QUALIFICATIONS:

- A passion and calling to work with children and parents.
- Undergraduate degree with emphasis on education or human development preferred.
- Proven experience working with children.
- Experience with recruiting and training volunteers.
- Enthusiasm for and effectiveness in outreach and evangelism.
- Be a self-starter with drive, passion, initiative, and creativity.
- Is a team player with a positive attitude.
- Full support for the overall mission of BSLC and our stance as a theologically conservative Bible-based Lutheran Church.
- Displays a good balance of work and personal life.
- All applicants must pass a full background check.

Weekly Time Commitment: 20 hours

Benefits: Retirement Pension, Personal time off and Vacation Time as stated in personnel policies.

Compensation and benefits shall be paid in a manner that is consistent with the church's approved plan.