

Job Title: KidMin Team Lead (non-pastoral)
Accountable to: Lead Associate Pastor
Salaried/Hourly: Salaried
Job Titles Supervised: Children's Pastor, Early Childhood Lead, Campus KidMin Staff

Resumes can be submitted to: Ryan Lingbloom, Lead Associate Pastor rlingbloom@vrl.church.

VALUES

At VRL we make disciples who make disciple-makers for Jesus. As VRL staff you are a critical part of that process. Your job will be tied to the values that help us to become and make disciples of Jesus as we:

1. Abide in Christ
2. Create a Relational Culture
3. Connect the Unconnected
4. Equip Volunteers to Serve
5. Share Christ with Others
6. Strive to make it Better

It is expected that those on staff model the following for our congregation:

1. Abide in Christ.

- a. Personally: There is an expectation that you will have a regular and growing/deepening relationship with Jesus Christ through prayer, His Word etc.
- b. Ministry: It is expected that you will lead your team (volunteer and/or staff) not only in the work but in encouraging them in their walk with Christ.
 - i. That could be prayer huddles each week, a verse sent out each week to your team etc.
 - ii. That also means attending Monday 9am prayer meetings with the rest of the staff.

2. Create a relational culture.

- a. Personally: That you would honor and deal with things relationally the way that Jesus modeled and dealt with things. The world will know we are Christians by our love for one another.
 - i. That you would be more serving than receiving.
- b. Ministry: We expect you as part of your job to engage relationally with others on staff and in our congregation. The world will know we are disciples by our love for one another.
 - i. That if you have a problem with other staff or anyone in our church you talk directly to that person first.
 - ii. Attend monthly staff meetings.

3. Connect the unconnected.

- a. Personally: We expect that you will be in a small group during the week as we would expect of any member of our church.
- b. Ministry: Do you see how your ministry helps move people from Sunday into smaller environments for discipleship?

4. Equip volunteers to serve.

- a. Personally: That you will spend time in prayer for God to provide workers for you and VRL. In addition, you will personally find people to serve in our church, even if it's not your own area.
- b. Ministry: We expect that you are not hired to just do the job, but that your primary responsibility is to get the job done with the involvement, recruitment and equipping of volunteers.

5. Share Christ with others.

- a. Personally: There is an expectation that in word and deed outside of these walls you will introduce people to Jesus Christ by your words and actions. Specifically praying for and looking for opportunities in your sphere of relational influence.
 - i. Ministry: It is expected that you see how your ministry is reaching out directly or indirectly with those who don't yet know Jesus Christ or are disconnected people from VRL. (Eg. You're not just cutting flyers as an admin but those flyers will be used in people's hands as a tool to invite others to experience Jesus.

6. Strive to make it better.

- a. Personally: In your home life and outside these walls, we do everything to glorify God, so do your best as unto the Lord. Have a great work ethic and model grit because of your dependence on Him.
- b. Ministry: We expect that you will look at ways on a regular basis for how you, with God's leading and volunteers, can make the environment that you serve in better. Also, that you would look at other areas and make loving comments on how they could strive to make it better in their area and that you are open for them doing the same for you.

ESSENTIAL JOB FUNCTIONS OF A LEAD ROLE

1. Will embody and lead others on their team to live out the vision, mission, values and processes here at VRL which can be summed up to be and make disciples of Jesus. This can be done by:
 - a. Personally living out and keeping their team accountable to living out our ABCD process.
 - b. Being able to report how your team is at making disciples through this process. A regular report will be helpful to maintain balance and growth.
2. Will be a prepared and positive contributor.
 - a. Be able to positively and effectively communicate ideas in team meetings, one on ones, with staff and in our congregation. In addition, will take those ideas and communicate them effectively for buy-in purposes.
 - b. Have a team first mentality. This means buying into decisions both verbally and in action and helping others to do the same. That means not just representing or pulling for your area of oversight but always processing through and staying engaged in what might be best for the church.
3. Will be coachable and able to coach others.
 - a. To be coachable means being open to feedback from all areas.
 - b. To be coachable means finding ways to continue to grow as a leader in your area. That could be a network of people from other churches, books or conferences.
 - c. To coach means giving regular feedback to those in your oversight. Always looking for ways to point out success and growth while at the same time helping others see and know how to grow.
 - i. Example would be regular meetings with your direct reports and checking in from time to time with those who report to your direct reports either as a volunteer or staff.
 - ii. Example would be helping your direct reports put together a personal and ministry growth plan with goals and objectives that can be celebrated along the way.
4. Ability to not only carry the current weight of responsibility that has been given, but also to grow these areas in quality, depth and breadth.
 - a. Quality and depth would be the training, equipping, and growing spiritually the ministry areas and people under you.
 - a. Breadth would be growing the ministries numerically while the high value of volunteer involvement and leadership takes place. We will resource and staff where there is a need so the oversight of these areas runs efficiently.

MY "ONE THING"

Oversight and support of staff for KidMin program to ensure that kids and families can grow in their discipleship process.

KEY JOB DUTIES

- Program Development (ABCD)
 - In conjunction with KidMin staff, create and implement innovative programs that support our ABCD process for the KidMin age groups, birth through 5th grade.
 - Lead the organization of events (i.e. Easter, XP, camp, etc.) that provide opportunities for our regular attenders and unchurched kids and their families to hear and accept the Good News of Christ and to grow in their discipleship process.
- Staff & Volunteer Oversight
 - Oversee all KidMin staff at main campus and satellite campuses.
 - Recruit, train, equip and shepherd volunteers in areas of direct oversight.
 - Ensure volunteers that are in leading/teaching roles have a sound understanding of the Bible.
 - Ensure volunteers who are in leading/teaching roles are modeling our core beliefs and values.
- Policy & Procedures
 - Be informed of and ensure VRL policies and procedures are followed.
 - Review and improve processes for efficiency and complete family experience.
 - Ensure VRL safety and security policy and procedures are followed to reduce and eliminate safety concerns.
 - In conjunction with KidMin staff, plan and manage ministry budgets.
 - Must have the physical ability to move chairs, tables, and event equipment and physically fit enough to engage in activities that require standing for long periods, sitting on floor, movement through play, games, and motions.
 - Must be able to work irregular and long hours around events.
 - Must be able to pass required background check.

EXPECTATIONS

- Attend VRL church services on a regular basis.
- Have attended a DNA class, signed a membership form and be in missional alignment with VRL.
- Be in a weekly small group on a regular basis.
- Currently serving in a ministry at VRL.
- Committed to regular giving of income to God through VRL.
- Abiding in Christ and continuing to grow toward Christ-likeness and spiritual maturity.
- Strong interpersonal skills, clear communicator and humble-like character.
- Self-motivated and looks for additional areas to contribute.
- Ability to multi-task and pay attention to detail.
- Ability to make adjustments in work style for the benefit of the team.
- This position requires grace under pressure as things are constantly changing, which can create an exciting, yet frenzied atmosphere.
- Loves working with and spending time with kids, but more importantly loves working with and developing volunteers who love working with kids.
- Attend monthly All Staff meeting (as schedule permits) and participate in department meetings or other meetings when requested to do so.
- Work in close association with the entire staff to build and maintain a strong team environment among our staff and complete the work necessary to fully serve and support the ministries and events of Valley Real Life.