



Children's Ministry Director (25 hrs/week)

Pathway Church is a 8 year old church located in Peterborough that exists "to reach people far from God and see them become devoted followers of Jesus." We want to see every adult and child take a step closer to God each week as we Gather (Corporate worship and Bible teaching), Connect (Doing life together in groups) and Engage (Giving, Serving, and Loving Other in practical ways).

Pathway is looking for a high capacity Children's Ministry Director who is passionate about kids. This person will direct, provide leadership, and connect relationally to a team of Pathway Kids volunteers who have as their mission "to help kids develop a faith of their own." The CM Director will be responsible for a ministry of approximately 100 children from infancy to grade 5, and oversee a team of approximately 60 volunteers. Due to the size and scope of our children's ministry, the CM Director will be working primarily with staff and leaders/volunteers, rather than the children themselves.

Leadership & Vision:

- Cultivate a culture that values children and inspires them towards spiritual growth.
- Build and maintain a leadership structure that engages and develops volunteers in the 'sweet spot' of their gifting and passion.
- Communicate, inspire, "live, breathe, and eat" the vision, mission, and values of Pathway Church throughout children's ministry and the entire church.

Ministry Activities:

- Be the primary driver of Pathway Kids volunteer team-building, coaching, recruitment and appreciation.
- Champion the *Think Orange* strategy and curriculum to engage kids/families. *Orange* involves:
 - An integrated family ministry strategy that synchronizes leaders and parents to build authentic faith
 - Refining the learning content to align with the child's developmental stages
 - Helping parents be intentional about nurturing everyday faith
 - Giving every child a consistent spiritual coach or leader
- Oversee all children's ministry environments and weekly programming and events (family-oriented services, Daddy-Daughter Ball, VBS, etc)
- Oversee program logistics and delegation (scheduling, curriculum selection and packaging, snacks)
- Purchase materials, equipment and resources to equip volunteers
- Work collaboratively with the pastoral staff and volunteers to ensure strategic and smooth transitions between preschool, children, and student ministries.
- Engage in the staff high feedback culture (evaluation, problem solving, encouragement) to maximize the effectiveness of ministry programs/activities.
- Celebrate the life change we see in children/families with volunteers and staff

Administration & Communication:

- Ensure safety through the enforcement of Plan to Protect and coordination of background checks.
- Communicate ministry updates and resource parents as key spiritual influencers.
- Develop and manage the ministry budget
- Work with the staff team on church-wide events (Volunteer Appreciation events, Egg Hunt, etc)
- Attend and assist with staff meetings, retreats, church events, etc.
- Other related duties as required.

The successful candidate will have:

- The ability to support and promote Pathway Church's beliefs, mission, vision and values.
- A minimum of 5 years leadership experience in children's ministry (or similar experience).
- An undergraduate degree or diploma, or equivalent experience. Bible college or seminary degree would be an asset.
- A calling, passion and gifting for children's ministry.
- Strong administrative and organizational abilities.
- Demonstrated leadership skills and be a leader of leaders who builds and motivates teams.
- Strong interpersonal skills with the ability to work collaboratively in multi-staffed teams.
- The ability to communicate effectively with children and families, both verbal and written.
- A high capacity, energetic self-starter who can think strategically, adapt and problem-solve.
- Very good computer skills and be proficient in MS Office, internet, social media, and database.

Working Conditions and Schedule:

- The CM Director will work primarily from the office but may be working from other locations as necessary
- A computer will be provided by Pathway Church and any other tools/resources required to fulfill the requirements as stated above.
- The CM Director will be reimbursed for any and all purchases and expenditures, which meet the requirements of the Spending Procedures guideline.
- Sunday is a key day of work for staff and is mandatory each week (exception: scheduled Sundays off and holidays)
- 2-3 days in the office as arranged (these hours may vary depending on evening events and meetings)

For more information on Pathway Church, go to www.pathwaylife.com. If you are interested in this employment opportunity, please submit your cover letter and resume to info@pathwaylife.com. Pathway Church invites fully qualified candidates to apply, however Canadian citizens and permanent residents will be given priority. All applications will be reviewed but only those selected for interviews will be contacted.