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[www.firstchurchbhm.com](http://www.firstchurchbhm.com)

## J O B O P E N I N G S

# CHILDREN'S MINISTER

(Part-time/15-20 hours)

First Church is a diverse congregation with people from various religious backgrounds, races, socioeconomic levels, abilities and genders - we celebrate being an open and welcoming place for all of God's people. Our congregation includes individuals from the LGBTQ community who have been harmed by the church, others who have been disenfranchised from organized religion, families with neurodivergent children seeking safe space, as well as people who have been part of a church their entire lives. Therefore, any staff person must have an appreciation for the diversity of the congregation and an inclusive theology that should be reflected not only in their personal beliefs but in the way they speak and lead a ministry. Finally, the First Church staff works as a highly motivated, collaborative team, so anyone seeking employment must be a team player, able to work well with others as well as be independently motivated.

# ACCOUNTABILITY

The Children's Minister reports to the Minister to Families and Youth and the Staff Parish Relations Committee.

# CORE COMPETENCIES

The ideal candidate will be a gregarious leader who possesses a deep love for God and a passion for helping children see they belong. We are seeking a professional who excels in the following areas:

## **Communication Skills:**

Must be able to communicate effectively both in writing and verbally to lead a diverse ministry and engage with the children, the parents, and the congregation.

## **Teamwork:**

Functions as a "team player" within a highly motivated, collaborative staff environment. Ability to help recruit, train, and equip lay volunteers to carry out ministry objectives is essential.

## **Organization Skills:**

Demonstrates the ability to be independently motivated, dependable, and highly organized; helping to plan activities, and helping schedule volunteers and staff.

## **Creativity:**

Utilizes creative approaches to teaching and engaging children of all ages, while envisioning new plans to reach new families.

# PRIMARY RESPONSIBILITIES

## **Ministry Leadership:**

Assist the Minister to Families and Youth and Children's Council in supporting children's ministry events, including Sunday School, Wednesday nights, Easter Egg Hunts, Churchwide Retreat, Creation Camp and Arts Camp, and other new ideas.

## **Inclusion & Support:**

Help recruit 1:1 "buddies" for neurodivergent children and provide resources to ensure they have a successful experience at First Church.

## **Curriculum & Education:**

With input from church leadership, select or write inclusive curriculum for Sunday School, Wednesday nights, and seasonal camps.

## **Worship:**

Work alongside the staff and worship teams to explore ways to make worship engaging for children.

## **Communication:**

Provide clear, consistent communication to parents, volunteers, and staff.

## **Administrative Management:**

Help maintain creative resource spaces in worship areas; prepare children's classrooms; ensure adherence to Safe Sanctuary policies.

# QUALIFICATIONS

- Preferred bachelor's degree and a minimum of three years of ministry experience.
- A strong commitment to First Church's mission statement and priorities, including hospitality, diversity, justice, and authenticity.
- An inclusive theology reflected in personal beliefs and leadership style.

# TERMS OF EMPLOYMENT

- Clear background checks ( *Criminal & Safe Sanctuary* ) **REQUIRED**
- 2 professional references
- Valid Driver's License
- Salary commensurate with experience
- The probationary period will be six months

# APPLICATION DATE:

Position open until filled

**TO APPLY** please send a cover letter and resume to  
Rev. Dr. Kevin Thomas at **KEVIN@FIRSTCHURCHBHM.COM**