

# Children's Ministry Director

CHILDREN'S MINISTRY DEPARTMENT • FULL-TIME

|                     |                                          |                    |                                          |
|---------------------|------------------------------------------|--------------------|------------------------------------------|
| <b>Reports To</b>   | Young Adult and Family Ministry Director | <b>Supervises</b>  | 3 Part-Time Support Staff                |
| <b>Schedule</b>     | Full time (40hrs/week)                   | <b>Status</b>      | Full-time                                |
| <b>Last Updated</b> | 8/12/26                                  | <b>Approved By</b> | Executive Director & Personnel Committee |

## POSITION PURPOSE

The Children's Ministry Director provides leadership and oversight for Christ Covenant's ministry to children from birth through 5<sup>th</sup> grade, with the goal of helping our children know, love, and follow Jesus Christ. Working as part of the Children's Ministry team, the Children's Director seeks to support parents in the spiritual development of their children by developing a gospel-centered ministry of biblical teaching, discipleship, community, service, events, and fellowship while also building meaningful relationships with children, parents, and volunteers.

## PRIMARY RESPONSIBILITIES

- Develop, communicate, and execute a comprehensive ministry strategy for the spiritual development of Christ Covenant's children that is consistent with Christ Covenant's mission and vision.
- Regularly evaluate programs, staffing, volunteer structures, curriculum, and ministry effectiveness, recommending changes that best support the mission and long-term health of the ministry.
- Oversee and develop all ministerial programs for children ages birth through fifth grade.
  - Sunday morning Sunday School
  - Wednesday night discipleship programs
  - Special events (Christmas, Easter, etc.)
  - Summer VBS
  - Infant baptism coordination and family preparation
  - Communicant's Class
  - Junior Leaders (5<sup>th</sup> grade)
- Lead, supervise, develop, and provide regular direction and accountability to Children's Ministry staff, establishing clear roles, priorities, and healthy systems of communication and collaboration. Participate in the hiring and onboarding of Children's Ministry staff as needed.
- Recruit, train, and communicate with volunteers for the children's ministry.
- Choose and prepare curriculum for all Sunday morning and Wednesday night programs.
- Efficiently, effectively, and consistently communicate with Christ Covenant families.
- Partner with and equip parents as the primary disciplers of their children, providing resources, communication, encouragement, and opportunities that connect church-based ministry with discipleship in the home.
- Manage the ministry budget
- Coordinate with other ministries within Christ Covenant as needed
- Provide leadership and direction for the inclusion, discipleship, and care of children with disabilities and their families.
- Work alongside Sonlight (Christ Covenant's preschool) to reach young families.
- Ensure that all Children's Ministry programs, staff, and volunteers operate in accordance with Christ Covenant's child protection, safety, security, and check-in/check-out policies.

## QUALIFICATIONS

### Required

- Mature and growing relationship with Jesus Christ

- Agreement with and ability to serve within Christ Covenant's Reformed and Presbyterian theological convictions
- Demonstrated ability to teach Scripture faithfully
- Demonstrated ability to disciple children and their family
- Strong relational and interpersonal skills
- Ability to recruit, equip, and lead volunteers
- Strong organizational and communication skills
- Ability to work collaboratively as part of a ministry team
- Bachelor's degree or equivalent ministry experience
- Willingness to become a member of Christ Covenant

**Preferred**

- 3+ years of children's ministry, family ministry or comparable ministry leadership experience.
- Experience leading a children's ministry of comparable size (100+)
- Formal biblical/theological education
- Experience planning and implementing events

**COMPENSATION & BENEFITS**

- Competitive salary and benefits, including health, dental, vision, and retirement with matching contribution from the church.
- Annual ministry expense and professional development budget.
- Vacation/PTO.
- Children's Ministry training and continued education as possible.

**ABOUT CHRIST COVENANT**

Christ Covenant Presbyterian Church is a growing congregation of approximately 850 members located in Knoxville, Tennessee, and affiliated with the Presbyterian Church in America (PCA). Our mission is to glorify God by reaching people with the Gospel, equipping them to follow Jesus Christ, and sending them into the church, community, and world to make disciples. We are committed to faithful biblical teaching, meaningful relationships, and developing ministries that equip individuals and families to grow in their faith and participate in the life and mission of the church.

**APPLICATION**

Qualified candidates are invited to submit the following materials for consideration:

- Current résumé
- Contact information for three professional or ministry references

Please submit application materials by email to:

**Chris Pifer**

Young Adult & Family Ministry Director

[cpifer@christcov.org](mailto:cpifer@christcov.org)

*Applications will be reviewed as they are received. Qualified candidates will be contacted regarding next steps in the interview process.*