

Position: Bridge Kids Team Lead (multiple openings)

Reports to: Bridge Kids Interim Director

Hours: Part-Time (~15 hours per week)

The Role

To serve as a primary leader and ministry owner for the Bridge Kids environments. The Team Lead is responsible for ensuring that every volunteer, child, and parent experiences a safe, organized, and gospel-centered environment. You are the heartbeat of our volunteer culture, responsible for recruiting, training, and supporting the adults who serve our families. Our goal is to make, mature, and multiply the leaders in our ministry, and you will be the catalyst for that growth.

The Right Fit

As a staff member, our desire is that your life would reflect the following family traits: *Christ-Centered, Community Driven, Outwardly Focused, Joyfully Generous, Prayerfully Dependent*. Furthermore, we are looking for the right person who can carry our staff culture which includes the following: *Do whatever it takes. Reject good for great. Never stop learning. Honor up, down and all around. Make it fun- laugh loud, hard, often. Be present wherever you are.*

What Success in this Role Looks Like:

Sunday Ministry Execution:

- Operational Excellence: Oversee the rhythm of Sunday mornings, ensuring seamless transitions, clean classroom environments, and safety protocols.
- Volunteer Support: Facilitate volunteer huddles, ensuring teams are briefed on the lesson, aligned on the vision, and prayed for before the morning begins.
- Proactive Problem Solving: Serve as the primary on-site point of contact to fill roster gaps, handle last-minute "no-shows," and make real-time decisions to ensure a smooth, gospel-centered experience for families.

Volunteer Care & Development:

- Recruitment: Actively engage with the church body to identify, recruit, and onboard new volunteers who share a passion for children's ministry.
- Relationship Management: Maintain consistent, clear communication with your volunteer team to ensure they feel valued, prepared, and supported throughout the week.
- Retention & Appreciation: Champion a culture of appreciation; celebrate volunteer wins and ensure our team feels seen and cared for in their service.

Strategic Leadership:

- Ministry Alignment: Attend the weekly Bridge Kids leadership team meeting to review upcoming curriculum, ministry health, and operational needs.
- Collaborative Partnership: Work closely with the ministry admin and interim director to streamline processes and improve the overall impact of Bridge Kids.

Key Competencies

- Decisiveness: Ability to make quick, "game-time" decisions to support the team and maintain operational flow.
- Communication: Warm, clear, and timely interaction with volunteers, staff, and parents.
- Ownership: An "owner's mentality"—you treat the ministry environment as your own and sweat the details that make an experience great.
- Relational Intelligence: A natural ability to connect with a diverse group of volunteers, encourage them in their roles, and help them feel like a valued part of a larger mission.

Qualifications

- A Growing Faith & Alignment: A committed relationship with Jesus Christ and a clear, personal alignment with the theology, mission, and core values of our church.
- Volunteer/Team Experience: Experience in volunteer leadership, team management, or ministry service, with a demonstrated ability to encourage, organize, and mobilize others.
- Interpersonal & Relational Skills: A natural, warm, and approachable personality, with the ability to communicate clearly with volunteers, parents, and staff in both one-on-one and group settings.
- Operational Reliability: A strong track record of dependability, time management, and the ability to solve problems in real-time during fast-paced environments.
- An "Owner's Mindset": Demonstrated personal initiative to take ownership of tasks, attend to operational details, and maintain the safety and excellence of the ministry environment without requiring constant oversight.

A Note on Scheduling

We recognize that the best leaders often have complex lives. We are committed to finding a schedule that works for the right people. We utilize a variety of service-time models to support our ministries and are happy to discuss specific logistics—such as weekly service oversight or bi-weekly rotational models—during the interview process to ensure this role is a great fit for both the ministry and your personal schedule.

*If you are interested in applying for this position, please send your resume to staffing@bridgefellowship.net