

Snapshot

The Role: Director of Kids Ministry
Denomination: Vineyard USA
Location: Minneapolis, MN
Weekly Attendance: 350
Department: Church Staff
Employment Status: Full Time, salaried (32 hrs/week; 0.8 FTE)
Reports to: Executive Director
Consults with: Church Staff
Direct Reports: Kids Ministry volunteers



About Mercy Vineyard Church

Mercy is a diverse, Christ-centered community in northeast Minneapolis. Our mission is to equip people to follow Jesus as peacemakers. We are a part of [Vineyard USA](#). Each Vineyard church is unique to its specific context but operates through the lens of Vineyard's [core values](#) as we minister among diverse populations and in unique environments.

The Role

The Director of Kids Ministry provides vision, leadership, and operational oversight for Mercy's ministry to children from nursery through fifth grade. The Director leads the ongoing development of Kids Ministry by equipping volunteers and volunteer leaders, partnering with parents in the spiritual formation of their children, and creating safe, welcoming, and engaging programs and environments where kids experience the love of Jesus, grow as disciples, build meaningful relationships, and take age-appropriate next steps in following Christ.

General Duties

As a member of Mercy's staff, the Director of Kids Ministry is expected to:

- Cultivate a growing relationship with Jesus through regular prayer, study of Scripture, and participation in the life of the church.
- Support and advance Mercy's mission, vision, values, and strategic priorities.
- Contribute positively to a healthy, collaborative staff culture marked by humility, trust, clear communication, and mutual support.
- Identify, Recruit, Train, Deploy, Monitor, and Nurture (I.R.T.D.M.N.) volunteers and volunteer leaders within areas of responsibility.
- Participate fully in staff meetings, planning rhythms, church-wide initiatives, and Sunday ministry responsibilities.
- Demonstrate sound judgment, initiative, flexibility, and effective stewardship by maintaining appropriate ministry systems, communication, documentation, and administrative practices.
- Pursue healthy rhythms of work, rest, and personal well-being while carrying out

other duties that support Mercy's overall mission and ministry.

Specific Duties & Responsibilities

Lead Mercy's Kids Ministry

- Provide vision, leadership, and strategic direction for Mercy's ministry to children from nursery through fifth grade, ensuring it advances Mercy's mission and effectively serves kids and families.
- Ensure Kids Ministry consistently provides safe, welcoming, and engaging environments where children and families are known, valued, and supported.
- Develop engaging, age-appropriate ministry experiences, curriculum, and discipleship opportunities that help kids know Jesus, grow as disciples, build meaningful relationships, and take age-appropriate next steps in following Christ.
- Develop a deep understanding of the needs, experiences, and culture of the children and families Mercy serves—and those we hope to serve—using those insights to thoughtfully design and continually strengthen Kids Ministry
- Evaluate ministry health, identify opportunities for growth, and lead continuous improvement across all aspects of Kids Ministry.

Develop Volunteers & Volunteer Leaders

- Identify, Recruit, Train, Deploy, Monitor, and Nurture (I.R.T.D.M.N.) volunteers and volunteer leaders to build a healthy, sustainable Kids Ministry.
- Build and develop healthy volunteer teams by equipping, coaching, scheduling, encouraging, recognizing, and supporting volunteers and volunteer leaders.
- Foster a culture of teamwork, ownership, spiritual growth, excellence, and joyful service, ensuring ministry teams are equipped to effectively serve children and families.

Partner with Parents & Families

- Partner with parents as the primary spiritual influence in their children's lives by providing encouragement, communication, practical resources, and meaningful opportunities for engagement.
- Collaborate with staff and volunteer leaders to cultivate a church culture that welcomes, supports, and equips children and families to grow together in Christ.
- Communicate clearly and consistently with parents regarding ministry opportunities, events, and next steps.

Manage Ministry Operations

- Provide effective operational leadership for Kids Ministry through thoughtful planning, scheduling, budgeting, documentation, and continuous improvement of ministry systems.

- Steward ministry resources—including facilities, curriculum, equipment, supplies, and paid childcare workers—to ensure ministry is prepared, sustainable, and effective.
- Ensure Kids Ministry consistently follows Mercy's child safety policies, volunteer screening practices, and ministry procedures.

Collaborate Across Mercy

- Partner with the Lead Pastor, Executive Director, Connections Pastor, Director of Youth Ministry, and other staff and volunteer leaders to ensure Kids Ministry is fully integrated into the life, mission, and ministry of the church.
- Collaborate on church-wide initiatives and build relationships with ministry partners that strengthen Mercy's ministry to kids and families.
- Contribute to the health, unity, and effectiveness of Mercy by working collaboratively across ministries and supporting the broader mission of the church.

Qualifications

Spiritual Qualities & Passions:

- Demonstrates a growing relationship with Jesus Christ through a life of prayer, Scripture, Christian community, and spiritual maturity.
- Passionate about advancing Mercy's mission of equipping people to follow Jesus as peacemakers.
- Demonstrates the Fruit of the Spirit and a genuine passion for helping kids know and follow Jesus while partnering with parents in their spiritual formation.
- Actively uses personal spiritual gifts in service to others.

Knowledge, Skills & Abilities

The ideal candidate demonstrates the ability to:

- Create safe, welcoming, and engaging environments while developing effective discipleship opportunities for kids.
- Provide vision, develop people, and lead healthy ministry teams.
- Build meaningful relationships with kids, parents, volunteers, staff, and ministry partners through strong communication and collaboration.
- Organize people, systems, and resources to effectively accomplish ministry goals.
- Think strategically, exercise sound judgment, and translate vision into effective ministry.

Experience & Education:

- Bachelor's degree or equivalent combination of education, ministry leadership, and relevant professional experience preferred.

- Three or more years of experience leading teams, volunteers, or ministry programs, preferably in a church or nonprofit environment.
- Experience recruiting, developing, and leading volunteers while working effectively with kids and families.
- Demonstrated understanding of Scripture, age-appropriate discipleship, and collaborative leadership within a staff environment.

Metrics

Participate in performance reviews every year based on work related to this job description and the metrics below. Compensation review once a year.

Metrics will be mutually developed and will include:

- Kids Ministry health metrics, including attendance growth
- Volunteer health metrics, including:
 - # of leaders developed
 - # of volunteers recruited and maintained

Compensation & Benefits

- Salaried position
- Available benefits include paid vacation and health insurance

Next Steps

Please submit a cover letter and resume to autumn.gurgel@mercyvineyard.org