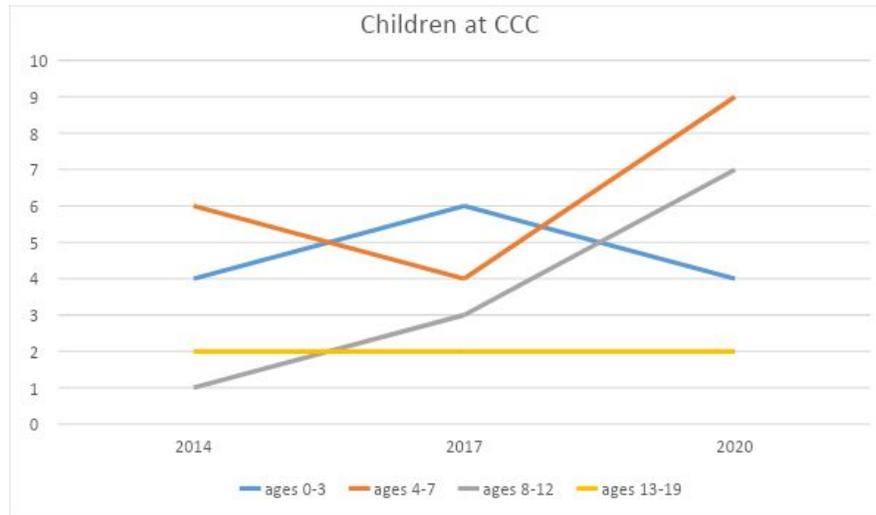


**MOTION:** *To raise funds (outside of the current budget) to be used towards the hiring of a Director of Children's Ministry.*

**Situation:**



This graph primarily represents attendance during worship (nursery care and children's church).

- This does not include the 5-6 grandchildren who attend both Sunday School and Children's Church on roughly a monthly basis.
- Several kids currently in the nursery will be transitioning out in the next 6 months. (The red line is about to get even higher.)
- In 2017 approximately 7 kids/youth attended Sunday School (10am hour). Now about 13-15 kids attend on a regular basis.

**Details:**

- Hire a part-time (10 hours/week) ministry director.
- Hiring would be on a yearly contract, based on the school year, with an option to renew each year on the part of both parties.
- Funding would be by special offering committed outside of the general budget. Donors would be asked to commit to a set yearly gift for 3 years.
- An individual would be hired after funding was secured for the first year.
- Council would be empowered to form a small team (3-6 members to include pastor(s)) to consider costs and logistics and to interview for the position. Entire council would approve recommendation from the team.
- Ministry director would be under the oversight of the pastors.

**Next Steps:**

- **Approve this proposal by vote of congregation at January meeting.**
- Council to appoint hiring committee.
- Fundraising to fund position.
- Committee posts application after funds are secured. Interviews candidates.
- Final candidate is recommended to and approved by council. Aim to begin position in Fall 2020.

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**Community Covenant Church**  
**Director of Children's Ministry**  
**.25 FTE - Salary: \$10,000**

**Requirements**

Applicant must believe in the basic tenants of the Christian faith (Apostles' Creed) and support the six affirmations of the Evangelical Covenant Church. Applicant must also have experience working with children and a heart for helping children grow in their faith. Also needed: leadership abilities, attention to detail and communication skills both verbal and in writing. Applicant must pass reference and background checks.

Yearly contract (September-August). Reports to the Pastors. Works in coordination with Christian Formation chairperson.

**Responsibilities**

**Weekly**

- Prepare Sunday Children's Church lesson plans.
- Send reminders to children's ministry volunteer.
- Meet with a pastor bi-weekly.
- Ensure safety of the children; managing check-in and check-out for Children's Church.
- Teach Children's Church on occasional Sundays, coordinate with other leaders on off-weeks, and fill-in, as needed.
- Stock and organize busy bags.

**Monthly**

- Train children's ministry volunteers on safety procedures (check schedule monthly, volunteers complete this annually).
- Regularly communicate with the Christian Formation Council Chair.

**Periodically**

- Recruit and schedule volunteers for Sunday children's programs (3x/year).
- Review and update children's ministry policy in coordination with church leadership (1x/year).
- Coordinate with teachers and pastors to select and order curriculum.
- Help coordinate (with the help of regular volunteers) the Easter Egg hunt, children's choirs, Bible Times Carnival, Christmas pageant and other children's events.

**Ongoing**

- Support Sunday school and Children's church teachers.
- Develop plan for keeping parents informed and connected to children's ministry.
- Report pastoral care needs of children and families to pastors.
- Grow and advance the ministry and vision of the children's ministry at Community Covenant; prioritizing forming loving and fruitful relationships with God-Father, Son and Holy Spirit, with the broader church, and with the world.