

**Our Church and Location:**

NSAC began with a core group of women in the 1949 as an outreach to children; over time this outreach became a church. We settled in our current location in 1987 and continue to value and prioritize our ministry to children and youth. Along with ministry to families from our church, we coordinate and run summer camps that are a welcoming place for local children and youth to join in.

We are a church committed to worship and prayer, to preaching the Scriptures, small group discipleship, and engaging in mission within our city and around the world. Over the years we have become an intergenerational, multi-ethnic church that spans the socio-economic spectrum. We are a church that is committed to developing leaders who can participate in Christ’s kingdom purposes.

<b>Position Title</b>	Children’s Ministry Pastor (or Associate)
<b>Position Requirement</b>	20 – 30 hours/week: 2-3 Sundays/month Flexible midweek hours
<b>Responsible To</b>	Pastor of Family Ministries
<b>Salary</b>	\$27-\$32/hour based on qualifications and experience.

**Summary:**

This contract establishes a full-time permanent position responsible for providing leadership to the Children’s Ministry portfolio at North Shore Alliance Church (NSA). The role includes Sunday program oversight, volunteer recruitment and development, safety and policy compliance, curriculum planning, and leadership of seasonal ministry events.

The Children’s Ministry Pastor at North Shore Alliance Church will be a part time or full time position managing the Children and Family programs, Children’s staff, Interns and Volunteers. This position will also:

- Nurture an environment where children can grow in their understanding and experience of God’s love
- Provide the leadership, vision, and direction necessary to make a lasting impact on the lives of children and volunteers
- Assist in developing and inspiring teams of volunteers who will minister to our children in weekly services and larger events such as SummerJam
- Teaching, training and developing teachers, small group leaders and Welcome Desk volunteers
- Training and assessing Children’s Ministry staff, interns and volunteers

### **Roles & Responsibilities:**

- Lead and oversee Sunday children's programming for all age groups (babies to grade 4).
- Recruit, develop, disciple, and coordinate volunteer teams.
- Ensure safety protocols, check-in systems, security, and room ratios.
- Implement curriculum and ensure theological alignment with NSA.
- Maintain healthy parent communication rhythms.
- Lead or support seasonal ministry events (Christmas, Easter, SummerJam camp).
- Oversee administrative functions of Children's Ministry.
- Provide leadership presence and pastoral care appropriate to designation
- Oversee a nurturing environment for children and volunteers to grow in their faith
- Building community for our families, children and volunteers through new initiatives, events and activities

### **Key Qualities:**

- A committed disciple of Jesus Christ
- A person of integrity, modelling spiritual and emotional health
- Loves children and is passionate about leading children into relationship with Jesus
- Inspirational to volunteers
- Is committed to identifying, equipping, and releasing volunteers
- Strong organizational skills
- Embraces a multi-cultural ministry environment
- A passion to reach children and families
- Committed to the vision and values of NSA
- Models and maintains moral and spiritual integrity and is in agreement with the CMA Statement of Faith and willing to sign the NSA Leadership Agreement

### **Qualifications:**

- Two years' experience in leading a children's ministry
- Experience recruiting and training volunteers
- Strong one on one, written, and large group communication skills
- Able to focus both on people and task
- Able to work on some weekends and some evenings
- Able to be accredited with the Christian & Missionary Alliance
- Able to support our Statement of Faith and Leadership agreement