



WHITEWATER CROSSING CHRISTIAN CHURCH *est. 1916*

JOB DESCRIPTION

Children's Minister

Reports to: Executive Minister

Status: Part-Time or Full-Time (Benefits Eligible)

Position Summary

The Children's Minister is responsible for leading and shepherding the Whitewater KIDS ministry (birth–5th grade) at Whitewater Crossing. This role exists to create environments where children are known, loved, disciplined, and encouraged to follow Jesus.

This leader will work closely with the NextGen Team to develop ministry strategy, strengthen volunteer leadership, create engaging environments, and help families take meaningful steps toward spiritual growth.

Success in this role looks like children experiencing the love of Jesus, families becoming more connected to the church, and volunteers being equipped and empowered as disciple-makers.

This role helps create environments where children and families feel safe, valued, and connected while experiencing engaging, relational, and transformational ministry.

Core Responsibilities

Disciple-Making Leadership

Build and support a ministry culture where spiritual formation is the goal, not just participation.

Develop and strengthen environments where children:

- Learn who Jesus is
- Understand Scripture
- Practice following Jesus
- Begin living as everyday disciples

Ensure curriculum, activities, gatherings, and experiences move children and families toward deeper connection with God.

Ministry Strategy & Development

Partner with the NextGen Team to:

- Develop vision and strategy for Whitewater KIDS
- Evaluate ministry effectiveness
- Improve systems, processes, and experiences
- Create sustainable ministry rhythms

Help identify opportunities to strengthen family engagement and long-term discipleship.

Volunteer Development

Recruit, develop, encourage, and shepherd a team of leaders who:

- Love Jesus and desire to invest in children
- See themselves as disciple-makers, not just helpers
- Create safe and welcoming environments
- Build relationships with children and families

Invest consistently in volunteers through:

- Coaching
- Encouragement
- Training
- Communication
- Leadership development

Build a culture where volunteers feel valued, equipped, and connected to the mission.

Children's Ministry Environments

Help lead weekly Whitewater KIDS environments that are:

- Safe
- Engaging
- Fun
- Relational
- Biblically grounded
- Spiritually formative

Create experiences where children:

- Want to invite friends
- Feel known and cared for
- Experience joy and belonging
- Encounter the Gospel

Use creativity and excellence to remove barriers and help children engage with Jesus.

Curriculum & Content Development

Collaborate with the Whitewater KIDS Creative Planning Team to:

- Develop and curate age-appropriate curriculum
- Create engaging teaching environments
- Strengthen consistency across ministry areas
- Evaluate effectiveness and engagement

Continue growing in knowledge of children's ministry practices, discipleship, and family ministry.

Family Partnership

Partner with parents as the primary spiritual influence in a child's life.

Help equip families through:

- Clear communication

- Resources
- Encouragement
- Opportunities for connection

Create ministry rhythms that help families grow together spiritually.

Leadership Development

Identify and develop future leaders among:

- Volunteers
- Parents
- Students
- Ministry partners

Create opportunities for others to serve, lead, and grow in their calling.

Events & Ministry Experiences

Help oversee key Whitewater KIDS experiences including:

- Special events
- Family activities
- Seasonal ministry opportunities
- Outreach opportunities

Ensure events are aligned with disciple-making and executed with excellence.

Collaboration

Work closely with:

- NextGen Ministry
- Whitewater staff
- Volunteers
- Ministry partners

Maintain strong communication and alignment across ministries.

Contribute to a healthy, unified, and joyful staff culture.

Pastoral Care

Be present and available to:

- Children
- Parents
- Volunteers
- Families

Provide encouragement, support, prayer, and care through life situations.

Build a ministry where people are known personally, not simply counted.

Qualifications & Characteristics

- Deep, growing relationship with Jesus and a life that reflects it
- Passion for children and families
- Strong alignment with Whitewater's mission, vision, and values
- Understanding that children's ministry is about discipleship, not simply programming
- Ability to connect relationally with children, parents, and volunteers
- Proven ability to develop leaders and build teams
- Strong communicator who is clear, encouraging, and relational
- Creative thinker who can develop engaging environments
- Strong organizational skills and ability to manage multiple responsibilities
- High level of ownership, initiative, and follow-through
- Ability to receive feedback and continue growing
- A whatever it takes mindset to help people find hope and a home in Jesus

Staff Expectations

Fully aligned with and supportive of Whitewater's mission, vision, values, and leadership.

Models a life of discipleship by studying Jesus and practicing His ways.

Invests in others — staff, volunteers, families, and leaders — for their growth and development.

Contributes to a healthy, unified, and joyful staff culture.

Communicates with clarity, honesty, humility, and grace.

Participates fully in the broader life and direction of Whitewater Crossing.

Continues personal growth in character, competence, and leadership.

Necessary Spiritual Gifts

- Integrity
- Leadership
- Teaching
- Encouragement
- Servant Heart
- Humility
- Patience
- Discernment
- Compassion
- Ability to develop others