

What A Children's Ministry Director Needs

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A Children's Ministry (CM) Director deals with enormous pressures and challenges. He/she is called to lead a very large team of volunteers who may or may not be faithful or dependable. The CM Director is expected by parents and the supervising pastor, to produce a safe, spiritually sound, emotionally nourishing, and enjoyable environment for the children at every service.



The CM Director must be a visionary who consistently pushes the ministry toward excellence, while also juggling all of the administrative challenges inherent with a large corporation. He/she needs to be supported administratively in order to protect his/her vision for the ministry. If there is not enough administrative support, both over and under him/her, the administrative "to do list" will become the only focus, and the visionary "dreams" will be neglected. Here is what a CM Director needs in order to lead the ministry, while also having a clear vision for the future:

Respectful Administrative Support (over the director)

1. A senior pastor or associate pastor who values children.
2. A senior pastor or associate pastor who believes that children can accept Jesus.
3. A senior pastor or associate pastor who views the CM as a critical part of "church growth."
4. A senior pastor or associate pastor who is available for meetings and support.

Reliable Administrative Support (under the director)

Capable, willing, and available people to take on those tasks, which can be delegated.

1. A willingness and readiness of the church administration to pay for administrative support.
2. Team development support (recruitment, screening, training, placing, rotation, socials, etc.).
3. Curriculum development support (purchasing/ordering, preparing, distributing, maintaining, evaluating).
4. Supplies support (purchasing/ordering, distributing, maintaining, etc.).
5. CM for church Bible studies support (supervising, recruiting, budgeting).
6. Surprise issue support (among the team, with parents, with administration).
7. Holiday production support (Halloween, Christmas, Easter, etc.).
8. Weekly productions support (large group worship, children's church, etc.).
9. Budget support (tracking/proposals).
10. Summer program support (camps, "VBS," etc.).
11. Family program support (events, studies, etc.).
12. Parenting support (seminars, communication, etc.).



A Supportive Working Environment

1. "Mental space" each week to dream about, read about, and process the potentials for the ministry
2. On-going training and networking (with other churches, conferences, etc.).
3. Freedom to be flexible regarding work at home or in the office.
4. Limited working hours (instead of expecting more than 40 hours per week).