

Children's Ministry Leadership Structure

An "evolution" process

By Steve Alley

Beginning Structure

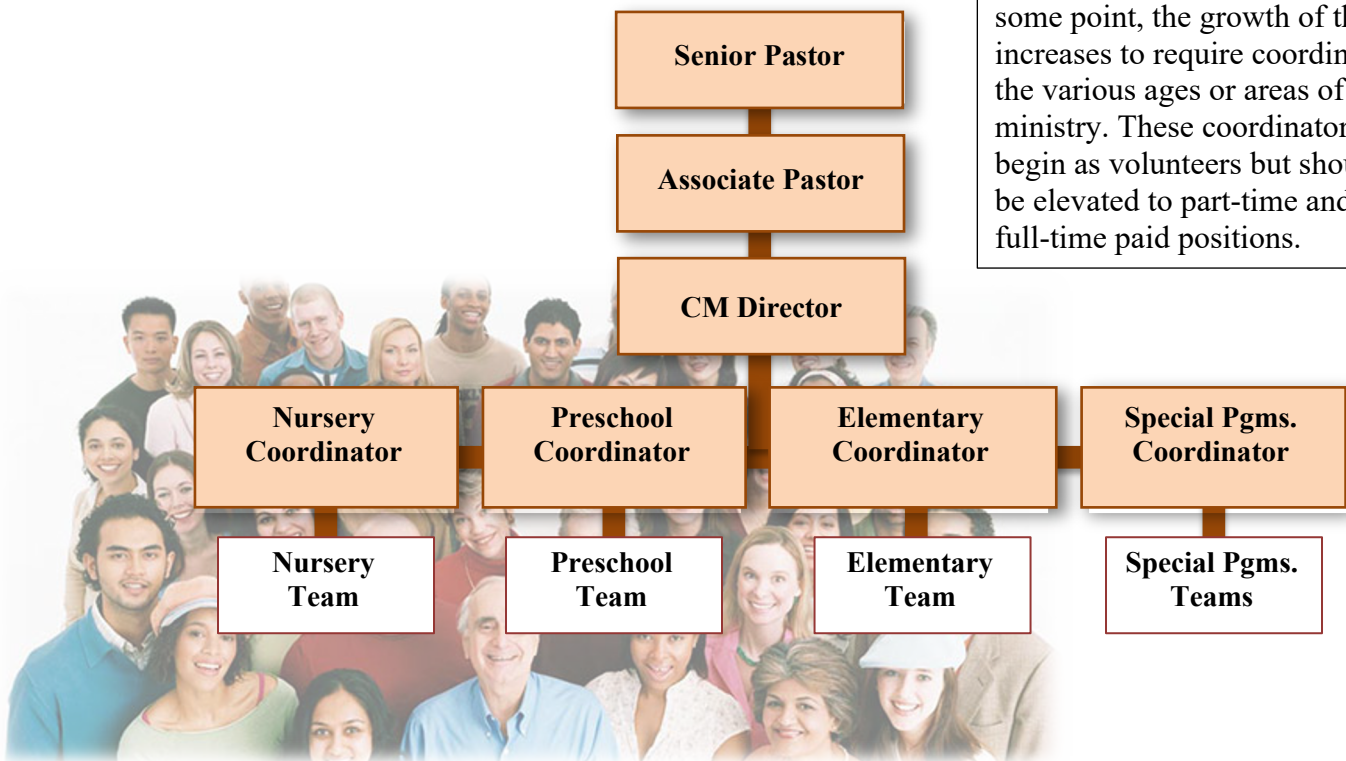
A Single Overseer



At the very early stages of a children's ministry, there is usually a senior pastor, an associate pastor, and just one person who is responsible for the children. The person who is responsible for the children is usually a volunteer or a part-time employee.

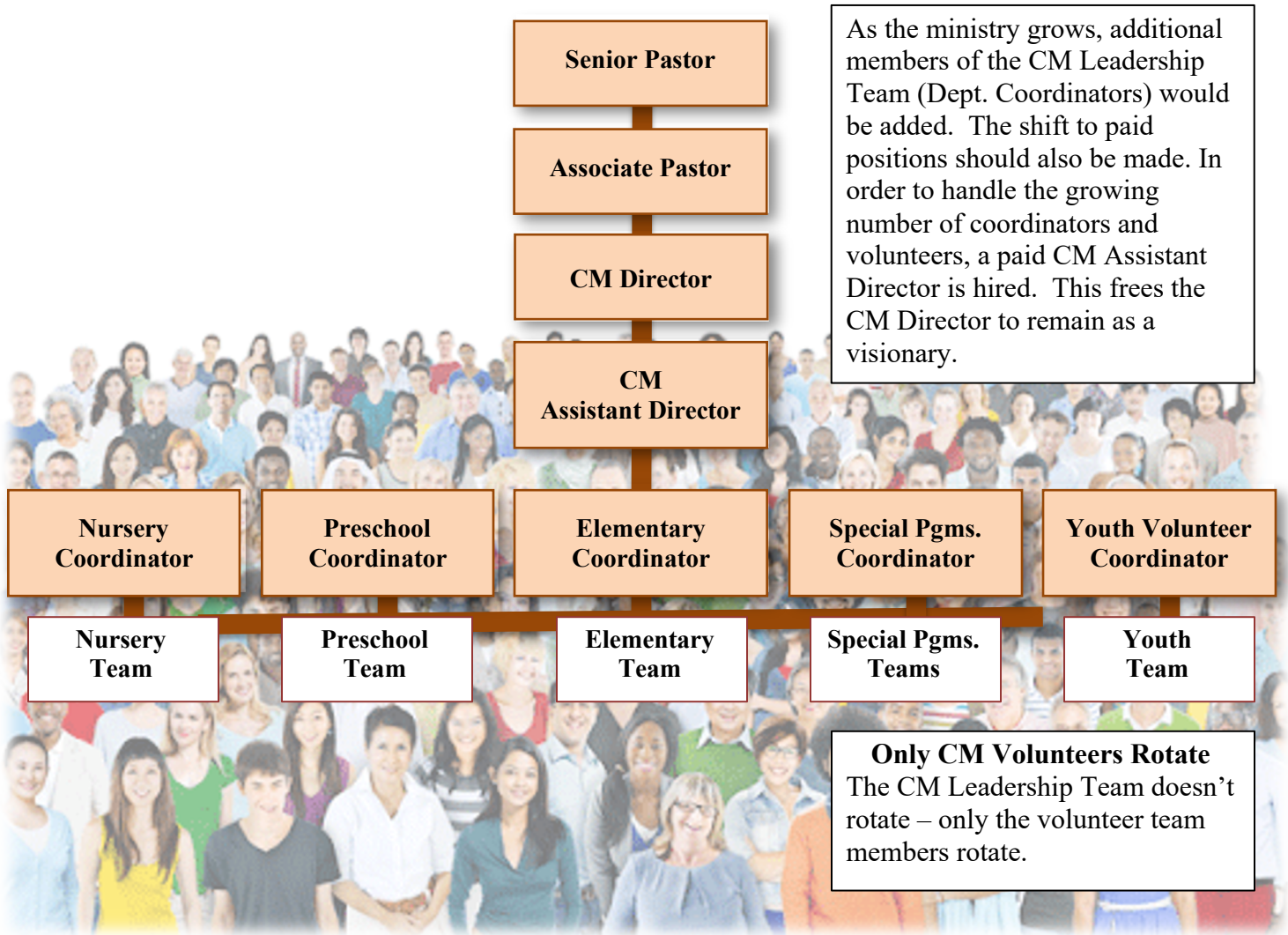
"Next Level" Structure

Leadership Team Grows



As the church and CM grow, the CM Director usually is given a raise (more per hour or more hours). At some point, the growth of the CM increases to require coordinators for the various ages or areas of the ministry. These coordinators may begin as volunteers but should soon be elevated to part-time and then to full-time paid positions.

Future Structure *The “Dream Team”*



Possible Creative Leadership Structure *Designing New Positions To Enhance Creativity*

Many churches shift from age-based ministry areas to a large group format. This may be done due to the growing challenge of recruiting enough CM team members to staff the age-based classrooms.

Regardless of whether a CM shifts to large groups or not, it may be helpful to add to the CM leadership team in order to coordinate vital functions and to enhance communication and creativity. Adding these additional paid leadership positions lets the coordinators focus on empowering and supporting their volunteer teams.

These new creative leaders report directly to the CM Assistant Director or CM Director.

