

## DIRECTOR OF REDEMPTION KIDS

**Pipeline Level:** Director  
**Reports To:** Executive Pastor

### VISION FOR ROLE

As a part of the RHC *Staff Team*, the *Director of Redemption Kids* will provide visionary leadership for our mission to children (birth to Grade 5), coordination of volunteers, encouragement of parents and their families, and assistance to the Elders & Staff as children and families are integrated into the fuller life of the church. Support for Elder leadership, RHC vision, and unified Staff will be demonstrated through enthusiastic collaboration. With a significant focus on the Sunday morning experience, the Director will leverage unique passions and gifts to help empower the strategic vision of the church throughout the *Leadership Pipeline* by leading, designing, aligning, integrating, directing, or executing related systems, processes, approaches, and details to the benefit of many RHC stakeholders in an energetic, self-directed, and timely manner. Consistent with the growth dynamics of a local church, it is likely that role may change over time given the emergence of new opportunities and the development of others.

### TEAM MISSION & WINS

Energized by RHC's *Beyond-the-Horizon vision*, the Redemption Kids Team exists to provide safe and fun environments for kids to be transformed by the gospel of Jesus Christ, even as the team equips and comes alongside their parents and guardians.

- Kids understand the gospel and profess faith in Jesus!
- New families return, committed families are consistent, and kids leave each week with smiles on their faces.
- Parents provide positive feedback on safety, cleanliness, and trust of volunteers.

### GENERAL PREREQUISITES -*The candidate must demonstrate the following:*

- Commitment to RHC's *Seven Pursuits of a Disciple* as an example of a growing, Spirit-filled believer in Jesus Christ determined to honor God, our Father.
- Current standing as an RHC Member (or committed to the pursuit of Membership) and fulfillment of RHC's *Member Covenant* as an example of a growing, Spirit-filled believer in Jesus Christ committed to honoring the Father.[1]
- Willingness to review and embrace the RHC *Staff Covenant* vital to Leadership excellence as a Team.
- Given the highly sensitive nature of the information viewed, a strict confidentiality agreement must be signed as a guarantee of privacy protection.

[1] For additional character prerequisites, see "RHC Staff Expectations"

## EXPECTATIONS

The S.H.A.P.E. [2], or God-given design, of the candidate should reflect the core competencies of the developed role.

### Character & Traits:

- **Love of Children & Families:** Showing a heart for the unique needs of these core parts of the Body of Christ.
- **Organized & Detailed:** Driven to bringing detailed order to the varied and complex issues of serving children and families.
- **Effective & Impactful:** Able to identify, design, deploy, and execute “best next steps” with a positive “can-do” attitude, excellent relational dynamics, and solid written and verbal communication skills.

### Leadership:

- **Visionary & Communicative:** Able to envision, communicate, and align the biblical, theological, and philosophical foundations of ministry to children and families – as individuals, within group, throughout the church, and within our communities. Makes wise ministry decisions that drive ministry priorities. Evaluates and develops ministry systems that values excellence, ensures quality control, and shows a bias for improvement.
- **Team-Builder:** Plans and leads meetings that amplifies vision and facilitates accountable action. Demonstrate passion to see the continued development of Leaders and Team Members as they use their God-given giftedness to execute their role responsibilities to the benefit of all.
- **Delegator:** Direct others with the confidence that the most effective leader empowers others leading to the most effective, efficient, and sustainable efforts by the team overall.

### Technical:

- Experience or the ability to learn a wide range of approaches, tools, and policies related to working with children (especially Infants, Toddlers, and PreK) and families; strong preference for experiences within a local church setting.
- Experience managing Volunteers – recruitment, training, assessment, scheduling, appreciation, and more; strongly preference for experiences within a local church setting.
- Experience or the ability to master key support tools, such as Church Management Software (Church Community Builder), Calendar & Event Management (Google), Team Communication Tools (Slack), Common Office software (Microsoft Office), and other related work tools used within the RHC work space.

## AREAS OF RESPONSIBILITIES:

### 1) Sunday Experience – Redemption Kids: (40%):

- **Objective:** Create an attractional Sunday morning experience for children and families within RK and integrated within RHC.

### 2) Volunteer & Leader Development: (20%):

- **Objective:** Champion the development of a strong Leadership Pipeline within RK and integrated within RHC; RK’s healthy approach will consider the many stages of a Volunteer’s experience as well as the many opportunities to impact excellence.

### 3) Visionary Leadership: (20%, with significant seasonal variations):

- **Objective:** Drive strategic vision, planning, and implementation through team mobilization within RK + integrated within RHC.

[2] S.H.A.P.E. = *Spiritual Gifts, Heart (or Passion), Abilities, Personality, Experiences.*



4) Equipping & Discipleship Opportunities for Children, Parents, or Families: (10%):

- Objective: Working and communicating with Elders & Staff, identify opportunities to introduce children and families to Jesus and the pursuit of godly living as they grow in Christ as children, parents, and families.

5) Child-Friendly & Family-Enrichment Opportunities: (5%):

- Objective: Envision and develop Teams ready, willing, and able to execute non-Sunday opportunities to supplement RHC efforts.

6) Staff Support & Collaboration: (5%):

- Objective: As a member of a unified ministry team strive to work together for the overall success of the team and the church.

## COMMITMENT & TIME INVESTMENT

Given the strategic nature of the position, the candidate is asked to commit to a minimum of 2 years of service (with a strong preference for 3 or more years).

1. Typically, the candidate will serve a minimum of 20 hours/week on average. Seasonal adjustments based on the church calendar can be expected provided discussion occurs with Overseeing Elder.
2. Scheduling patterns will include key Redemption Kids as well as RHC Staff anchor dates, meetings, and regular deliverables (shared in detail during the interview process). The candidate, in consultation with their Overseeing Elder, will craft and communicate a typical "Ideal Work Week" for the purpose predictable work patterns and synchrony with others.
3. Within their roles, all RHC Staff are expected to prioritize the Sunday Experience and other major RHC strategic commitments unless prior arrangements have been discussed and approved, in advance. In the instance that the candidate is specifically serving and executing on a Sunday morning, those hours will count as "hours worked" for the week.
4. This position is often accomplished through remote work with significant flexibility for discretionary and professional time management provided all necessary deliverables and timelines are met. Consistent communication and collaboration is expected. Accessibility and response to emerging critical needs is expected within reasonableness for all. Communication concerning the candidate's understandable limitations on accessibility and response limitations is expected as a courtesy.
5. The pursuit of personal passions as a volunteer within the church, beyond defined duties, should be carefully discussed and affirmed with overseeing Elder.

## COMPENSATION

- Annual candidate compensation for a 20-hour work week will be discussed during the hiring process, stated in an offer letter, and then paid twice monthly through the standard RHC payroll process.
- There is 2 weeks pro-rated vacation<sup>[3]</sup> (advanced approval); also pro-rated holidays per policy.
- Additionally, current “best practice” for part-time staff is to schedule a 4-hour spiritual retreat day once per Trimester as discussed with overseeing Elder.
- Availability of ministry expense reimbursement and professional expenses will be based on approved Financial Ministry Plan and Elder oversight.
- No other benefits are implied.

## ADDITIONAL NOTES

- Current RHC strategic plans include the potential for space acquisition, the multiplication of worship services, and other opportunities for growth that likely impact ministry for children and families.

*[3] Consideration for candidates with significant relevant experience may impact the beginning vacation accrual rate.*

