

## DEVELOPING A CHILDREN'S MINISTRY TEAM

This team should be the group to develop your own Philosophy of Ministry statement. Have a good representation of the church leadership on your team to ensure that your philosophy supports the ministry of the whole church. This team should evaluate what you are doing now and ask the questions, "What kind of child do we want to produce?" "How do we define true disciples?" and "What will we be doing in our congregation to ensure that we are making disciples of the next generation?" The participation in this type of evaluation and decision-making should motivate God's people to a passion for building kingdom disciples from diapers to diploma.

If you leave out this foundational part of your structure, you will find that you will be constantly striving to bring people on board. If it is their vision, they will help you carry it through. If it is your vision alone, you will feel alone and you will become highly frustrated. Discipleship happens in the context of covenant community and forming a Children's Ministry Team helps to integrate all that you do into that context.

When creating your team consider the following possible members:

1. A deacon who is a father of young children
2. An elder who has a special relationship with children in the congregation
3. A woman with experience in education and teaching children
4. A teen who has grown up in your church and is good with kid
5. A Sunday school teacher who does not have to be reenlisted every year
6. An entire family who enjoys children's ministry work

Before asking anyone to serve on this team, ask your elders and other prayer partners to pray for the right choices to be made and for the hearts of those you are led to ask.

### **JOB DESCRIPTION FOR THE CHILDREN'S MINISTRY TEAM may include:**

- Attend regularly scheduled meetings
- Write philosophy of ministry statement
- Get to know the needs of the children in the church (as a group and individually)
- Pray for the needs of the children in the church
- Listen to the families of the church and be sensitive to their needs and desires for disciple-making
- Help place appropriate workers in all the programs
- Help plan for the training of these workers
- Adopt a budget for the overall ministry
- Participate when possible in hands-on ministry to children
- Help design strategic long-term plans
- Help write job descriptions and covenants for staff, teachers, and nursery workers
- Help interview and select children's ministry staff members when needed

### **REQUIREMENTS FOR SERVICE ON THE CHILDREN'S MINISTRY TEAM**

- Church membership
- Session approval
- Active participation in meetings
- Active participation in ministry to children at some level
- Willingness to pray and lead with the team vision