



Kids Director Job Overview

Qualifications for employment at Watermark include having made a life commitment to Jesus Christ, agreement in writing with the Beliefs and Governance statements of Watermark, and having a work history and a lifestyle that are consistent with biblical principles. Must be an existing member of Watermark or willing to become one.

JOB TITLE: Kids Director

FLSA STATUS: Exempt

DEPARTMENT: Kids

TIME REQUIREMENTS: Full-time; in-office

REPORTS TO: Associate Pastor

CLASSIFICATION: Ministerial Role

VISION: Abiding in Jesus, we are making disciples together.

POSITION SUMMARY: Responsible for directing and overseeing all aspects of Watermark Kids through leading, managing, educating, shepherding, and inspiring a staff team as they lead volunteers to welcome and teach kids in the name of Jesus.

POSITION RESPONSIBILITIES:

1. Give direction to, oversee, and manage all aspects of Watermark Kids
 - a. Lead weekly staff meetings
 - b. Hire, evaluate, and develop individual staff members and teams
 - c. Invest relationally in Watermark Kids staff
 - d. Help directors evaluate existing strategies to determine effectiveness
2. Develop and oversee all aspects of the Guest Welcome Team
3. Oversee the development of the Watermark Kids budget and oversee expenditures throughout the year
4. Provide pastoral care as needed for staff, kids, leaders, and parents
5. Seek to resource other ministries and churches looking for help in the kids ministry area
6. Direct the discipleship of Residents/Fellows in the Watermark Institute assigned to serve with Watermark Kids
7. Availability (cell phone) after regular work hours to fulfill role duties and requirements. Watermark will reimburse a portion of cell phone expenses
8. Participate in general Watermark staff-required activities (expense reporting, Staff on Call, staff meetings, retreats, Christmas Eve, Easter, other “all hands on deck” events, etc.)

REPORTING TO THIS POSITION:

- Preschool Director
- Elementary Director
- Kids Midweek Director
- Kids Assistant
- Kids Content Coordinator

ROLE QUALIFICATIONS:

- Commitment to the vision and 10 markers of Watermark Community Church
- Commitment to Watermark’s staff values: Dependent, Unified, Excellent, and Fun (DUEF)
- 5+ years of experience in full-time pastoral ministry and leadership
- Calling and passion for ministering to kids with a heart for understanding their unique needs and a desire to include this valuable group of people in the ministry of the church
- Ability to direct, supervise, develop, and evaluate church staff and volunteers
- Ability to collaborate and align with other church leaders
- Exemplary Christ-follower, compassionate pastoral caregiver, visionary team builder, energizer of people, strategic thinker, discerning decision maker, initiative taker, problem solver, organized, attentive to details, flexible