



Director of Fellowship Kids
Fellowship Church, Knoxville, Tennessee

A brief profile of Fellowship Church Pellissippi:

We are a part of a family of churches called Fellowship Church. Each of our congregations embrace the same Gospel-formed DNA, leadership culture and mission, yet with localized leadership and contextualized ministry.

Our mission is to glorify God by being a Church woven into our community, striving to live authentic lives and longing to remove barriers that keep people from life with Jesus.

Our strategy is to faithfully pursue our mission: We aim to be disciples that make disciples. We do this by gathering together for worship and teaching, growing together in disciple-making groups and serving in the church and as the church in our community. Simply put, we Gather, we Grow and we Serve.

Our mission *values* set the course for HOW we go about accomplishing our mission. We refer to these values as **SHIFTS**.

We are SHIFTing:

1) From Information to Transformation

The mind informed is good, but the heart transformed is better. Much of Western Christianity is rooted in “Here is what you are supposed to do”, but the Gospel is so much more. Jesus cares about the “Why”, namely the motivations of the heart. We are SHIFTing from knowing to knowing AND doing and being.

2) From Outreach Events to Everyday Ordinary Encounters

Disciple-making is so much more than a program – it’s a relational process. The greatest impact we make is usually in the ordinary affairs of our everyday lives. By seeing disciple-making as something that happens in everyday, ordinary encounters we SHIFT from Event Driven Disciple-making to Relationship Driven Disciple-making.

3) From Problem Solving to Journeying Together

Jesus’ first words to His disciples were, “Follow Me”. He didn’t give them a long list of behaviors to change, He simply called them to follow Him. Jesus knew that if they spent time following Him, He would change them from the inside-out. The Gospel compels us to see that people are not problems to fix, but friends to love.

4) From Telling to Listening

In the Gospels we frequently find Jesus asking people questions and listening to their stories. Jesus – the Son of God, the Truth and the Life didn't just talk – He listened. When we SHIFT to a listen first posture, we demonstrate that we care more about the person, than what we have to tell the person.

5) From Doing Ministry For People to Doing Ministry With People

It's significantly easier to do something for someone, but it's almost always better to do something with someone. Ministry partnerships where the vision is owned and shared create the longest and most rewarding outcomes. By SHIFTing to doing ministry with people we create environments where dignity and purpose flourish.

6) From The Church Being a Place to Attend to a People to Belong to

Jesus intended for His church to be more than a location or a weekend activity. The church is a people to belong to. The church is more about relationship to our Heavenly Father and to each other than events and buildings. We're SHIFTing from church being a place you attend, to a people you belong to.

7) From Inviting People to Church to Inviting People to Christ

Jesus is the hope of the world. Not a pastor, not a church, not a program, but Jesus! We're SHIFTing to see a movement where every disciple of Jesus can multiply their faith.

Position Title: Fellowship Kids Director
Ministry Department: Fellowship Church Pellissippi
Reports to: Lead Pastor of Fellowship Church Pellissippi
FLSA Status: Hourly, Non-exempt (Part Time)
Classification: Part Time Staff(Approximately 20 hours per week)

Ministry Purpose:

- To maintain, at all times, a reverence for the mission of Fellowship Church
- To maintain a goal of excellence in execution of the entrusted role(s)
- To oversee and shepherd the Fellowship Kids Ministry team and families
- To advance the mission of partnering with parents to point their kids to Jesus
- To personally disciple and invest in those you oversee and shepherd

Essential Duties and Responsibilities:

- Personal Development (approximately 10%):
 - The best leaders are learners. It is expected that the Fellowship Kids Director would pursue habits of self-leadership. (Being well-read, networking with others in a similar role, participating in ongoing development initiatives, etc.)
 - The best leaders help grow the leadership of others. The Fellowship Kids director will invest in our Kids Ministry team and parents.
- Leadership of Sunday Morning Disciple-making Environments (approximately 40%)
 - Lead, cultivate and shape a healthy culture of leadership and service amongst the Fellowship Kids Team.
 - Recruit, train, support and lead the Kids Ministry team. (Nursery, Preschool, Elementary and Security teams)
 - Work with key leaders and administrative staff to schedule and staff Sunday morning volunteer positions.
 - Coach and develop ministry team leaders.
 - Oversee the Fellowship Kids Curriculum.
 - Purchase and manage supplies needed for various classes, check-in stations etc.
 - Lead SafeKids training and promote a culture of safety and compliance in regard to ministry to children.
- Assimilation and Care of New Kids Ministry Families (approximately 15%):
 - Execute (or develop and execute when necessary) strategies to follow-up with guests or newcomers to Fellowship Kids.
 - Shepherd families in loving, gospel-formed ways.
- Family Partnership (approximately 25%)
 - Continue and enhance our work in partnering with parents to disciple their children.

- Communicate regularly with families through e-News letters or other means.
- Provide or recommend resources for Gospel-formed parenting and family life.
- Schedule and facilitate equipping opportunities for families.
- Lead and promote events to engage and celebrate families.
- General Staff Duties (approximately 10%):
 - Participation in Weekly Staff meetings.
 - Managing the Fellowship Kids Ministry Budget.
 - Performing other necessary duties as assigned by the Lead Pastor.

Qualifications:

- Chemistry and Philosophy
 - Hold deep convictions about the Gospel and operate within a Gospel-formed, Scripture informed Worldview.
- Education:
 - Bachelor's degree or education oriented (religious or academic) background preferred.
- Experience:
 - 3+ years of experience working within most of the above listed categories.
 - Leadership skills in building, discipling, empowering and coaching individuals under a clear vision.
- Character:
 - Leads at home first. If married or a parent, will lead and point their family to Jesus.
 - Spiritual maturity.
 - A spirit of humility and responsibility.
 - Honesty and a strong work ethic.
 - Resilient and Flexible.
- Attitude:
 - Displays a heart for the lost.
 - Has a coachable spirit.
 - Drives for excellence in all areas of leadership.
- Relational Characteristics
 - Has a very approachable demeanor with the ability to attract others.
 - Has a strong independent spirit, but can still work well on teams. Must be able to lead and be a team player.
- Competencies
 - A team builder and team leader
 - Capable communicator in one on one and small group settings
 - Strong people skills and high emotional intelligence
 - Able to cast vision and build ministry alignment

Physical Requirements (with or without accommodation):

- Regularly required to sit; use hands to handle or feel and talk or hear.
- Frequently required to reach with hands and arms.
- Frequently required to stand and walk
- Frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 25 pounds.

The intent of this position description is to provide a representation of the types of duties and responsibilities that are required of positions given this title and shall not be construed as a declaration of the totality of the specific duties and responsibilities of any particular position. Employee may be directed to perform job-related tasks other than those specifically presented in this description.