



## **JOB VACANCY: CHILDREN & YOUTH MINISTRY LEADER**

### **Purpose and Vision for the Role**

Redeemer International Church Delft was founded in January 2017 when a group of people came from Redeemer International Church in The Hague to establish a new community in Delft. Since then, we have grown and developed our own identity and calling to be a community that Jesus is using to transform Delft, its surroundings, and the world.

We believe that impacting the lives of children in Delft is part of our church's mission. Every child is precious and loved by God. Therefore, our vision for our children is that they would encounter and get to know their heavenly Father from an early age by developing a relationship with Jesus and ultimately commit themselves to following him for the rest of their lives.

We believe that the mandate of the Children & Youth Ministry starts primarily with the children of the adults coming to church but goes far beyond this into the wider city of Delft. We want to eventually see children who have never had contact with any church come to know Jesus as their best friend, King, and Savior through the work of our Children & Youth Ministry.

We also believe that we are not raising up the church of tomorrow but the church of today. The mission of our Children & Youth Ministry is about growing and nurturing a generation of young Jesus-followers and kingdom-builders. Children are able from a young age to believe with both their head and their heart and have a dynamic faith in Jesus. We believe that children can be a blessing to their families, share their faith with others, and stand strong in their identity in Christ. This is not something for when they grow up; it is for today. The goal of our Children and Youth Ministry could be best summarized in the following statement: "To know God and make Him known."

This ministry has been on a journey from the very beginning of our church. Beginning with only a handful of children in the early years, the number of children and young people in the church has grown to between 40-60 in regular contact with our teams on a Sunday, split across 4 different age groups: Confetti (2-3), Explorers (4-6), Funtastics (7-11), and Youth (12-17).

We have been very encouraged by the increase and growth of this ministry, but we understand that with growth comes both challenges and opportunities. Particularly, we have become increasingly aware that the role of the Children & Youth Ministry Leader has become too much for a volunteer position, and we desire to invest further in this ministry by employing someone.

We are very thankful for and desire to honor our current Ministry Leaders for their contribution in building and growing this ministry over the last couple of years. Therefore, our new staff member, together with the elders, will begin a gentle transition process with the present volunteer Ministry Leaders to transfer responsibilities and find a new position for them within the ministry should they desire. Afterward, our new staff member will be fully responsible, under the elders, for leading the ministry into the future, where we anticipate further growth and new opportunities for the gospel.

We are looking for someone who shares our heart and vision for our young people and is willing to invest long-term in our Children & Youth Ministry and the city of Delft. If you are interested in this position, please carefully read through the job description below, reflect prayerfully, and send your resume and motivation letter to [dean@redeemerdelft.nl](mailto:dean@redeemerdelft.nl)

Dean Wilding

*on behalf of the Eldership Team of Redeemer Delft*

# JOB DESCRIPTION: CHILDREN & YOUTH MINISTRY LEADER

## Placement within the organization

- The Children & Youth Ministry Leader reports to the Lead Elder of Redeemer Delft.
- The Children & Youth Ministry Leader oversees the Children & Youth Team Coordinators.

## Responsibilities

- Responsible for implementing the church's vision for the Children & Youth Ministry (0 - 17 years).
- Responsible for helping parents be informed and involved in the Children & Youth Ministry and equipping parents for raising children of faith.
- Responsible for recruitment, training and development of Children & Youth Team volunteers.
- Responsible for creating and sustaining healthy team culture within the Children & Youth Ministry Teams..
- Responsible for ensuring the administrative and operational elements of the Children & Youth Ministry are running correctly.

## Tasks

- **Vision & Direction**
  - Seeking God with the elders for the direction of the Children & Youth in Redeemer Delft on a yearly basis.
  - Ensuring the vision, mission and values of the church are being outworked in the Children's Services and Youth Ministry.
  - Initiating new groups, age groups, and non-Sunday activities where appropriate.
  - Finding a suitable teaching curriculum and resources for different age groups.
  - Praying for the Ministry, teams and young people.
- **Parental Contact**
  - Communicating (or ensuring Co-ordinators are) with parents about what the children are doing in their Sunday services or meetings to help with continued learning at home.
  - Involving parents in ministry where necessary and helpful.
  - Helping to equip parents to raise their children in the faith (e.g. organising a parenting course with an external teacher or trainer).
- **Training & Development**
  - Ensuring the Children & Youth Volunteers are equipped for their volunteer work (e.g. providing or facilitating suitable training internally or externally).
  - Communicating key vision points to the volunteers.
  - Raising up and supporting new Team Co-ordinators where necessary..
- **Team Culture & Building**
  - Planning and implementation of team building activities and creating contexts for the teams to connect relationally with one another (min 2x a year).
  - Ensuring teams pray together for their ministry.
  - Supporting and helping teams work through struggles and conflict.
  - Helping Co-ordinators in their role to build a team not a rota.
- **Administration and Operational**
  - Attendance of weekly staff meetings (Tuesday mornings).
  - Setting the Ministry budget with the elders and Finance Team.
  - Checking in with Team Co-ordinators and ensuring volunteer rotas are functioning correctly.

- o Working with other staff members and volunteers to ensure Safe Church protocols are followed in the Children & Youth Ministry and everyone understands what safeguarding means and why this is important.
- o Reporting progress and problems regularly to the elders.
- o Membership of the Redeemer Delft Leadership Team (elders and deacons).

## Authorisations

- Organizational email address: [name@redeemerdelft.nl](mailto:name@redeemerdelft.nl)
- Access to confidential data of Redeemer International Church Delft and its members.
- Access to all necessary information systems such as Google Drive, etc.
- Access to banking and necessary financial processes.

## Qualifications & Competencies

- Alignment with Redeemer's vision and beliefs.
- Fulfillment with the biblical qualifications to be a church deacon (1 Timothy 3:8-13)
- Preferably a high-level of Dutch and English (language courses could be part of on the job training for the right candidate).
- Able to lead others and delegate.
- Good communication (writing and speaking) skills.
- Good organizational skills.
- Self-starting and an initiator.
- Resilient and able to push through problems and setbacks practically/relationally and spiritually.
- Able to oversee many changeable aspects of the role and strategically respond to (future) needs of the ministry.

## Personal Discipleship

Working for a church is a wonderful privilege and there is great joy in seeing God work in the lives of those you are serving. You will be greatly impacted by seeing God work in the children and young people. We are also aware that we work in a spiritually contested environment that places extra strain on you, your relationship with God, others and the church. It is vital that one has a spirituality that is able to sustain such a challenge:

- Has good spiritual disciplines (Bible reading, prayer, etc.).
- Knows personal identity in Christ, not function..
- Is embedded in Christian community.
- Is accountable.
- Has humility to ask for help and support and a willingness to (keep) learning.
- Is open to feedback and direction.
- Is able to take rest and retreats.

## Job Details

- This role fits in Band 2 of our salary scales (scaling depends on previous experience in the field and up-to-date figures are available on request).
- The role is offered for 16 hours per week (0.4 FTE).
- The initial role is offered for a period of 1 year with the intention to extend the role longer term.
- Working hours are flexible outside of Tuesday and Sunday mornings.
- Initial training and support can be provided by both Redeemer the Hague and current volunteer ministry leaders will be available for hand-over during the first couple months.
- We currently have no central office space, until we find one working from home is the norm.