

Title: BCC Kids Director

Directly reports to: BJ Quimba

Location Assignment: Beaverton Christian Church

Direct Supervision for: BCC Kids - infants through 5th grade

Spiritual Life

- Personally ensure that a robust and healthy spiritual life exists for you and your family, including an ongoing accountability relationship.
- Be an active member in the BCC family, including Rooted, community life, and spiritual development.
- Provide an image of what a godly person looks like by imitating Jesus both in the work place and outside of the church.

Relational Leadership

- Promote healthy and appropriate relationships with family, staff, and volunteers.
- Recruit, develop, pastor, and lead kids team staff and volunteers.
- Maintain an active and engaged team relationship with the staff at all campuses.
- Demonstrate character-based leadership with family, staff, and volunteers.
- Personally attain and maintain strong relationships with members of the BCC family, and cultivate an environment of warm, welcoming, hospitable relationships in the ministry.
- Fully understand the lifecycle of participation at BCC.
- Commitment to personal development through active learning and evaluation.
- Communicate consistently and clearly with church family, staff, and volunteers.
- Disciple, shepherd and mentor your leadership team, setting the standard for a consistent Christ-like character, properly aligned with Scripture.

Leadership

- Submit to the overall leadership and vision of BCC while bringing independent, vision-minded leadership and advocacy to the kids ministry.
- Work with BCC Kids volunteers and staff to develop goals, objectives, outcomes, and action plans for your areas of responsibility to meet the overall objectives of our church.
- Provide supervision, decision making, and fiscal accountability for all ministry-related efforts.
- Participate in select, key BCC family events including Rooted, baptisms, and others as identified.
- Oversee bi-annual Baby Dedication and orientation class and develop team to execute.
- Participate in scaling our ministries for the needs of the future communities that we may serve.
- Directly oversee, train and develop staff leadership team for BCC Kids.
- Build relationships with those who serve children in Beaverton and the surrounding area (e.g. churches, non-profits, Beaverton School District, Washing County DHS).

Operations and Oversight

- Understand the Orange philosophy and promote the small group model to BCC Kids and their parents.
- Oversee curriculum implementation.
- Maintain quality and cleanliness in classrooms.
- Demonstrate forward thinking in children's ministry; work to further develop classroom environment, leader training and parent resourcing.
- Oversee all aspects of BCC Kids on Sundays.
- Foster healthy relationships with Security Team members to support best practices to keep kids and environments safe during all events.
- Ensure BCC Kids maintains centrality to Jesus and the gospel message by providing oversight of curriculum content, seasonal programs, events, and initiatives.
- Recruit, train, develop, and schedule volunteer leadership, maintaining fully staffed classrooms with the majority of volunteer leaders serving every week.
- Participate in regular BCC staff/BCC Kid's staff development.
- Refine and continue to evaluate BCC assimilation process for new families and their children.
- Oversee paid childcare ensuring all on-boarding steps for workers are completed.

Staff Essentials

Church Values

Uncommon Humility
Sacrificial Generosity
Radical Hospitality
Undeniable Kingdom Impact

Staff Covenants

I will lead a life of moral purity
I will be responsible with God's resources
I will give an honest days' work
I will be flexible and anticipate change
I will inspire
I will develop leaders
I will be loyal
I will be a humble servant
I will be content with my position and compensation
I will give my family the proper attention

Staff Core Values

Faith:	We anticipate that God will call us to more
Growth:	We pursue the new, and act on what we learn
Pace:	We live sustainably, like we are in this for the long haul
Fun:	We love what we do and celebrate what God has done
Lead(ership):	We inspire others to obedience and service
Excellence:	We prepare and execute as if every detail matters
Vulnerability:	We take the risk of being honest with each other
Careful:	We create safe environments and respond with generosity
Team:	We believe the best about and support each other's goals

