

## **Proposal and Table of Contents**

### **Proposal:**

The MHCC Board recommends that the congregation hire a full-time Director of Children's Ministry to serve children age 2 through 5<sup>th</sup> grades. The Children's Director would be hired to work the final months of Fiscal Year 2007-08 (which ends September 30) and added to the budget for Fiscal Year 2008-09. 30 commitments from the congregation totaling \$8,919 have been pledged to fund the remaining months in Fiscal Year 2007-08.

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### **JUSTIFICATION FOR ADDING A DIRECTOR OF CHILDREN'S MINISTRY**

- The youth program is a major reason that families are being attracted to MHCC.
- The number of students aged 0-18 has grown to an extent that the Youth Minister cannot cover all responsibilities for all ages as effectively before.
- The burden of recruiting, training, equipping, and motivating all youth workers for all programs for all youth age groups currently falls on the Youth Minister.
- In order to maintain high quality youth ministry for all pre-college youth, additional staff support is needed to specialize in the younger age groups, and thereby allow our current Youth Minister to focus on the middle and high school age groups.
- The addition of a Director of Children's Ministry will help stimulate new ideas and growth not currently possible with all responsibilities falling on the Youth Minister.

**MORRISON HILL CHRISTIAN CHURCH  
DIRECTOR OF CHILDREN'S MINISTRY**

**QUALIFICATIONS**

**Education:**

The person who fills this position should have a BS or BA in Children's Ministry, Youth Ministry, Elementary Education, Early Childhood Education, Christian Education, or similar job-related degrees. Applicable experience and/or any additional education will also be considered.

**Specific Skills:**

The person hired will be someone who not only has a heart for teaching, discipling, and ministering to children, but also has a passion for—and the skills needed for—working with adults. MHCC's new Director of Children's Ministry will spend a large percentage of his/her time recruiting, training, mentoring, and coordinating multiple adult teams, and the success and growth of the ongoing Children's Ministry at MHCC will depend largely on this person's effectiveness at creating, rebooting, and managing these teams. While this person obviously needs to be an effective, engaging teacher, strong administration and people skills are *even more crucial* for this job than skills in the classroom.

**Personality and Attitude:**

This person must be a team player, willing to take and/or give constructive criticism as needed. He/she also must be flexible, creative, and proactive—capable of bringing fresh life and increased effectiveness into existing programs and/or replacing some of them with new, better, more effective programs. The Director of Children's Ministry should see preparing kids to transition into the older youth groups as a major priority. He/she should also be passionate about helping the kids serve the congregation, the community, and the world in tangible, creative, and relevant ways.

**Doctrine and Beliefs:**

Firm belief in the Bible as God's Word and a practical, literal, logical hermeneutic is crucial. Applicants will be asked to agree with our doctrinal statement and teach from their heart from this perspective. We will specifically screen out extreme, simplistic legalism (e.g., seeing baptism as THE thing that saves a person, and therefore trying to simply "get every kid baptized" as a goal). We will also be vigilant against non-Biblical and/or denominational perspectives (e.g., seeing baptism as completely separate from the salvation process and getting kids to pray "the sinner's prayer" for salvation as a goal). It's crucial that this person share's MHCC's vision to help children become fully devoted, lifelong, active disciples of Jesus Christ.

**MORRISON HILL CHRISTIAN CHURCH  
DIRECTOR OF CHILDREN'S MINISTRY**

**POSITION DESCRIPTION**

**Reports to:** Youth Minister

**Responsibilities:**

- This position is responsible for all aspects of the Christian education and special activities programs for children in preschool (age 2 and older) and elementary school (through 5<sup>th</sup> grade).
- The education programs under this position include Sunday School and Evening Youth Groups (which at this writing are on both Sunday and Wednesday nights).
- In conjunction with the Youth Minister, the Children's Minister is responsible for selecting and obtaining curriculum for each class, subject to Youth Ministry team approval.
- This position is responsible for recruiting and maintaining teachers, assistants, and qualified substitutes for all classes in this age group, as well as teaching up to three classes per week.
- In conjunction with the Youth Minister, the Children's minister will develop, promote, and hold periodic teacher training seminars for teachers and assistants in these age groups.
- The Children's Minister will plan, organize, lead, and recruit volunteer sponsors for one special event/outreach activity each month for each class within this age group. These special events are to be recreational, Christian service, or fellowship in nature, and shall include a Christian theme or teaching point. Classes may be combined for special events when appropriate, and as approved by the Youth Minister.
- The Children's Minister is responsible for communicating and publicizing news and special events to the church and parents through a monthly column in the church newsletter, updates to the church web site and weekly church bulletin, and posters, flyers, letters, and other means appropriate to communicating news and events.
- This position is also responsible for follow-up with children and parents as special needs for shepherding or counseling are identified. This includes, but is not limited to, follow-up with children and parents who have been absent, making calls to hospitalized children, and encouraging teachers and assistants to do the same.
- The Children's Minister must attend a monthly meeting of the Youth Ministry Team, and other special meetings as may be required to plan special events, or discuss important matters related to the position.
- Although not required, participation as a volunteer, teacher, or dean at up to two weeks of camp at the Smoky Mountain Christian Camp is encouraged and supported.

**Work Hours and Schedule:**

This is a full time (40 hours per week) position, with office hours and work schedule to be determined as agreed upon by the Youth Minister and approved by the Senior Minister. (Note: if the position is filled by a part-time candidate or intern, responsibilities and work hours/schedule will be determined by agreement of the candidate, Youth Minister, and Senior Minister).

**Vacation:** Two weeks of paid vacation for a full time minister. Unpaid time off for a part-time minister will be allowed as approved by the Youth and Senior Ministers.

**Compensation:** As recommended by the Youth and Senior Ministers and approved by the MHCC Board commensurate with the hours of work filled by the candidate.

## A Demographic for MHCC

### Demographic Stats for a Healthy Church

<u>Age Range</u>	<u>Kingston</u>	<u>MHCC</u>
0-24	28.8	35.3
25-44	26.0	28.0
45-64	24.8	24.6
65+	20.3	12.2

### Demographic Stats for MHCC

<u>Classification</u>	<u>Totals/</u> <u>Age</u>	<u>Age</u> <u>Alloc</u>	<u># Youth</u>		<u>Percent Percent</u>		<u>Totals</u> <u>Percentages</u>
			<u>Who Attend</u> <u>Weekly</u>	<u>Percentage</u>	<u>Congregation</u>	<u>Age 0-45/54</u>	
Preschool			21	17.36%	5.10%		
Kindergarden - 5th Grade			46	38.02%	11.17%		
Middle School			24	19.83%	5.83%		
High School			<u>30</u>	<u>24.79%</u>	<u>7.28%</u>		
Total Youth		121	121	100.00%	29.37%	29.37%	
Add for monthly			<u>5</u>				
Total Who Attend Monthly			126				
<u>Age Range</u>			<u># Adults</u>		<u>Percentage</u>		
18-24		25	25	8.59%	6.07%	6.07%	
25-34		44	44	15.12%	10.68%	10.68%	
35-44	# of Congregation at 63.35%	<u>261</u>	<u>71</u>	24.40%	17.23%	<u>17.23%</u>	<u>63.35%</u> of Congregation
45-54	# of Congregation at 78.64%	<u>324</u>	<u>63</u>	21.65%	15.29%	<u>15.29%</u>	<u>78.64%</u> of Congregation
55-64		38	38	13.06%	9.22%	9.22%	
65-69		31	31	10.65%	7.52%	7.52%	
70-79		9	9	3.09%	2.18%	2.18%	
80-89		5	5	1.72%	1.21%	1.21%	
90+	Remaining after 63.35%	<u>151</u>	<u>5</u>	1.72%	<u>1.21%</u>	<u>1.21%</u>	<u>36.65%</u> Remaining after 63.35%
Total Adults Remaining after 78.64%		<u>88</u>	291	100.00%	70.63%		<u>21.36%</u> Remaining after 78.64%
 Total Congregation		412	412		100.00%		100.00%

Note: The demographic is based on individuals who attend MHCC at least once a month rather than on average attendance.

## Salary Search of Local Churches

<u>Church</u>	<u>Children's Director</u>	<u>Salary</u>	<u>Education</u>
<b>Farragut Christian</b>	Niki Sealey	\$25,440	BS in Youth Ministry
<p>When Niki started out, she was half time, but earning well over half of what she is being paid for full time. But like most, was working nearly full time. She knows that she could go elsewhere and earn a more comparable salary, but her husband has a good job in Knoxville, family is in Knoxville, and she really likes the Farragut church.</p>			
<b>West Towne</b>	Christin Bradley*	\$33,000	BS Education
<p>Christin is no longer Children's minister. A new one is being hired in June for the amount listed. West Towne used a book which actually has average figures for each church staff position based on size of church, large city vs. small town vs. rural, area of country/state. Their treasurer, Paul Yaeger (Cell # 865-250-5710) still has the book and would loan it if desired.</p>			
<b>Woodlawn</b>	Randi Nussbaum	\$15-17,000	BS Christian Education
<p>Randi is only paid half-time (20 hrs. per week), but works nearly full time.</p>			
<b>Seymour</b>	Adam Linsenbigler	\$32,000-±*	BS Children's Ministry
<p>Adam graduated 2006 from JBC, did a 1 yr. internship in Maryville before being hired at Seymour. Seymour's Church Administrator belongs to the National Association of Church Business Administrators and had access to information from the NACBA website that provides all sorts of information like the book the West Towne treasurer has, and more. For us to have access to all the information they have would cost us \$200-± per year. The website is &lt;nacba.net&gt; if you want to check it out to see what all it offers. She said it is well worth the cost.</p>			

### **JBC**

David Wheeler, head of the Youth Ministry Department, estimated that the cost for recent college graduate serving in our area would be \$28-35,000 depending on marital status. For one with proven experience, they would tell us what they would have to have. There is a real shortage of Children's Ministers. They only graduated 8 this year and all of them are already taken. There are already four other churches on the waiting list asking for one.

## Morrison Hill Christian Church Children's Director Salary Comparisons

**Salary Search of Local Churches (see**

<u>Church</u>	<u>Salary</u>	<u>Education</u>
Farragut	25,440	BS Youth Ministry
West Towne	33,000	BS Education
Woodlawn	15-17,000	BS Christian Education (Half-time position)
Seymour	32,000	BS Children's Ministry
Info from JBC	28-35,000	BS Children's Ministry or Education

**Roane County School System Table**

Years of Ex- perience	<u>BS</u>	<u>BS + 15</u>	<u>BS + 30</u>	<u>MASTERS</u>
0	33,790	34,758	35,729	37,183
1	34,929	35,891	36,863	38,783
2	35,051	36,020	36,988	38,914
3	35,228	36,197	37,167	39,164
4	35,616	36,586	37,556	39,808
5	36,084	37,049	38,026	40,489
6	36,575	37,546	38,514	41,192
7	37,048	38,019	38,988	41,879
8	37,566	38,536	39,505	42,582
9	38,045	39,014	39,980	43,264
10	38,474	39,441	40,411	43,903

**Recommended Salary Hiring Range:**

Starting - 0 to 4 yrs experience	32,000 - 34,000
Experience - 5 years or more	34,001 - 36,000
Excellence/Superior Skills	36,001 - 38,000