

Job Title: Children's Ministry Director (Birth–5th Grade)

Here is the Job Description for the Opening:

Church: Covenant Church

(Member of the Evangelical Presbyterian Church: epconnect.org)

Job Title: Kids Ministry Director (Birth–5th Grade)**Job Location: West Lafayette, Indiana****Why This Is a Great Opportunity**

Covenant Church is a healthy, multi-generational church family of approximately 800 people that has faithfully served the Lafayette/West Lafayette community for nearly 70 years. Following the retirement of a Kids Ministry Director who faithfully served for more than 20 years, the church is seeking its next leader to build on an outstanding foundation and continue investing in the next generation.

This is not a turnaround opportunity. It's an opportunity to steward a healthy ministry with engaged families, dedicated volunteers, and a church that genuinely believes children matter. You'll inherit a ministry serving approximately 100 children, supported by more than 80 volunteers, established curriculum, excellent children's environments, and a leadership team committed to resourcing Kids Ministry for years to come.

Covenant isn't looking for someone to reinvent the ministry. They're looking for a team developer, a relational leader who loves recruiting volunteers, equipping leaders, partnering with parents, and helping healthy ministries become even stronger. If you thrive in collaborative environments, value long-term ministry, and want to invest in children and families alongside a healthy church staff, this is an exceptional opportunity.

About the Evangelical Presbyterian Church

The Evangelical Presbyterian Church (EPC), a denomination rooted in historic Reformed theology and committed to the authority of Scripture, the centrality of the gospel, and the mission of making disciples. The EPC holds to the biblical understanding of marriage as a covenantal union between one man and one woman and seeks to uphold biblical teaching regarding marriage, sexuality, and family life. The denomination values both theological conviction and charitable unity, allowing freedom in non-essential matters while remaining united around the essential truths of the Christian faith.

Candidates should appreciate the EPC's Reformed theological heritage and be committed to biblical teaching, gospel-centered discipleship, and helping children and families grow in their relationship with Jesus Christ.

About Covenant Church

Covenant Church exists to be His people who exist for His Kingdom and His glory.

Everything they do flows from one simple calling:

Love Jesus. Love His people. Pour God's love out on the world.

That mission shapes every ministry, every staff member, and every decision.

The church is known for biblical teaching, meaningful discipleship, strong local and global missions, and a healthy, grace-filled culture. Staff members seek to be expectant, yielded, thoughtful, intentional, and gracious, serving together with humility and a shared commitment to helping people become lifelong followers of Jesus.

Led by a Senior Pastor who has faithfully served for nearly three decades and an experienced elder-led leadership team, Covenant has built a reputation as a healthy church where leaders are encouraged to serve faithfully for the long haul.

Position Overview

The Kids Ministry Director will provide vision, leadership, and oversight for Covenant's Birth–5th Grade ministry by leading Sunday programming, developing volunteers, partnering with parents, and creating environments where children encounter Jesus and grow in their faith.

Covenant believes parents are the primary disciplers of their children, and the Kids Ministry exists to come alongside families in helping children know God's story, experience His love, and take meaningful next steps toward a lifelong relationship with Christ.

This leader will oversee a ministry serving approximately 100 children, supervise the Kids Ministry Assistant and the Kids Alive Preschool Director, and collaborate closely with the Pastor for Community Life and the Next Generation team to help children and families live lives of love for Jesus.

Key Responsibilities

Children's Ministry Leadership

Provide vision and leadership for Covenant's Birth–5th Grade ministry. Oversee engaging, gospel-centered Sunday morning programming for Nursery through Elementary. Create

environments where children understand God's story, experience His love, and are invited to follow Jesus. Lead special ministry opportunities including Vacation Bible School, retreats, family events, and seasonal programming. Partner with parents as they disciple their children at home.

Volunteer Development

Recruit, equip, encourage, and shepherd a thriving volunteer team of more than 80 leaders. Foster a culture where volunteers feel appreciated, equipped, and connected to the mission. Lead volunteer onboarding, coaching, and ongoing leadership development. Continue strengthening an already healthy volunteer culture through intentional relationships and consistent encouragement.

Leadership & Administration

Supervise the Kids Ministry Assistant and Kids Alive Preschool Director. Oversee Planning Center Online, volunteer scheduling, ministry systems, and operational excellence. Manage the Kids Ministry budget and ministry resources. Ensure safe, welcoming, and well-organized ministry environments through strong child protection policies and volunteer training. Collaborate with the pastoral staff and leadership team to advance Covenant's mission.

Job Qualifications

A clear and growing relationship with Jesus Christ marked by spiritual maturity. Alignment with Covenant Church's theology, mission, and values. Undergraduate degree in Children's Ministry, Christian Education, Elementary Education, or a related field preferred. Five + years of Ministry leadership experience (or equivalent). Demonstrated ability to recruit, develop, and lead volunteer teams. Passion for partnering with parents and discipling children. Strong relational, organizational, and leadership skills.

More than finding someone with the perfect résumé, Covenant is looking for someone who demonstrates humility, teachability, spiritual maturity, and a genuine love for Jesus and children. Character, culture fit, and the ability to build healthy teams are valued above experience alone.

Desired Skills

Team development Volunteer recruitment and coaching Relational leadership Organization and administration Parent partnership Children's discipleship Communication Collaboration Humility Teachability Long-term ministry mindset

Benefits

Salary: \$48,000–\$68,000Comprehensive benefits package\$2,500 relocation assistance
Leadership & Ministry Coaching through LEAD222

About the Community

West Lafayette is one of Indiana's most vibrant communities, offering the charm of a welcoming college town with the opportunities of a larger city. Home to Purdue University, the Lafayette/West Lafayette area combines outstanding schools, affordable living, beautiful parks and trails, excellent healthcare, and a thriving economy with a strong sense of community. Whether you're raising a family or beginning a new season of ministry, you'll find a place where you can put down roots while making a lasting Kingdom impact.

Apply to this job at <https://airtable.com/appE6lUARAKglEDNK/shrRSad41DLpbxBJo>

View online at <https://www.lead222.com/newest-job>.