



# LAKES FREE CHURCH

## In Search of a Director of Children's Ministry

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### **The Opportunity**

Lakes Free Church seeks to fill a ministry leader position: Director of Children's Ministry. The one who fills this role will be a man or woman of God who is committed to the vision and mission of Lakes Free Church. This commitment will be exercised by the Director of Children's Ministry leading our congregation helping Children to know Christ and to grow in their relationship with Him.

The Director shall oversee the children's ministry from birth thru 5<sup>th</sup> grade. This will include Awana Clubs, Sunday School, VBS, Summer programs and camps. The Director will be responsible for leadership of both paid and volunteer staff within the Children's program.

Lakes Free is committed to supporting and building into the family. Our Children's programming will be directed and designed to encourage and support the spiritual health of our families. We are not here to replace the family but to support it.

The Children's Ministry Director position is full-time (32-40/hours per week), including weekday, evening, and weekend hours. Hours and compensation are negotiable and commensurate with position responsibilities, experience, and qualifications.

### **Children's Ministry Director Major Responsibilities**

- Recruit, supervise and meet regularly with the Children's Ministry Team and the Preschool children's Ministry Director to plan and carry out the Children's ministry activities and programs.
- Recruit qualified volunteers, who agree with the doctrinal statement and policies of Lakes Free using the volunteer staff application and screening process, to serve in the children's ministry.
- Ensure that there is a Biblically based curriculum in the children's ministry programs at Lakes Free and that all teachers and leadership are provided the opportunity for ongoing training with the intent of discipling children to know, worship and serve God.
- Provide Godly leadership and training to inspire, motivate and encourage gifted people to use their abilities in the ministry by:

- a. Communicating the children’s ministry goals.
  - b. Creating a vision for the future.
  - c. Making people aware of opportunities for ministry.
- Provide the necessary direction, input and evaluation to the pastoral staff and Children’s Ministry Team to ensure the effective operation of the ministry programs.
  - a. Provide general oversight of ministry directors/coordinators and their staff
  - b. Annually set goals with the Children’s Ministry team
  - c. Encourage program directors to annually evaluate their ministry
  - d. Work with Pastoral staff in matching people to Children’s ministry opportunities
  - e. Prepare and manage annual budget with the Children’s Ministry Team.
  - f. Give a report to the church at quarterly and annual meetings.

## **Organizational Relationships**

- The Director of Children’s Ministry reports to the Executive Pastor in the performance of their role and is ultimately responsible to the Elder Board.
- The Director shall work directly with the Children’s Ministry Team and other ministry teams of Lakes Free as needed to carry out their responsibilities.
- The Director shall provide leadership and accountability to both paid and volunteer staff within the Children’s Ministry program. Currently: Paid Staff include Administrative Assistant and Preschool Director
- The Director is expected to attend the Congregational Mtgs, Staff Mtgs and annual Leadership Planning Meetings.
- Annual Review will be completed by the Executive Pastor.

## **Desired Characteristics & Qualifications**

- Be a mature Christian fulfilling the biblical character qualifications and duties of a leader (1 Timothy 3:1-7; Titus 1:5-9; and 1 Peter 5:2-4).
- Possess a proven track record of skilled leadership; sound judgment; the ability to develop programs, productions, people, and ministries; improve ministry effectiveness.
- Have a love for and experience in developing, coaching, and managing people, both paid and volunteer.
- Demonstrate a heart for evangelism and missions and experience supporting effective outreach endeavors.
- Must be consistently walking with Christ with a deep desire to grow in faith, knowledge, and relationship with God and His Word.
- Demonstrate Leadership abilities through current church involvement in areas such as teaching, volunteer recruitment and training, leadership, and management.
- Demonstrate a competence and comfort with technology, including effectively utilizing platforms of digital communications, social media, and church-specific software.
- Must agree with the Statement of Faith and Core Beliefs of Lakes Free Church and be willing to abide by the constitution, by-laws, and policies of Lakes Free Church.

## How to Apply

Submit the following application documents in MS Word or PDF file format.

- Letter of interest – Include the earliest date you would be available to start if selected.
- Current resume – Include the contact details that will allow us to contact you confidentially.
- Three references – Include at least one professional and one pastoral reference (required). References will only be contacted if a candidate is under continuing consideration at the conclusion of the application review and initial interview steps.

Send email to:

Director of Children’s Ministry Search  
c/o Pastor Barry Holst  
Executive Pastor

[search@lakesfree.org](mailto:search@lakesfree.org)

Applications will be accepted and reviewed until the position is filled. Early applications provide greater opportunity for search participants to get to know candidates. The desired start date is May 2022 or earlier.

All applications will be handled with confidentiality.



## Considering the Lakes Free Family

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### **Grounded, Growing, and Going**

#### **Identity**

Lakes Free Church is “a growing community of family, friends, and neighbors walking the journey of life and faith together” ([lakesfree.org](http://lakesfree.org)). Our identity is grounded in faith in Jesus, the one and only Son of God. He is the source and giver of life, and we place our hope in the promise of His redemption and return.

Lakes Free Church was founded 35 years ago by a small group of visionaries from a neighboring Evangelical Free church. Lakes Free has exceeded those founders’ dreams; they have seen God at work multiplying disciples who believe “that God has placed [them] in the Chisago Lakes area to be a loving, Biblical, and relevant witness to the grace and truth of our Lord Jesus Christ” (Lakes Free Vision Statement). Lakes Free Church is a member of the Evangelical Free Church of America ([efca.org](http://efca.org)).

Lakes Free Church serves the Lakes Area of east-central Minnesota, a thriving cluster of towns surrounded by scenic waters. The area includes Chisago City, Lindström, Center City, Shafer, and Taylors Falls. Founded by Scandinavians in the 1850s on lands occupied by native Ojibwa long before, these towns form a vibrant, welcoming community. Together, they boast 20,000 people and are located 35-45 miles northeast of the Minneapolis/St. Paul metro area. The Lakes Area has a vibrant retail, restaurant, medical, and professional services base. It is also home to many people whose employers are in the Twin Cities. The Lakes Free campus is located near the local high school and community center on the south edge of Lindström.

#### **Mission**

The stated mission of Lakes Free Church is “to glorify God by making healthy multiplying disciples who will work together to reach the world for Jesus Christ” (Matthew 28:18-20). That mission is further defined in the trio of adjectives first outlined by Senior Pastor Jason Carlson in 2017: Lakes Free is *Grounded* in the truth of God’s Word, *Growing* in grace and obedience, and *Going* into the world in faith to make disciples.

## **Growth & Assimilation**

Lakes Free Church is a flourishing body of believers that reaches thousands of people in our community. Pre-pandemic Sunday attendance was growing, averaging about 600 between two worship services (including children). Upon restoring our in-person worship, our average attendance has reestablished itself at 450 with a continued strong online presence. This year we have been blessed with many new faces and families to our fellowship.

Lakes Free Church uses an adult ministry and discipleship model that includes Adult Bible Fellowships (ABFs) and small groups. The ABFs typically meet weekly, on Sunday mornings, and are designed for Bible teaching, fellowship, service, care, and prayer, and as the primary means of assimilating people into the life of the church. ABFs range from 20 to 70 people. Small groups of three to 20 people typically meet weekly, at varying times and locations throughout the week. These groups provide opportunities for in-depth Bible study, spiritual growth, and friendship; their activity has been limited and/or modified by the pandemic.

The church also offers vibrant AWANA, BLAST, and youth programming to teach and disciple children and students as they grow. These ministries are prioritized by Lakes Free and have a significant and well-known outreach in the community.

## **Outreach**

In addition to local ministry, Lakes Free Church has consistently sent and/or supported missionaries around the world. From day one the church allotted at least 10 percent of its annual income to the work of individuals and families doing God's work globally, on six continents. The church currently supports over 30 individuals, couples, or families working with a variety of mission organizations. The church regularly sends out short-term mission groups to meet diverse needs (e.g., hurricane relief, housing, medical projects, pastoral training, evangelism, etc.). While some of the short-term efforts have been hindered by the pandemic, others have found innovative ways to move forward.

In the late 1990s and early 2000s Lakes Free Church planted two sister Evangelical Free churches in the nearby communities of Wyoming, MN, and Osceola, WI. These two congregations continue to reach beyond the Lakes Area.

## **Pastors & Staff**

Lakes Free Church ministers to people of all ages, from babies to seniors. Church staffing reflects a commitment to serving the multigenerational body of Christ, and staffing decisions have been historically based on both current ministry needs and the future vision of the church. Eight pastors and/or directors currently lead the following ministries: children, student, adult, worship, and care. The church also employs another 13 staff members (full- and/or part-time) for technology, building administration, finance, communication, and office services. Additionally, laity-led, volunteer ministries serve people both within and outside the congregation (e.g., missions, Stephen Ministry, Grief Share, Sharing [clothing] Shop, Hope [adoption] Ministries, prison outreach, etc.).

## **Campus & Facilities**

The people of Lakes Free are dedicated to intentional discipleship and outreach. The church's desire is for its campus to be seen as a hub of life and activity for the community. To support that commitment, the church invests in facilities designed for multi-faceted ministry, which include the following: administrative offices; a recently updated foyer, café, and worship center with seating capacity for nearly 500; a fellowship hall and education center for children's ministry (infant through grade 5) and adult discipleship groups and classes; and a youth center and gymnasium for student ministry and outreach (grades 6-12). The church facilities are debt free and the campus includes ample room for future expansion.