



## PRESCHOOL DIRECTOR

### OUR MISSION

Our Mission at Rock Point Church is to point people to Jesus by loving them like Jesus and walk alongside them to develop into a fully engaged follower of Jesus. We describe this process in just three words: **Know, Grow, Go.**

### GENERAL POSITION DESCRIPTION

To carry out the mission of the church by leading the development, management, and administration of an effective ministry to meet the needs of the Preschool (Nursery-PreK) aged kids (450 kids per weekend). The preschool director provides leadership to all staff and volunteers involved in this ministry.

**Classification:** Exempt; Salary // **Status:** Full-Time (40 Hours/Week) // **Team:** Kids // **Supervisor:** Kids Director

### WORK SCHEDULE

- Saturdays | 1:00p – 7:00p
- Sundays | 7:00a – 1:00p
- Tuesday/Wednesday/Thursday | flexible office hours
- Team meetings, trainings, conferences and ministry events are mandatory
- Special services, including Easter, Christmas, and events, as needed

### ESSENTIAL DUTIES & RESPONSIBILITIES

Some of the primary duties include:

- Develop, supervise, and guide a comprehensive educational and service ministry for Preschool aged kids of the church.
- Oversee, manage, empower, and review the Preschool staff team.
- Review and develop curriculum for the Preschool program.
- Manage the ministry budget for the Preschool program.
- Collaborate with the Kids Team to help create a fun, safe, relevant, and relational ministry environment where kids want to be.
- Identify and empower high-capacity volunteer leaders who can build and lead teams of volunteers in the Preschool ministry.
- Oversight of a dynamic large group experience in the Preschool ministry, including, but not limited to:
  - An engaging large group worship experience lead by passionate worship leaders/teams
  - A dynamic large group teaching experience that utilizes a blend of live teaching and video teaching
  - An effective AVL ministry that supports the large group experience
  - Experiences conducive to the intentional inclusion of kids with special needs
- Responsible for the enlistment, equipping, and encouragement of volunteers for leadership in the Preschool ministry.



- Enlist, equip, and encourage the volunteers for the large group experiences in the Preschool ministry (communicators, worship leaders, AVL team, etc.).
- Develop relationships with Preschool age kids and their families.
- Ensure that rooms and facilities reflect a safe, professional, Christian environment.
- Partner with the Kids Director, Safety & Security Director, and the rest of the Kids Team to ensure the implementation and regular practice of all health, safety, security, and emergency protocols and procedures.
- Oversee studies, events, and programs under designated areas.
- Attend staff meetings, retreats, and conferences; keep current in related field.
- Partner with the K-3 Director to create ideal transitions to the K-3 ministry.
- Partner with the Kids Director to lead families through regular Parent-Child Dedications.
- Cooperate with the Kids Director by performing any other duties when assigned or instructed.

## COMPETENCIES & PERSONAL QUALIFICATIONS

To perform the job successfully, the individual should demonstrate the following which align with Rock Point's four leadership foundations: Calling, Character, Commitment, and Competency.

### Calling

- **Serve** - Has the God-given passion to serve, and the unique spiritual gifting that will enable the leader to define reality, dream a desired future, and design pathways.
- **Initiative** - Asks for and offers help when needed. Has a desire for individual and professional growth and undertakes self-development activities.
- **Spiritual Health** - Has a heart-driven passion for family and for the priority of a spiritually healthy marriage, if applicable.
- **Maintain Spiritual Health** - Is willing to seek pastoral counseling when needed.

### Character

- **Interpersonal Skills** - Focuses on solving conflict, not blaming; maintains confidentiality; listens to others without interrupting; keeps emotions under control; remains open to others' ideas and tries new things.
- **Oral Communication** - Speaks clearly and persuasively in positive or negative situations; listens and acquires clarification; responds well to questions; participates in meetings.
- **Teamwork** - Balances team and individual responsibilities; exhibits objectivity and openness to others' views; gives and welcomes feedback; contributes to building a positive team spirit; puts success of team above own interests; is able to build morale and group commitments to goals and objectives; supports everyone's efforts to succeed.
- **Ethics** - Treats people with respect; inspires the trust of others; works ethically and with integrity.
- **Diversity** - Shows respect and sensitivity for cultural differences; promotes a harassment-free environment.
- **Attendance & Punctuality** - Consistently is at work and arrives on time; ensures work responsibilities are covered when absent; arrives at meetings and appointments on time.
- **Dependability** - Follows instructions; responds to management direction; takes responsibility for own actions.



## Commitment

- **Customer Service** - Manages difficult or emotional customer situations well; responds promptly to customer needs; solicits customer feedback to improve service; responds to requests for service and assistance; meets commitments.
- **Change Management** - Develops workable implementation plans; communicates changes effectively; builds commitment and overcomes resistance; prepares and supports those affected by change.
- **Safety & Security** - Observes safety and security procedures; determines appropriate action beyond guidelines; reports potentially unsafe conditions.

## Competency

- **Skills** – Develops core skills encouraged by Rock Point from *The Leadership Challenge*: Being People Smart, Modeling the Way, Inspiring a Shared Vision, Challenging the Process, Enabling Others to Act, and Encouraging the Heart.
- **Problem-Solving** - Identifies and resolves problems in a timely manner; gathers and analyzes information skillfully; develops alternative solutions; works well in group problem-solving situations; uses reason even when dealing with emotional topics.
- **Organizational Support** - Follows policies and procedures; completes administrative tasks correctly and on time; supports Rock Point's goals and values.
- **Judgment** - Displays willingness to make decisions; exhibits sound and accurate judgment; supports and explains reasoning for decisions; includes appropriate people in decision-making process; makes timely decisions.
- **Quality** - Demonstrates accuracy and thoroughness; looks for ways to improve and promote quality; applies feedback to improve performance; monitors own work to ensure quality.

To align with Rock Point's **Core Values**, the individual should demonstrate the following personal qualifications:

- Be committed to spiritual growth.
  - **Biblical Authority** - We have no power without the power of God.
- Be relationally unified.
  - **Relationships** - We don't have to know everybody, but we need to be known by somebody.
- Be servant-hearted.
  - **People** - We are unapologetic about reaching people.
- Operate in grace and truth.
  - **Throat Punch** - We challenge each other with the right truth at the right time and in the right way.
- Have a positive can-do attitude and take initiative.
  - **Leadership** - We let leaders lead, but we don't leave them alone.
- Personable in working with staff and volunteers.
  - **Authenticity** - We care about transparency over perfection.
- Understands grace personally and lives this out through daily application.
  - **Humility** - We pursue God's Kingdom not our kingdom.
- Possess a healthy sense of humor.
  - **Fun** - We take what we do seriously, but not ourselves seriously.



- Possess an appropriate balance of leader/manager and pastor/shepherd.
  - **Effectiveness** - We are relevant, not revolutionary.

## REQUIRED CRITICAL SKILLS, TRAINING, & EDUCATION

- High school diploma or GED.
- Previous experience working in Kids or Student Ministries in a large church (min. 2000).
- Proficient with computers, including Internet, email, Microsoft Office.
- Agrees and aligns with the vision, values, and doctrinal [Statement of Beliefs](#) of Rock Point Church.

## PREFERRED QUALIFICATIONS

- Bachelor's degree in related field or equivalent combination of education and experience.
- 3+ years of experience in leading a Kids, Preteen, or Middle School ministry in a church of at least 4,000 people.
- Working knowledge of ProPresenter and PCO.

## PHYSICAL REQUIREMENTS

- While performing the duties of this job, the employee is regularly required to stand and walk and will occasionally be required to do some light lifting (up to 20 pounds).

## PERSONAL LIFE REQUIREMENTS (POST-HIRE)

- Model biblical understanding and maintain a consistent personal devotional life.
- Model biblical commitment and become a covenant member of Rock Point Church (exceptions allowed on a case-by-case basis with Lead Team approval).
- Model biblical family life before the body and regularly attend worship services with your family.
- Model biblical integrity and conduct personal life in a manner consistent with Rock Point Church's core values.
- Model biblical community.
- Model biblical generosity and financially support Rock Point Church.