

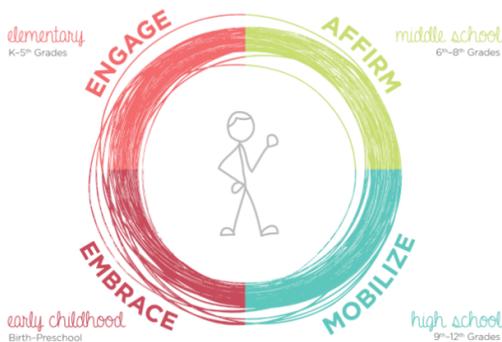


**Elementary Education Minister
Northwest Bible Church
Opportunity Profile**

Dallas, Texas

June 2021

Northwest Bible Church (northwestbible.org) is excited and eager to call an experienced, passionate and energized Elementary Education Minister to join their Family Ministries Team. This new leader will have the opportunity to take the good work that's been done and solid foundation that exists, and elevate this ministry to new heights so more kids can know and love Jesus.



Overview

Northwest Bible Church is a vibrant and active non-denominational congregation of 2,000+ located in between the Preston Hollow neighborhood and the Park Cities area of Dallas. With a mix of residential, commercial and rental properties, the area is always abuzz with people and activity, making it a strategic location to engage in the work of the Gospel.

Northwest Bible Church has a strong reputation as an energized congregation rooted in Scripture and known for the faithful teaching of God's Word. Northwest gathers for worship in its beautiful and well-appointed facility every Sunday morning at 9 and 10:35 a.m. Nursery is provided at both hours, as is Sunday School programming for kindergarten through fifth grade. Worship services are warm and welcoming in nature and contemporary in worship; people are invited to celebrate God through worship, scripture and prayer in authentic community together. Northwest Bible Church sees the successful hire of this role as a critical step in fortifying its Family Ministry Team, and ultimately accomplishing the mission of the church. This incoming Elementary Education Minister will work collaboratively with two key staff members (Early Childhood Minister and Resource Coordinator), contribute as a key member of the Family Ministry Team, provide leadership to hundreds of volunteers and minister to 450 children (birth – 5th grade) every Sunday (non-COVID).

As the church approaches its 75th anniversary, there is no taking the “foot off of the gas” in its pursuit of meaningful ministry. If anything, the church is accelerating forward and gathering momentum as they look to accomplish a new and exciting vision for Northwest Bible Church: ***“By 2026, we will be having thousands of surprisingly easy-to-start conversations about Jesus all over our city because we are convinced where God has us is where Jesus is.”*** The ultimate goal of these conversations is to be ***“inviting people into the unexpected joy of desperate dependence on Jesus.”***

Under the consistent leadership of Senior Pastor Neil Tomba and Executive Pastor Brandt Wright, by the grace and goodness of God, the state of the church is strong. Northwest is an exciting place to be, people are connecting with the new vision of the church, and the congregation is energized to learn how they can have more conversations about Jesus, including with their kids. The Children's Ministry is a strong asset to the church, and with the right leader in place, it's exciting to think about what God might do in and through them.

Northwest sees all its ministries as critical to the success of the church in accomplishing its mission, and this role of Elementary Education Minister is no exception. Leadership desires to add an experienced, qualified and extraordinary leader who will bolster the ministry, effectively lead the elementary children and volunteers, collaborate with the Family Ministry Team, and instill confidence in parents. The approach to children's ministry at Northwest is clear: they seek to serve parents as a guiding partner through each stage of a child's life. Intentionally building upon the relationships formed in the early years, they strive to create environments and opportunities for the Holy Spirit to move in a child's life as they grow in Christ and mature in community with leaders and peers. The hope of engagement in the children's ministry at Northwest is to see children trust Jesus and grow in dependence on Him.

Children's Ministry at Northwest is well resourced with a beautiful, multi-level, multi-purpose Children's Ministry building. The two check-in areas for Children's Ministry keep the foot traffic moving, and are bright, fun and welcoming. The various classrooms and large group meeting spaces are well-equipped and safe. The physical space provided for Elementary Ministry is a major asset, one that will easily be seen and appreciated by the right candidate.

This position will be part of the greater Family Ministries team at Northwest. Working with the Family Minister, Early Childhood Minister, Middle and High School Ministers, as well as a Resource Coordinator, this Elementary Education Minister will work collaboratively to strive for seamless transitions from children to student ministries.

The Opportunity

The Elementary Ministry at Northwest Bible Church is an exciting prospect for an experienced and energized leader. As a crucial piece to the ministry of the church, there is ample opportunity to lean into the solid foundation that exists and maximize ministry efforts. For the right leader, this will be an energizing opportunity to build relationships, connect children to leaders who love them, show them the love of Jesus and build God's Kingdom. The ideal candidate for this opportunity will be both a strong organizer and an effective communicator, able to draw on a variety of strengths, both relationally and strategically. There are a lot of moving parts to this role: part visionary, part influencer, part relational connector, part organizer, part trainer, part recruiter, part collaborator...all of it coming together to point kids to Jesus.

Elementary ministry at Northwest has gone through a variety of changes in the last few years, primarily in its organizational structure. This role has historically been focused on the children of kindergarten through 5th grade, but there is need for increased investment in the volunteers and parents of the elementary children. Given the clarity of needs for the role and influence required to meet those needs, high levels of communication and strong relational investment—with parents, staff and volunteers—will be needed going forward.

As the ministry has navigated this new season, Northwest brought in David Huey to lead the charge as the new Family Minister and leader of the Family Ministries team. He is working hard to bring the entire Family Ministry team together under one umbrella that collaboratively works as one and is not siloed. The decision to meet regularly together will be of value to everybody as the team coalesces and can be aware of what is happening in each area of ministry. While accepted by all, this is a new team dynamic within the last year and will require a bit of a learning curve. The Elementary Education Minister will be walking into a new team that is still learning about one another, learning trust on a new level, and how they can work together and support one another in ministry.

While there are many positives to this role that make it very attractive (expansive and well-equipped physical space, generous financial resources, volunteer and staff support), no opportunity is perfect and this one is no exception. There is plenty of work to be done and objectives that require attention. A core group of volunteers exists at Northwest, but there is a need for greater structure and deeper purpose to specific roles so volunteers can more clearly see the value of regular, consistent commitment to the ministry. Volunteers and staff are currently able to cover the leadership needs on Sunday mornings, but there is a lack of bench strength if other programs or initiatives were to be added. Creating depth to the volunteer base is needed, as well as regular rhythms of training and equipping (that are also fun and compelling!). Adding these elements will be key to growing and developing an effective volunteer base.

Some parents have felt communication has been weak, and a sense of connectedness has not been easily experienced. The new Elementary Education Minister will need to take the time to connect with parents and reestablish a communication strategy that ensures everyone is on the same page. Elementary Ministry is a relational ministry, and as such, clear and consistent communication is needed in order for parents to trust the incoming pastor. This new leader has the opportunity to invest in getting to know not just the children, but the unique stories and dynamics of Northwest parents and families.

While the church is currently using *The Gospel Project* for its curriculum, the church is open to potential changes. With desire for a leader who possesses subject matter expertise in the area

of Elementary Ministry, there is opportunity for the new Elementary Education Minister to collaboratively work with the Early Childhood Minister and the Family Minister to assess and plan for what will be the best curriculum fit for the ministry in the coming years. While wholesale change is not needed or necessary within the ministry, the incoming Elementary Education Minister will have the freedom to evaluate and determine what is working and what is not, what the areas of improvement and focus should be and what are the areas of strength that can be leveraged. This strategic evaluation of the ministry will be of benefit as the new Elementary Education Minister looks to better understand the Elementary Ministry specifically and Northwest Bible Church in general.

As the face of Elementary Ministry at Northwest, this next leader will have the opportunity to be a pastoral presence and resource, specifically to parents and kids. Caring about them, praying with them, and walking with them on their faith journey will energize the ideal candidate for this opportunity. The right leader for Northwest will equally enjoy spending time getting to know parents, volunteers and leaders, but also strategically inviting them into their “sweet spot” of service. The right leader will bring a natural charisma and gravitas that parents, volunteers and kids find appealing. The time is right for a leader to take the reins and bring the Elementary Ministry to the next level of impact, and to inspire volunteers and kids with a fresh, fun and contagious energy that continually points them to Jesus.

A lot is required of a leader for maximum impact in this role: high levels of influence, strategic assessment and planning, recruiting, training and equipping of volunteers, increased investment with parents, and doing so with a relational bend and a joy found in Christ are some of this new leader’s responsibilities. Yet this will not overwhelm the right candidate. Rather, it will energize and excite them to be able to champion the Elementary Ministry, and lean into the God-given gifts that have been wired into them that are longing for expression in this world. With a leader that is excited by and gifted for this opportunity at Northwest Bible Church, there is no telling what the Lord might do!

The Candidate

The right candidate for Northwest will be absolutely passionate about kids knowing Jesus. Children’s ministry isn’t just something they can do, or are gifted to do, but rather they feel compelled to do and called by God to love on kids in the name of Jesus. If this position is seen merely as a stepping stone to another role or something to do while hoping to find the right spot in ministry, this opportunity is likely not for you.

The ideal Elementary Education Minister will take time to learn about and understand Northwest Bible Church, its ministries, its people and will work intentionally to build relationships and trust. The right leader will possess a humble confidence that relies on the leading of the Holy Spirit, yet is secure enough in the gifts God has given them to move the ministry forward. As an experienced and innovative leader that can establish efficient structures and systems, this Minister will know what is needed and correctly identify what must be done to take the Elementary Ministry at Northwest to the next level. Upon gathering this information, they will cast a compelling and exciting vision that is attractive and draws others—volunteers, kids and families—into the ministry.

With a deep dependence on Jesus, the next Elementary Education Minister will be at ease wearing a lot of hats. As an engaged teammate on the Family Ministries’ Team, this individual will have a passion to ensure preschool children successfully transition into the elementary ministry, and that the elementary children successfully transition to the middle school student

ministry, through intentional collaboration with fellow staff members. The right person will empower and equip parents as the primary disciple-makers of their homes, and enjoy connecting relationally through a warm, upbeat and friendly personality. The right candidate understands how to connect and communicate with consistency and excellence, while also possessing a charisma that lends itself in recruiting, motivating and training volunteers. Identifying leadership potential in people is important, and this leader will recognize the giftedness of others and then develop, equip and deploy them into specific areas of the Elementary Ministry that aligns with their natural strengths.

Not to be trivialized, the ideal Elementary Education Minister will be fun! Balancing hard work and strategic planning with a good sense of humor, a relaxed approach, a friendly persona and a warm presence will strike just the right tone at Northwest and go a long way in being effective.

There are so many exciting things that can be accomplished through this ministry with the right leader. With the strength of the existing ministry and the opportunity to add to it, God will do great things through the Elementary Ministry at Northwest Bible Church!

Preferred Candidate Qualifications

- Must be a born-again Christian, committed to maturing in one's walk with Jesus Christ, devoted to Scripture, and in alignment with Northwest's doctrinal statement: northwestbible.org/statement-of-faith/
- Bachelor's degree required. Relevant master's degree a plus.
- A clear passion children's ministry. Not a stepping stone to other aspirations.
- 3 – 5 years of experience leading in a church or elementary ministry.
- Experience recruiting, equipping and supervising volunteers.
- Highly relational and approachable
- Spiritually mature and emotionally intelligent
- Exceptional communication and outstanding organizational skills

Inquiry Process

If after reading this description you have some interest in the Elementary Education Minister role at Northwest Bible Church, and you feel you meet the qualifications for the role, you are invited to submit the following information for consideration:

1. **Your resume** or CV (in **Word doc format only**)
2. Previous **results of any personal assessments** you have taken in the past three years (i.e.: StrengthsFinder, DiSC, Myers-Briggs, Enneagram, etc.)
3. **Five references**, including: at least one supervisor or overseer (could be a board member or staff supervisor), at least two staff associates or peers, with at least one from someone you have supervised, and one personal. **NOTE:** *These references will be contacted later in the process and only with your prior approval.*
4. **Written responses to the following questions (in Word doc format only).** We believe that one can learn only so much from a resume. Your responses will help us to gain a more complete picture of you and your leadership.

1. Describe your faith in Jesus Christ. Tell us how you came to personal faith and something about your journey in ministry that prepares you for this role.
2. What is it about the Elementary Education Minister opportunity at Northwest Bible Church that attracts you to this position?
3. What are two or three of your core strengths? Please share two or three examples of situations where you used your core strengths to move forward the church or ministry you were leading.
4. Share a ministry experience that refined you through failure and a ministry experience that refined you through success.
5. What are the key factors you need present in your ministry environment in order to be optimized?

Please submit your information to:

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