

# We're Hiring: Director of Family Ministries

**Location:** Rural Bloomingdale / Van Buren County Area, Michigan

**Position Type:** Full-Time

**Reports To:** Lead Pastor

## About Us

We are a growing, non-denominational church of about 220 people with a vibrant heart for the next generation—nearly a quarter of our congregation is made up of kids and teens! We hold firmly to theologically conservative, Christ-centered truths, but we take a modern, tech-forward approach to how we build our programs, communicate with families, and run our ministries.

We recently shifted from a traditional committee structure to a dynamic, team-based ministry model. We believe the church's job isn't to replace parents, but to equip them as the primary disciplers of their kids while creating safe, high-energy environments where young people encounter Jesus and build a sense of belonging in His larger family.

## The Opportunity

We are looking for a **Director of Family Ministries** who loves building teams, inspiring volunteers, and helping families thrive.

Your primary mission is to serve as a **"leader of leaders."** While carrying the majority of teaching and ministry execution, we want you to leave plenty of room for others to share their gifting in the "spotlight" as well. It will be important for you to recruit, coach, and shepherd volunteer team leaders who lead our kids and youth week in and week out.

## Where You'll Focus Your Energy

- **60% Kids Ministry (Birth – 5th Grade):** Cast vision and refine our current nursery, Sunday morning *Beginner's Church*, *Kidz Link*, and Sunday evening *Gospel Kids* environments. You will ensure gospel-centered curriculum (like *The Gospel Project*) is taught effectively, keep safety tight, and make sure the "Kids Zone" is a place kids find engaging and meaningful.
- **20% Middle School Ministry:** Build a dedicated, relational middle school program from the ground up. As this group grows, you will help lay the runway for expanding into high school ministry over time.
- **20% Assistant Ministerial Duties:** Support the wider ministry of the church as a member of the overall leadership team. Specifics would depend on the candidate's particular skills, interests and qualifications in relation to the needs that arise.
- **Parent Partnership:** Build real, approachable relationships with parents. You will serve as a trusted resource, offering practical tools, digital communication, and occasional workshops to help them disciple their kids at home.
- **Team Building & Volunteer Care:** Move away from "need-based" appeals ("we need two warm bodies") and recruit through vision. You'll host pre-service huddles, coach team captains, and find creative ways to appreciate and refuel volunteers so everyone feels valued and nobody burns out.
- **Operational Excellence:** Use modern tools like **Planning Center** for check-ins, service planning, and volunteer scheduling to keep things running smooth, safe, and efficient.

## Who You Are

- **A Team Builder & Coach:** You love spotting potential in people, inviting them into ministry, and equipping them to succeed. You also know how to work and play as part of a larger team.
- **Theologically Grounded:** You believe the Bible tells one cohesive story pointing to Jesus. You understand and passionately teach the Gospel, not just moralized life lessons.
- **Tech-savvy & Adaptable:** You are comfortable using software and technology (or quick to learn) to streamline systems and stay connected with families.
- **At Home in a Rural Setting:** You appreciate the warmth, rhythms, and relational nature of ministering in a rural community.
- **Relational & Accessible:** Parents and volunteers find you easy to talk to, supportive, and dependable.
- **Capacity over formal education:** While we will only ***require a high school diploma***, college or seminary credits or degrees will be appreciated. More than formal education, however, we are looking for one exhibiting leadership capacity and solid character traits; someone who is responsible, diligent, intentional, resourceful, productive, resilient and intelligent.

## Salary Range:

The compensation package for this position will be a salary range from \$45k-\$60k depending on level of education, prior ministry experience and demonstrated competencies. Additionally, the package includes:

- Health insurance reimbursement package.
- Church parsonage housing option.

## Ready to Apply?

If you have a heart for the next generation and equipping others to lead, we'd love to hear from you.

Please send your resume and a brief intro telling us about your heart for family ministry to:

[dstafford@cornerstoneag-llc.com](mailto:dstafford@cornerstoneag-llc.com)