



*Directors are high-level volunteer leaders passionate about equipping others to reach people for Christ in a relevant way that creates ownership and leads to transformation.*

As a Director, you will develop and lead a team of leaders and champion the wins of your ministry. Through building community, communicating, guiding, and encouragement, your team leads will be equipped to lead their volunteers and carry forward the vision of Christ-centered serving in their ministry area. You will excel in this role by using your unique gifts and leadership strengths to do the following:

### **CAST VISION**

To effectively develop wise leaders and vision carriers, we must grow in Godly, EBC, and Personal Wisdom. No one's perfect (and we aren't expecting you to be either!), but Directors should be intentional nonetheless to develop themselves and their team leads in these areas:

- **Godly Wisdom:** Spiritual growth happens when we regularly connect with God through prayer, the Bible, the Holy Spirit, and Christ-centered people.
- **EBC Wisdom:** Understanding, teaching, and modeling the vision culture (who we are, what we do, why we do it, and how we do it using the hedgehog as our filter).
- **Personal Wisdom:** Identifying and growing in character, chemistry, and competence through regular team meetings and personal development opportunities.

### **CREATE AN AMAZING ENVIRONMENT**

Many will be served through your ministry area, and it's important to us that we're reaching them for Christ. For this reason, Directors are empowered to lead the way in creating a welcoming environment:

- Provide team leads with relational support and relevant information, so teams are prepared to serve others in a way that exceeds expectations. Follow up with encouragement after serving.
- Understand, observe, and champion the wins within your ministry area.
- Demonstrate ways to go beyond expectations that welcome and engage volunteers and those they serve with energy and enthusiasm.

### **DEVELOP CHRIST-CENTERED COMMUNITY**

In order to lead and develop others, you have to know them! With this in mind, Directors will find ways to build bridges and create relationships with others:

- Connect with team leads, volunteers, and those they serve in ways where they feel valued and cared for (initiating conversations, learning names, recommending resources/next steps, and affirming excellent service).
  - Create a supportive community with your team leads through team events and prayer support.
  - Know your volunteers and identify areas where they may be called to lead.
- Send emails, texts, and/or cards to follow up on interactions with leads, volunteers, and attenders.
- Encourage volunteer huddle attendance as a way to be informed and involved with other volunteers.



*The Special Needs Assistance team is passionate about coming alongside kids, birth-grade 5, with various special needs, so that they may participate to their fullest potential within kids' services. You will develop a team of volunteers to be a consistent presence and spiritual influence in the lives of kids.*

The director works with the Special Needs Coordinator and team leads to achieve this by:

## **DEVELOPING EFFECTIVE LEADERS**

- Regularly meet and build community with your team through one-on-one connections and team meetings. Care, encourage, get to know, provide feedback, and pray for each team lead, so you learn how to best lead them.
- Ensure community is being built among families, kids, and volunteers.
- Observe and evaluate team leads on duty once a month. Affirm and identify areas of strength as well as discuss needed adjustments and opportunities for improvement.
- Tackle conflict, tension, or difficulties with kids, families, and your team, and be in tune with the recurring issues that may arise among the volunteers. Affirm examples of excellence and discuss needed adjustments with your leaders.
- Recruit, train, onboard, and support new team leads, so they are equipped to fulfill their serving role.

## **BEING YOUR TEAM'S PRIMARY LEADER**

- As the voice of authority, leadership, and encouragement, be a resource for your team to seek out new ideas, brainstorm, and become more equipped to do ministry.
- Be available to your team to answer questions, troubleshoot issues, field prayer requests, and assist with subs prior to the weekend. Follow up with team leads if any absences were not communicated.
- Check in personally with each team lead and customize every interaction by affirming something they did, asking how you can pray for them, or following up with a previous issue.
- Weekly communicate any ministry updates and inform leaders of events, opportunities, and supporting resources they can pass along to their teams. Use your communication pieces to also inspire, share victory stories, build community, and pray.
- Assign side-by-side volunteers with kids, and keep accurate records.

## **PARTNER WITH OTHER LEADERS**

- Connect with the Special Needs Coordinator to gain insight and information, as well as share your perspective and updates from observing your leaders and their teams.
- Evaluate and ensure assistance program is contributing to the 5 wins of Kids' Ministries: Kids decide to follow Jesus, kids have fun and invite friends, every kid is known, parents engage in their kid's faith, and volunteers love serving. Provide feedback to your Special Needs Coordinator.
- As the campus representative, maintain relationships with Pastors of Kids' Ministries and Ministry Director to best partner together on weekends.