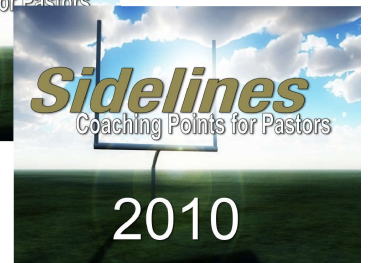




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approach to
Children's Ministry

By Kim Hawk

At Rock Family Church we have found a model for children's ministry that has really taken off for us. I had been the original Children's Pastor when the church started but with my responsibilities as the pastor's wife, and handling all of the accounting it became a challenge to also oversee the children's ministry as the church grew. We took the leap to hire a full time children's pastor but faced some challenges and after 18 months it ended up back in my lap. Then out of desperation and some insight from the Holy Spirit our team approach was birthed. So many children's pastors I know are rarely seen or have the opportunity to attend an adult service. While yes it is their responsibility to keep themselves fed as a believer in their absence

and listen or watch the weekly sermon on line, it often makes it hard for them to connect with the church body in addition to casting vision for the children's ministry. What we opted to do was take the full time salary and hire a team. We pay me half of the children's pastor salary to lead, teach, and oversee the entire children's ministry. We use the other half to hire and develop a children's team.



There is a vastly different approach to the expectations you can put on a volunteer and on a person who is paid. So the hunt began for a 20-25 hour assistant to the Children's Pastor (me). It didn't take long to find a wonderful college student who was majoring in Elementary Education to become my assistant. We decided to "grow one." She didn't have a depth of experience but she had a passion and love for kids. Her job description includes curriculum prep, volunteer scheduling, sending out weekly reminders, implementing our change of theme each quarter, picking up supplies, crafts, and bulletin announcements.



We have a weekly staff meeting on Tuesdays to go over what needs to be done that week and plan future events. In return I am flexible with her college schedule, which changes each semester; therefore, I allow her to adjust her work hours to accommodate.

I also have another very part-time person (receives a stipend) who is on the schedule each weekend to serve and he helps with services, activities and outreaches. We also needed someone to be the anchor for our children's praise and worship. We pay a small stipend to a wonderful mother who leads at the two Sunday services and does a fabulous job. With our three weekend services and the team approach, each team member usually gets to participate in one of the adult services. The team also rotates being in charge of monthly activities and we all pitch in to assist them.

I also have a part-time Preschool Director who oversees the training and coordination of the volunteers and curriculum for that department. The same is true for the Nursery Coordinator. I could not do what I do without the help of my amazingly devoted and talented team. I have found that by paying my lead team members it has brought stability, not to mention a HUGE load off of me.

I currently personally teach every Friday night and two Sundays a month (two services each) so that leaves two Sundays a month I am able to attend the adult service. I am the Senior Pastor's wife, the church accountant and Children's Pastor for Rock Family Church yet I am still able to find time for my priorities as a wife and mother.

For the Kids,

Kim Hawk

Just For Fun

Male or Female?

You might not have known this, but a lot of non-living objects are actually either male or female. Here are some examples:

FREEZER BAGS



They are male because they hold everything in but you can see right through them.

PHOTOCOPIERS

These are female because once turned off, it takes a while to warm them up again. They are an effective reproductive device if the right buttons are pushed, but can also wreak havoc if you push the wrong buttons.



TIRES

Tires are male, because they go bald easily and are often over inflated.

HOT AIR BALLOONS

Also a male object, because to get them to go anywhere, you have to light a fire under their butt.



SPONGES

These are female, because they are soft, squeezable and retain water.



WEB PAGES

Female, because they're constantly being looked at and frequently getting hit on.

EGG TIMERS

Egg timers are female because, over time, all the weight shifts to the bottom.



HAMMERS

Male, because in the last 5000 years, they've hardly changed at all, and are occasionally handy to have around.



THE REMOTE CONTROL

Female. Ha! You probably thought it would be male, but consider this: It easily gives a man pleasure, he'd be lost without it, and while he doesn't always know which buttons to push, he just keeps trying.



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