

**Title:** **Director of Blackhawk Kids**  
**Reports to:** Lead Pastor of Blackhawk Fitchburg  
**Status:** Full-time, Exempt  
**Value to the Team:** You provide strategic and spiritual leadership to the Blackhawk Kids (BKids) ministry. As an integral member of our team, you and your team ensures our youngest Blackhawkers receive age-appropriate ministry programming alongside invested volunteers.

## **Responsibilities**

### ➤ **Blackhawk Kids**

- Oversee the vision, strategy, and spiritual leadership of central BKids.
- Lead and manage the BKids Team.
  - Ensure cohesion and alignment across BKids at all sites (e.g., Sunday programming, curriculum/content, volunteer development, communication).
  - Supervise BKids staff.
- Oversee central processes and policies (including Child Protection Policies).
- Manage crises, care, and emergency preparedness situations.
- Partner with site pastors and BKids Site Coordinators to support, coach, and troubleshoot.
- Partner with other ministries in areas of strategic overlap (e.g., with Spiritual Formation on curriculum and formation, with Impact for Impact-related initiatives, with Student Ministry as kids transition from one ministry to another).
- Manage the budget.
- Maintain connections and networks. Stay apprised of best practices, resources, and trends.

### ➤ **Teamwork**

- Be an onsite presence on Sundays.
- Serve on Management Team.
- Ensure our multicultural value continues to be developed and incorporated into the ministry.
- Other duties as assigned.

## **Qualifications & Skills**

Stable, mature, growing disciple of Jesus Christ, committed to the values of Blackhawk Church  
Vision for a ministry that is engaging and relevant to children and encourages spiritual development  
Has demonstrated ability in thinking strategically; is able to anticipate and initiate change  
Energized by envisioning, equipping, and including others (staff, volunteers, leaders, and teams) in ministry  
Has a working knowledge of children's development stages and learning styles  
Exercises mature and independent judgment with confidentiality and tact  
Values multicultural ministry, and leads through a multicultural lens  
Computer skills and proficiency in Microsoft 365

## **About Working at Blackhawk**

*At Blackhawk Church, we want to build a loving community that follows Christ in order to reach a community that is lost without Him. On Blackhawk staff, we consider it an honor and privilege to take part in this mission.*

*Our staffing philosophy is simple: connect people to roles they'll thrive in. Our hope is to – as much as is feasible – ensure people's skill, experience and passion align with their role so that they're not just doing the job but thriving in it. Our staff culture values collaboration, coaching/development, humble service and healthy relationships. Our team works really hard, and we have fun doing it. Lastly, we aim to provide a competitive benefit package, and we offer flexibility in schedule when possible and practical.*

*We are an Equal Opportunity employer committed to growing a diverse staff. We don't just accept ethnic and cultural difference – we celebrate it, we support it and we believe it's what God envisions.*

**To apply, visit [blackhawk.church/jobs](https://blackhawk.church/jobs).**