

BelPres Church

Job Title	Compensation	Reports to	Status	Start Date
Director of Early Childhood Ministries	\$85,000-105,000 Full Benefits	Pastor of Elementary Ministries	Exempt, Full time	Sept 2026

The Impact You'll Be Making

The Director of Early Childhood Ministries provides pastoral, developmental, and operational leadership for ministry with young children and their families. As part of the Kids and Students team, this role brings early childhood expertise to our shared work of discipling children, students, parents, volunteers and families. The Director helps BelPres create safe, welcoming play-based, and developmentally appropriate environments where young children experience God's love through caring relationships, healthy boundaries, and consistent adults. This is a disciple-making role that equips the congregation to love, lead, and disciple young children well.

In this role, you will:

- Provide pastoral, theological, and developmental leadership for early childhood ministry, helping BelPres form young children and support their families in ways that are faithful, practical and developmentally wise.
- Develop and maintain a biblical, theological, and developmental framework for early childhood ministry aligned with the church's vision for discipleship, reaching and equipping young families and intergenerational ministry.
- Lead safe, consistent, play-based ministry environments where children are welcomed, known, protected and invited to experience God's love in concrete and age-appropriate ways.
- Lead and oversee core early childhood ministry programs, including Sunday Kids Worship, other family-focused events and discipleship opportunities.
- Recruit, equip, coach, disciple and encourage adult and student volunteers who serve young children, helping them grow as disciples of Jesus and trusted ministry leaders.
- Collaborate with the Kids and Students team to disciple families across ages and stages, recognizing that children, students, parents and volunteers are shared across ministry areas.
- Partner with parents as the primary spiritual influence in their children's lives by offering encouragement, practical resources, pastoral care and simple ways to practice faith at home.
- Support disability inclusion, access, and belonging so children and families of all abilities and backgrounds are welcomed, supported, and able to participate meaningfully in the life of the church.
- Build strong relationships with families through regular Sunday presence, parent support, pastoral conversations, clear communication, baptism preparation and home or hospital visits as appropriate.
- Lead a ministry of hospitality, fellowship, and care that helps young families connect to one another, to the church, and to the larger life of BelPres.

Who We Are Looking For

Skills & Knowledge:

- Personal and growing commitment to Jesus Christ and the vision of BelPres
- Demonstrated passion for discipling young children, parents, volunteers, and ministry leaders
- Strong understanding of early childhood development, including attachment, play, self-regulation, concrete thinking, movement, routines, healthy boundaries, and age-appropriate faith formation
- Experience helping young children experience God's love through safe relationships, meaningful play, healthy boundaries and caring leaders
- Ability to communicate clearly, kindly, and appropriately with young children, students, parents, volunteers and staff
- Ability to build healthy relationships, offer pastoral care with wisdom, and handle conflict directly and constructively
- Ability to partner with parents in ways that are pastoral, practical, encouraging, and honoring of the pressures families carry
- Demonstrated ability to welcome, support and include children and families of all abilities, developmental needs, cultural backgrounds, and family structures
- Demonstrated ability to recruit, equip, and encourage a diverse group of adult and student volunteers
- Ability to lead collaboratively as part of a team, bringing early childhood expertise while contributing to a shared ministry direction
- Demonstrated ability to collaborate cross-culturally
- Demonstrated ability to maintain confidentiality and handle sensitive personal information with care and wisdom
- Able to work independently, follow through on responsibilities and demonstrate initiative and sound judgment
- Proficient computer skills with knowledge of Microsoft Suite and ability to learn other online programs
- Minimum of 5 years of successful Christian ministry involvement with demonstrated experience in:
 - Ministry with young children
 - Developing curriculum, ministry practices, or family discipleship resources
 - Building volunteer teams, ministry systems, and parent communication rhythms
 - Equipping student volunteers for ministry leadership

Physical Demands / Work Environment:

- Must be able to bend, kneel, and lift up to 50 pounds
- Able to move safely in classroom and ministry environments with infants, toddlers, and young children.

Culture:

- We Are One Team, Fully Present: Our communication is built on trust, and we are quick to give grace
- We Are Intentionally Innovative: We aren't afraid to challenge the status quo
- We Care Big: We assume good intent and have a bias for action and timeliness
- We Do Hard Things: We believe in a God who calls us to work together and makes the impossible possible

How To Apply

Please fill out an application (found at belpres.org/jobs) and submit it along with your resume and cover letter to:

Rev. Becky Bastien, Director of Elementary Ministries - KidsandStudents@belpres.org
1717 Bellevue Way NE / Bellevue, WA 98004