



International Network of Children's Ministry

Position: Executive Director, International Network of Children's Ministry (INCM)

Employment Type: Fulltime Hybrid/Remote
Reports to INCM Board of Directors President

Compensation

- Salary: \$90,000 - \$115,000 per annum
- Benefits stipend in addition to salary
- 3 weeks vacation per year
- Travel expenses to INCM events, partner meetings, and/or staff/board events are covered

Job Overview

The Executive Director at INCM will lead an esteemed international organization devoted to shaping the future of the Church by connecting all who champion the discipleship of children. Celebrating over four decades of kingdom work, INCM connects leaders in children's ministry with vital training, resources, and community support. We seek a visionary leader, passionate about the discipleship of children and families to guide INCM into its future, building on a legacy of success and navigating through periods of growth and change.

Key Responsibilities

1. Strategic Leadership

- Chart the organization's future course in harmony with its mission
- Cultivate a vision that furthers the Church's future through children's discipleship advocacy

2. Operational Management

- Direct operational facets of INCM, upholding operational integrity and efficiency
- Implement strategies anchored in collaboration and biblical principles
- Manage staff development and performance
- Daily operation lead for the entire organization

3. Community Engagement

- Foster a celebratory and supportive culture within the children's ministry community
- Expand INCM's international network, focusing on passionate service and mission-driven initiatives
- Lead the Children's Pastors Conference (CPC), a key INCM event

4. Advocacy and Representation

- Serve as INCM's representative in national and international forums
- Promote the strategic importance of children's ministries in the global church

5. Financial Management

- Supervise the organization's financial well-being, including budgeting, reporting, and fundraising

6. Board Collaboration

- Reports to INCM Board President
- Attends monthly Board of Director meetings, providing updates and insight on organizational and community health, initiatives, and strategic planning
- Engage in a strategic partnership with the Board of Directors, enhancing INCM's mission
- Willingness to take on new job responsibilities as the organization moves forward and refines its mission

Qualifications

- Demonstrated leadership in similar roles, preferably within non-profit or faith-based organizations
- Robust business knowledge and basic HR management skills
- Experienced team leader with strategic acumen
- Self-aware and capable of working effectively with personal strengths and challenges
- Deep commitment and alignment to INCM's Statement of Faith and core values
<https://incm.org/about/>
- Exceptional communication and networking abilities
- Ability to work independently in a remote setting
- Experience in children's or preteen ministry
- Strong theological understanding and ability to convey biblical teachings
- Unwavering integrity and embodiment of spiritual values
- Willingness to travel for representation and conferences

Education:

- Undergraduate or Master's degree is preferred, but equivalent experience will be considered

Additional Requirements

- Alignment with INCM's Statement of Faith
- Adherence to the INCM Employee Handbook

If you have any questions for the INCM Board or Search Committee, please email incmboard@incm.org.