



DO WHAT YOU LOVE.



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## STRONG TOWER CHURCH

CHILDREN'S MINISTRY DIRECTOR  
JOB PROFILE



A person with a backpack is walking in a city street. In the background, there is a large bridge structure, possibly the Manhattan Bridge, and tall buildings. The scene is dimly lit, suggesting dusk or dawn.

*One.*  
THIRTY NINE

WE EXIST TO BRING  
TRANSFORMATION  
TO PEOPLE AND  
ORGANIZATIONS  
ONE STRONG HIRE  
AT A TIME



# THE STRONG TOWER CHURCH STORY

Jeffrey and Nicola Smith serve as the Lead Pastors of Strong Tower Church in Fredericksburg, Virginia, a vibrant congregation just south of Washington, D.C. Strong Tower Church is more than a place of worship; it is a sanctuary of restoration, hope, and transformation for individuals from all walks of life. With a deep commitment to the Central Virginia region and a global outreach, we continue to make a profound impact, touching lives locally and around the world.

At Strong Tower, we believe that diversity is one of our greatest strengths. We celebrate our unique qualities, understanding that our differences empower us to be stronger together.

We are a community driven by passion and purpose, actively living out our faith with energy, joy, and integrity. We are high-yield, low-maintenance—focused on making meaningful contributions while minimizing unnecessary demands. No matter your background, there is a place for you here. We are devoted to engaging with society, making God known, and working together to create a better world.

We want to honor God in everything we do. We strive to live Christ-centered lives, placing character above gifting. We believe in the inherent potential of every individual, and our love for others fosters deeper relationships with God and one another. Through excellence, we reflect God's brilliance, committing ourselves to punctuality, excellence, and world-class service in all that we do.

We understand that God is dynamic and ever-moving, which is why we remain open to new ways of thinking, acting, and being. As a church, we are committed to generosity—giving of our time, resources, and finances to fulfill the vision God has entrusted to us. Giving is embedded in our DNA, and we honor God by blessing others with what He has so graciously given us.

Together, we are determined to fulfill the vision God has placed in our hearts. We choose to focus on where we agree, not where we disagree, knowing that unity strengthens our collective purpose. With a powerful mission to CHANGE LIVES, EMPOWER PEOPLE, and IMPACT THE WORLD, we are on a transformative journey to see lives touched and communities forever changed by the love and power of Jesus Christ.

# STRONG TOWER CHURCH

## VISION & MISSION

Strong Tower Church endeavors to:

Change Lives,  
Empower People,  
and Impact The World

## JOB SUMMARY

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The Children's Ministry Director will be dedicated to changing lives, empowering people, and impacting the world through creating and cultivating an excellent environment for children to accept Christ and grow in their faith. This will be done through developing leaders, building teams, and providing consistent communication with volunteers and the congregation.

## CANDIDATE COMPETENCIES

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- Possesses effective time management skills
- Demonstrates excellent verbal, written, and interpersonal communication skills
- Exhibits exceptional presentation skills
- Shows exemplary problem-solving skills
- Explains complicated processes clearly through coaching
- Provides solutions to complaints and inquiries
- Leads effectively
- Builds teams
- Manages change

WE ARE ONE THIRTY NINE

# PERSONAL PROFILE

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- Passionate about serving others
- Fosters spiritual growth
- Makes a positive impact on the lives of children

# ESSENTIAL DUTIES & RESPONSIBILITIES

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- Follow Christ with an understanding of God's word
- Embody the values of Strong Tower Church
- Provide engaging weekend services for children to help introduce, develop, and start a relationship with Jesus Christ
- Create processes and track progress
- Schedule all leaders and teams for the weekend
- Identify and recruit potential Tower Kids volunteers and cast vision, values, and culture for the volunteer team



# ESSENTIAL DUTIES & RESPONSIBILITIES

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- Create a welcoming environment for families and encourage parents as they lead their families to become fully devoted followers of Christ
- Resource parents with support in leading their children in the faith
- Facilitate baptism classes for parents and children in an age-appropriate setting as needed
- Facilitate and coordinate the training, orientation, and monitoring of Tower Kids volunteers
- Take responsibility for curriculum materials being used to their highest potential
- Work with leaders to ensure all Tower Kids classes are running at a high level of excellence
- Meet and exceed the required number of volunteers for Tower Kids all weekend Services





# FREDERICKSBURG, VA

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Nestled at the crossroads of the Rappahannock River and the Atlantic Seaboard, Fredericksburg is a charming town steeped in rich history, once a thriving port during Virginia's colonial heyday. Today, this historic gem thrives as a bustling hub of tourism, with nearly a million visitors flocking to its cobblestone streets each year. Travelers are drawn to its vibrant downtown, where they can explore a wealth of museums, art galleries, quirky shops, and centuries-old landmarks that tell the stories of its past. Fredericksburg is also home to the sprawling Central Park, which, since 2004, has stood as the East Coast's second-largest shopping destination. For those seeking more retail therapy, the nearby Spotsylvania Towne Center offers a diverse shopping experience just outside the city limits.

The town's economic heart beats through major employers like the University of Mary Washington (named after the mother of the nation's first president, George Washington), Mary Washington Healthcare, and GEICO. Fredericksburg's residents enjoy convenient access to the bustling corridors of Washington, DC, Richmond, and neighboring counties via car, bus, and rail, making it the perfect blend of small-town charm and big-city convenience.

## WHO WE ARE

*We are bold. We are diverse. We are the catalyst to transformational change by connecting dynamic leaders, driven by a unique calling, equipping & empowering them to create exponential impact.*

## OUR WHY

*We exist to bring transformation to people and organizations, ONE strong hire at a time.*

## OUR VALUES

EXPERTLY SKILLED  
WILDLY EFFECTIVE  
AUDACIOUSLY INNOVATIVE  
BOLDLY AUTHENTIC  
PASSIONATELY TRANSFORMATIONAL  
UNUSUALLY GENEROUS

