



Hiring a Children's Pastor

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Placing the right people in the right positions is an important part of pastoral success. I have often been asked what church staff I would hire first. I would begin with a good secretary. He or she can double your effectiveness almost immediately.

Children's Ministry Builds the Church

Next I would hire a children's pastor. An excellent ministry to children will build a local church. Children are easier to reach and lead to the Lord than teens or adults. Children have the unique ability to bring their friends, parents, and grandparents to church, particularly to special events.

One cannot build an exciting and successful children's ministry without trained leadership, pastoral support, clean and adequate facilities, and a commitment to reaching children, no matter how much it costs. You cannot have a growing church if there are no children present.

My strongest comments would be reserved for the church that does everything first class for the adults, with the teenagers next in

line, and the children somewhere after that. That sends a message to children and parents that ministry to preteens ranks low. Most parents will not stay long enough for that impression to turn around.

In today's market, a clean, up-to-date children's ministry,



staffed by trained, caring people, is not an option if you want a growing church. More than any other reason, parents with small children choose a church based on the care and concern provided for their children.

Train Your Own

As a senior pastor, another question you might ask is,

"Where do I get good workers?" You have two options: (1) inherit, entice, or proselytize workers whom someone else has trained; or (2) train your own. Many pastors have been blessed by the occasional gift of a mature, seasoned leader, but you cannot build a ministry on this uncertain source. Why not train your own staff with your vision and leadership style setting the pace? If necessary, start with one person.

Jesus chose 12, and none of them were especially impressive. But after nearly four years of training plus being baptized in the Holy Spirit, 11 of them became great men of God.

Jesus also told us to pray for workers. Most of the ones He sends us are diamonds in the rough, not polished gems. What an enriching and fulfilling experience to see people discover their gifts and talents and use them to build the local church.

Jesus said He would build His church, and He has the resources and workers to get the job done. He calls pastors to lead the way.

