

POSITION: NextGen Ministry Director

Position Summary: The NextGen Ministry Director will develop, implement, direct and promote ministries that are relevant to the next generation (12-30 years old) of St. Mark's and our community. The NextGen Ministry Director is strategically minded, administratively skilled, aggressive with recruiting and team development, has a serving heart, and values relational ministry.

The NextGen Ministry Director guides the five primary next generation ministries: Worship, Small Groups, Service, Education, and Fellowship.

Duties and responsibilities include, but not limited to:

- Establish healthy and faith based relationships with youth and young adults
- Manage and lead the NextGen team to include but not limited to recruiting volunteers, scheduling, distribution of duties, coaching, training, etc.
- Equip and develop leaders to assist with leading the NextGen ministries (education, worship, fellowship)
- In conjunction with the Director of Christian Education, Director of Music, and lay leaders, develop fellowship, spiritual, worship, and learning opportunities (e.g. worship service, group meetings, special events, retreats and mission projects)
- Assists the Director of Christian Education and Director of Music with the solicitation and training of volunteers to help with NextGen ministry programming
- Lead ministry areas in support of the overall mission and strategy of the church through weekly programming, as well as annual camps, trips, special events, and other various needs
- Maintain effective and regular communication with youth/parents and young adults via phone, text, email, social media, etc.
- Serve as one of the primary teachers and personalities in weekly worship and other large group gatherings
- Support the development and implementation of a HomeTeam strategy to equip and empower parents as the primary disciplers of their children at each stage of spiritual development
- Be supportive to the youth and young adults by attending school, sporting, community events, etc.
- Effectively promote the NextGen ministry within and outside the congregation via newsletters, announcements, newspapers, website, social media, and other outlets
- Educate, advocate, and empower the members of St. Mark's to grow and expand NextGen ministries
- Maintain up-to-date contact information of youth and young adults
- Be a team player willing to support and participate in worship, education, and vacation bible school and confirmation ministry
- Attend meetings as necessary
- Meet regularly with the NextGen team to provide ongoing coaching, feedback, and leadership
- Provide updates and feedback to the Senior Pastor for coaching, reporting and improvement
- Abide by the policies and procedures of St. Mark's Lutheran Church as outlined in the Personnel Policies and Procedures Handbook

Prerequisites:

- Education
 - Required: Bachelor's degree in a related field
 - Preferred: Master's level work
- 25 years of age or older preferred
- Minimum of three years' experience leading children and/or student ministry at a church averaging at least 300 in attendance
- Experience preparing and teaching biblical messages to audiences of at least 100 students and/or adults
- Musical proficiency preferred
- Previous supervisor experience preferred
- Previous experience in recruiting, leading and developing volunteers is preferred
- Valid driver's license
- Favorable background check
- Passage of all drug testing requirements

Key Accountabilities:

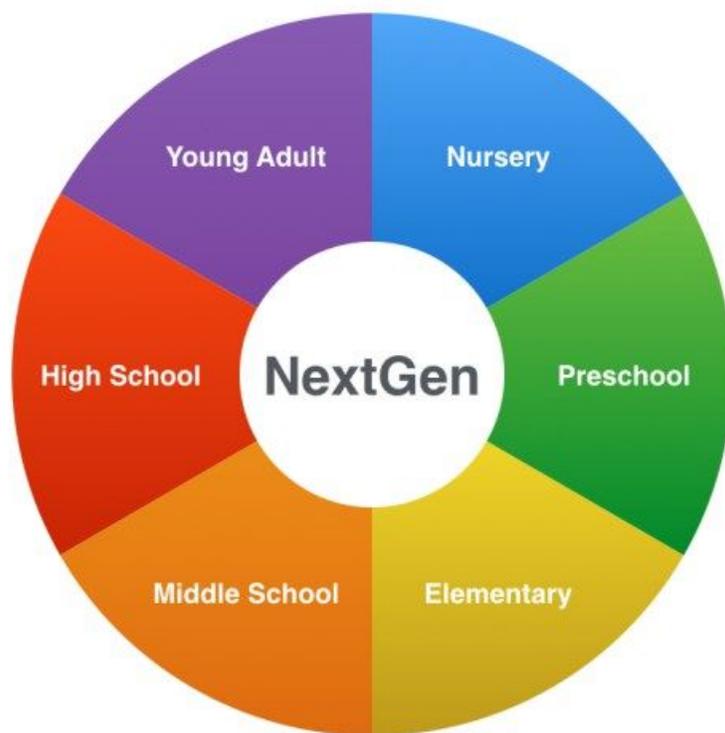
- Abiding faith in God
- Spiritually mature Christian with an active faith life and genuine passion for being a disciple of Christ
- Commitment to St. Mark's mission, values and leadership
- Maintain positive relationships with youth, parents, volunteers, and staff
- A self-starter who has a strong work ethic
- Emotional and relational intelligence; ability to quickly build relational equity and maintain a strong rapport with students, parents, young adults and volunteers
- Able to demonstrate practical knowledge and skills in leadership
- Flexible and able to manage change
- Excellent verbal and written skills
- Knowledge of NextGen culture and ability to utilize this understanding in ministry
- Timely and responsible
- A good listener, mentor, and caregiver

Position Type: Full-time

Expected Time Requirement: 40+ hours per week with some evenings and weekend required by nature of the position's responsibilities

Direct Report: Senior Pastor

NextGen Ministry



A NextGen Pastor/Director oversees multiple staff and multiple age groups, some of which can include college and young adults. In most of those cases, other members of the staff focus on kids and student ministries while the NextGen Leader oversees them but has a more direct ministry role with marriages and parenting. Both work to partner with parents as much as possible.

In smaller churches, a NextGen Pastor can oversee multiple age groups with volunteers and teams leading ministry age groups. He/she can be a primary communicator in one or more age groups but still supports all areas of ministry equally. The NextGen team in a smaller church may have any variety of part-time staffing configurations depending on 1) the skill set of the NextGen Leader, 2) the growth areas of the ministries, and 3) the skill sets of the available volunteers.

The NextGen Leader is strategically minded, administratively skilled, aggressive with recruiting and team development, has a pastoral heart, and values relational ministry with an emphasis on the relationships between kids/students and their small groups and small group leaders.

WHAT IS THE ROLE OF THE NEXTGEN LEADER:

1. Champion the Next Generation

This person's goal should be where everyone on the team can state your purpose. Then, they help the overall team to remain committed to that purpose.

2. Lead a Team of Leaders

This needs to be someone with the boldness to lead and manage well. They also need to be able to have the hard conversations.

This will often take:

Patience: It might take a while.

Boldness: Be willing to push for some hard things.

3. Strive for Strategic Alignment

This leader will strategize the calendar between all areas of family ministry. Maybe this involves cutting back on events, in order to focus the primary purpose of partnering and empowering parents. Silo-style ministry cannot happen. This leader encourages all other leaders to attend each other's ministries. Everyone has their own area of contribution, but they all work together for the same purpose and end-result. Inspire this among the team. They need to be collectively responsible for the same objective. This also affects your terminology used within the entire church.

- Do the leaders of your team sit around the same table on a regular basis?
- Do your calendars and budgets compete?
- Is there a clear, designated leader?
- Have you clarified the win for parents at each stage?
- Easy and clear transition between age groups? Celebrated?

4. Create a Pro-Family Culture

The Director of NextGen Ministry is really a minister to the whole family.

FIVE ESSENTIALS FOR THE NEXTGEN MINISTRY DIRECTOR:

ALIGN LEADERS – Align leaders with a common language and strategy.

This includes overseeing multiple staff, ensuring their strategies are all aligned, developing a common language, training and equipping volunteers, ensuring the most effective and efficient strategies are employed to best mobilize our ministries.

REFINE THE MESSAGE – Craft core truths into engaging, relevant, and memorable experiences.

This includes curriculum selection, development, and review. It also includes overseeing environmental messaging, social media messaging, and other communications. It also can and, in my situation does, include being a primary communicator (teacher/preacher) on stage.

ENGAGE PARENTS – Engage every parent to have positive influence in the spiritual development of their own kids.

This includes resourcing parents, ensuring consistent communication with parents, training staff and volunteers to partner with parents, etc.

ELEVATE COMMUNITY – Give every kid a caring leader and a predictable and safe community where they can grow spiritually.

This includes making sure The Small Group is the Big Event. Every kid and student of every age has a small group and a consistent leader who is investing in them and their spiritual growth.

INFLUENCE SERVICE – Create consistent opportunities for kids and teenagers to serve.

This includes creating opportunities for service as a volunteer in the regular weekly ministries and worship services of the church, as well as missional work and ministry opportunities both locally and globally.

Essential Duties and Responsibilities

- Assure a safe, welcoming and fun environments for all areas of ministry with students and young adults
- Lead ministry areas in support of the overall mission and strategy of the church through programming on Sunday mornings, Wednesday nights, as well as annual camps, trips, special events, and other various needs
- Serve as one of the primary teachers and personalities in weekly worship and other large group gatherings
- Manage and lead the NextGen team to include but not limited to hiring, scheduling, distribution of duties, coaching, training, performance reviews, discipline and termination when necessary.
- Recruit, develop and lead over 100 volunteers
- Support the development and implementation of HomeTeam strategies to equip and empower parents as the primary disciplers of their children by furthering St. Mark's intentional strategy to equip parents at each stage of their child's spiritual development
- Assess the ongoing effectiveness of ministry areas including programming, staff, and volunteers; lead adjustments and changes as needed
- Responsible for the development and management the budgets and calendars for ministry areas
- Meet regularly with the NextGen team to provide ongoing coaching, feedback, and leadership
- Provide updates and feedback to the Senior Pastor for coaching, reporting and improvement