

JOB DESCRIPTION

NextGen Director

Reports to: Pastor

Employee Status: Salaried Exempt

Salary Range: \$65,000 to \$75,000 base salary

Updated: 5/14/26

POSITION SUMMARY

The NextGen Director will provide vision, leadership, and hands-on execution to build and lead a thriving NextGen ministry (birth through 12th grade). This role is responsible for developing both kids and students ministry creating engaging environments, building teams, and establishing a clear pathway for discipleship for the next generation and their families. This leader will function as both a visionary leader and ministry builder, overseeing strategy while actively leading weekly environments and developing volunteers.

QUALIFICATIONS

- Strong and growing relationship with Jesus Christ
- Clear calling to NextGen ministry
- Ability to lead, build, and develop teams
- Demonstrated record of rebuilding/revitalizing NextGen programs a plus
- Strong communication and relational skills
- Highly organized with the ability to manage multiple priorities
- Alignment with the Crieviewood Baptist Church's theology, mission, and culture as well as becoming a member of the Church if called
- 3 plus years experience in kids or students ministry preferred
- 3 to 5 years church staff experience preferred
- College degree preferred

KEY TRAITS

- Builder – thrives on starting and growing ministries from the ground up
- Leader of Leaders – develops people, not just programs
- Relational – connects well with kids, students, parents, and volunteers because of strong emotional intelligence and cultural awareness
- Operator – can create systems that actually work
- Missional – passionate about reaching the next generation

WHAT SUCCESS LOOKS LIKE (12–18 MONTHS)

- A consistent, safe, and engaging kids' ministry is established and growing
- A core volunteer team is recruited, trained, and multiplying
- New families with kids and students are regularly attending
- Clear next steps exist for spiritual growth (salvation, baptism, groups, leadership)
- A weekly students ministry is launched and gaining traction

REALITY OF THE ROLE

- Build before you lead large teams
- Be hands-on every week, not just directional
- Own both kids and students ministries, not just one area
- Help shape the future of this church

PRIMARY RESPONSIBILITIES

Vision & Leadership

- Work with the Pastor to develop and implement a clear strategy for NextGen ministry aligned with the overall mission of the Church
- Create a simple, scalable discipleship pathway from birth through high school
- Champion a culture of evangelism and spiritual formation among kids and students
- Ensure all NextGen environments are engaging, safe, and gospel-centered
- Serve as the primary leader and advocate for the next generation within the Church
- Assume additional duties as assigned by the Pastor

Kids Ministry (Birth–6th Grade)

- Build and lead a safe, fun, and structured kids ministry environment
- Develop nursery, preschool, and elementary systems and programming
- Implement or select curriculum that is theologically sound and age-appropriate
- Oversee check-in, safety protocols, and classroom structure
- Ensure excellent Sunday execution and family experience

Students Ministry (7th–12th Grade)

- Lead weekly students ministry gathering
- Create relational small group environments for discipleship
- Build a culture of invitation and outreach among students
- Develop student leaders and create ownership opportunities
- Plan key events (retreats, camps, outreach nights, etc.)

Volunteer Recruitment & Development

- Recruit, train, and lead a growing team of volunteers
- Develop leaders for key roles within kids and students ministry
- Provide consistent coaching, encouragement, and pastoral care for volunteers
- Create simple systems for onboarding, scheduling, and communication

Family Discipleship

- Partner with parents as the primary disciplers of their children
- Communicate regularly with families about spiritual development and ministry updates
- Create milestone moments (baby dedication, 1st graders Bible presentation, salvation/baptism, graduation)
- Provide resources and encouragement for at-home discipleship

Systems, Operations & Safety

- Build and maintain systems for: volunteer scheduling, check-in, child security, communication and follow-up
- Ensure all safety policies and procedures are implemented and followed
- Manage ministry budget, supplies, and resources
- Track and report key metrics including, but not limited to, attendance, volunteers, new families, salvations, baptisms, etc.

Outreach & Growth

- Create environments that attract and engage new families
- Develop strategies to reach kids and students in the community
- Partner with church-wide outreach and events
- Help integrate new families into the life of the Church