

Next Gen Director

Accountable to:

Worship & Programs Director

Job Type

- Exempt Full-Time

Overview

The Next Gen Director champions Crossroads' Kids and Student Ministry programs. The position provides oversight, leadership development, spiritual leadership, dynamic teaching, volunteer recruitment, and strategic vision for our ministry to children from birth through 12th grade. The Next Gen Director is vital to the ongoing success of Crossroads' ability to live into our vision to focus on family, serving in our community, unlimited welcome, and team-based ministry.

The focus of the Next Gen Director is to develop and implement a creative, spiritual, fun experience that introduces kids and students to Jesus and His practices, teaches the unconditional love of God, and imparts how to offer an unlimited welcome to everyone. The position will be responsible for spiritually equipping kids and students to be whole-hearted, lifelong followers of Christ. The role requires recruiting and supporting volunteers, supporting families, and overseeing the day-to-day operations of the Next Gen programs that embrace the Crossroads mission to offer the welcoming and unconditional love of Jesus. Building relationships with volunteers, parents, students, and children is critical.

Candidates for the Next Gen Director must have a Bachelor's degree and 3-5 years of experience working with children and students. Experience in a church setting is preferred.

Responsibilities and Duties

Programming

- Lead the creation and execution of Next Gen Kids and Student experiences (Sunday morning, as well as evening programs and activities) to strengthen their faith while allowing them to explore, create, and develop their own way of connecting to God, Crossroads, and the community.
- Lead creation and execution of student events where students experience being a follower of Jesus (mission trips, retreats, fundraising, service projects, social activities) through creative and fun gatherings.
- In partnership with the Next Gen/Kids Associate Director, identify, review, and implement curriculum and programs to strengthen the faith of kids, students, and families.
- In coordination with the Next Gen/Kids Associate Director and other teams, plan and execute special events including community outreach opportunities such as Tween events, the Easter Festival, Summer Camp, Trunk or Treat, Breakfast with Santa, etc.
- Lead creation and execution of Passage events such as Baptism, Crossover, Confirmation, and Graduation as a natural progression from birth through student ministries.
- Foster open communications with parents and other adults in the lives of the kids and students.
- Oversee Crossroads' Nursery and Childcare Ministry in coordination with staff responsible for hiring, training and oversight of childcare staff on Sunday mornings and other events.

Outreach

- Recruit volunteers to help with Next Gen and Kids activities, gatherings and events.
- Oversee a plan to reach new students at the local high and middle schools in the surrounding area.
- In coordination with the Communications Director use a multi-outlet approach (FB, Instagram, Email, twitter, daily group texts, etc.) to connect with, invite, and recruit students into the Crossroads Next Gen Ministries Program.

Administration

- Train, mentor and support the volunteers who assist with Next Gen and Kids activities.
- Coordinate with the Administrative Assistant to have all volunteers and staff members working in Next Gen and Kids Ministry complete the background screening process, including updates when necessary.
- Create and maintain an innovative and exciting program that coordinates with other ministries and events within CUMC.
- Develop and oversee the annual budget for Next Gen and Kids Ministry.
- When possible, provide necessary accommodations for any student with special needs.

Education and Experience

- Bachelor's degree required, preferably in education, church ministries, or related field.
- Minimum of three to five years' experience working with children/students.
- Proficient with computers, Microsoft products, and willing to learn church software.
- Experience recruiting volunteers preferred.

Key Competencies

- A love and passion for kids and students as well as an inclusive, welcoming attitude and behavior towards all.
- Ability to communicate effectively with children, students, parents, and volunteers.
- A desire to create fun and exciting experiences (including service opportunities) for children and students, both inside and outside the church.
- Experience working with children/students in various settings.
- Ability to reach and connect with students through local schools and student organizations.
- Ability to recruit, equip and mobilize paid staff and volunteer leaders.
- A good listener with excellent communication and interpersonal skills.
- Detail oriented with the ability to multi-task.
- Must be safety-minded and ensure children and students are safe in the church environment and at church-sponsored events.
- Experience collaborating with staff and volunteers to accomplish effective ministry.
- Results oriented leader who can solve problems and make decisions independently, when appropriate.
- Ability to work weekends, evenings, and overnight for mission trips and retreats.

Success is attained when:

- Healthy spiritual relationships and community are formed and maintained among kids, students, and volunteers.

- Kids and students feel surrounded by the love and support of Crossroads as an inclusive community and where they feel safe asking questions and exploring their faith as an evolving walk with God.
- New students from the community feel as if Crossroads supports them and offers them a new learning environment.
- Volunteers are trained and feel compelled to support ministry programs.
- Parents feel supported and there is clear communication.

Working Conditions/Physical/Mental Demands

The Next Gen Director position involves a combination of working in a seated position in a professional office setting with a controlled temperature environment, and standing for extended periods for Sunday morning programs, evening programs/activities, and events. Routinely involves using standard office equipment such as computers, phones, scanners, and copiers.

Must be able to regularly talk and hear, lift 20 pounds, stand, walk, use hands to fingers for computer and office equipment, handle or feel and reach with hands and arms frequently, bend and stoop when necessary to complete job duties. Requires ability to learn, remember, focus, categorize, and integrate information for problem-solving, comprehension, and decision-making. Ability to complete tasks independently, remember processes, complete work timely to meet deadlines. Requires ability to work weekends and evenings for Next Gen and Kids' programs. Occasional overnight travel is required, such as mission trips and retreats.

Crossroads is an equal opportunity employer. All are welcome and encouraged to apply regardless of race, sexual orientation, gender identity, or political views.