

Next Gen Director

Accountable to: Executive Director

Job Type: Exempt Full-time

PURPOSE OF POSITION: The Next Gen Director champions CUMC's Kids and Student Ministry programs. This position provides oversight, leadership development, spiritual leadership, dynamic teaching, volunteer recruitment, and strategic vision for birth through 12th grade with specific focus on student ministry. The purpose of this position is to develop and implement a creative, spiritual, and fun kids and student ministry that introduces students to Jesus and His practices, teaches the unconditional love of God, and imparts how to offer an unlimited welcome to everyone.

This role is primarily focused on student ministry with leadership over the overall Next Gen Team. This role will be responsible for spiritually equipping students to be whole-hearted, lifelong followers of Christ in our church community by teaching students, recruiting and supporting volunteers, supporting families, and overseeing the day-to-day operations of the Next Gen programs that embrace Crossroads UMC's mission to experience the welcoming and unconditional love of Jesus.

This position is responsible for building relationships with volunteers, parents, and students. In addition to the students already involved in the church, this position is responsible for helping the church reach new students in the surrounding area at the local high and middle schools.

The Next Gen Director's serving is vital to the ongoing success of Crossroads' ability to live into our vision to focus on family, serving our community, unlimited welcome, and team-based ministry.

Essential Functions:

Programming

- Lead creation and execution of an overall student ministry program inclusive of current students and new students. A balance of discipleship and connection is vital.
- Develop, execute, and oversee weekly weekend ministry experience that includes Sunday morning and evening programs and activities.
- 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 Next Gen/Kids Associate Director, identify, review, and implement curriculum and programs to grow the Christian faith of kids, students, and families.
- Partners with Next Gen/Kids Associate Director to plan and execute special events including community outreaches such as: Summer Camp, Easter Festival, Breakfast with Santa, Back to School Bundles, Tween Events, etc.
- Lead creation and execution of important moments (Baptism, Confirmation, Graduation, Retreats) which allow students to relate themselves to each other, the church community, and the local and global community.
- Oversee development of communication programs with Crossroads KidVenture to describe Kids events as a natural progression to Crossroads Student ministries.

- Build and nurture individual relationships with students and parents, demonstrating the principles of Jesus' teaching.
- Foster open communications with parents and other adults in the lives of the kids and students.

Outreach

- Use multi-outlet approach (FB, Instagram, Email, twitter, daily group texts, etc.) to connect with, invite, and recruit students into the CUMC Student Ministries Program.
- Recruit, train and coordinate parents and other volunteers to help with gatherings and events.
- Outreach to middle and high schools to grow the student ministry beyond the CUMC building.

Administration

- Recruit and train volunteers to assist with Next Gen and Kids activities, Sunday morning experience, Sunday evening student groups, and other events. Ensure 100% compliance to safety procedures and training, and 100% compliance to background checks for volunteers and staff members working with kids and students.
- Create and maintain an innovative and exciting program that coordinates with other ministries and events within CUMC.
- Ensure activities are comprehensively scheduled and responsibilities are understood by all participants, including volunteers.
- Manage the Next Gen/Kids Associate Minister and Administrative Assistant, which includes hiring, training, mentoring, coaching, and evaluating.
- Develop annual budget.
- Understand any student with Special Needs and provide necessary accommodations.

Education and Experience:

- Bachelor's degree required, preferably in education, church ministries, or related field.
- Minimum of five years' experience working with students.
- Theological education is preferred.
- Proficient with computers, Microsoft products, and church software.
- Experience recruiting volunteers preferred.
- Demonstrates an inclusive and welcoming attitude and behavior towards all.
- Ability to work weekends, evenings, and overnight for mission trips and retreats.

Key Competencies:

- A love and passion for kids and students.
- A desire to create fun and exciting experiences (including service opportunities) for children and students, both inside and outside the church walls.
- Ability to communicate effectively with children, students, their parents, and volunteers.
- Experience working with students in various settings.
- Ability to reach and connect students outside the walls of the church.
- Ability to recruit volunteers.
- Ability to manage a staff team.
- Excellent communication and interpersonal skills.
- High energy to meet the demands and needs of large groups of students.
- Ability to multi-task and manage simultaneous kids' activities and events.

- Excellent communication and interpersonal skills.
- Ability to effectively connect and relate to kids, students, parents, and volunteers.
- Must be safety-minded and ensure kids are safe in church environment and events.
- Problem solver.
- Decision maker.
- Collaborative.
- Good listener.
- Results-oriented.
- Detail-oriented.
- Dependable.
- Believes and supports Christian values of the church.

Working Conditions/Physical and Mental Demands:

Combination of working in a sitting position located in a professional clerical office setting in a controlled temperature environment and standing for extended periods for Next Gen and Kids' events and Sunday morning and night programs and activities. Will routinely use standard office equipment such as computers, phones, scanners, photocopiers, and filing cabinets. 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.