



MISSION HILLS CHURCH

REAL. MESSY. NEW.

NEXT GEN DIRECTOR

Department : Ministry Environments

Direct Report : Ministry Environments Executive Pastor

Position : Full-time

PURPOSE OF POSITION:

The Next Gen Director is responsible for leading our Kids and Student Ministries in order to develop a clear pathway which enables every kid to take the next step in their journey of becoming like Jesus and joining Him in His mission while supporting the implementation of the vision, mission and core values of Mission Hills Church.

QUALIFICATIONS:

- Earned degrees and/or other credentials that have equipped them for the duties of the role
- Alignment with the vision, mission, core values, and doctrinal statement of Mission Hills Church
- Models strong Christian character, integrity, vibrant relationship with Christ and lives out biblical truth
- A successful track record of upper level management and leadership
- Self-motivated, not needing micromanagement yet love to do life as a team
- Passion for the next generation
- Experience sufficient to enable effective leadership
- Strengths in the following areas: organizational and ministry alignment, staff development and care, clear communicator, project management, strategy development and implementation, system and process development. Should have a proven track record of demonstrating these strengths in past and/or current ministry settings.

RESPONSIBILITIES:

- **CHAMPION EVERY AGE GROUP** – Inspire the church to say yes to the next generation, investing in their future now. The way we love kids now directly impacts who they will be as adults. As kids grow through the phases, they need loving and committed adults to show up and connect with them, share life with them, and invest in them, preparing them for what's next. The Next Gen Director ensures that kids have those adults in their lives, casts the vision for their potential, tells their stories, inspiring the church to love and treat each kid like they are made as the image of God.
- **ALIGN LEADERS** – Coach the teams to work together. Get them on the same page. Embody the ministry's primary values then live and breathe those values. Organize and base the ministry practices on those values. Meet with the team regularly to identify common goals and objectives. Keep a compelling scoreboard and hold them accountable. The Next Gen Director is responsible for the team's alignment and the church's overall strategy for raising up the next generation.
- **GAUGE EFFECTIVENESS** – Help your team identify what success looks like and what it means to be effective. The Next Gen Director must help their teams define the wins and measure the markers that demonstrate you're doing what you're supposed to be doing.
- **ASSIST MINISTRY** – Serve your leaders. Assist them in whatever way is needed to ensure not only their success but also their sense of joy and fulfillment in doing what God has called them to do. This includes making sure the tools and resources you provide are genuinely helpful, your communications systems are efficient and effective, your environments are inspiring, and the messaging is engaging. The Next Gen Director collaborates with the team to establish the system that makes all this possible, including hiring the right staff, recruiting the right teams, and providing the right resources. They build systems and processes for resourcing families, raising kids and reaching the community.

- **EXPAND LEARNING** – Equip your team with the knowledge and skills it takes to lead their leaders and ministries. Equip your team’s leaders with the knowledge and skills it takes to lead their kids. Teach them what you know. Model what needs to be done. The Next Gen Director is always a step or two ahead of their team, feeding them what they need to learn and grow in their God-given calling to minister to kids.
- **PARTNER WITH PARENTS** – Find ways to genuinely partner with parents in raising their children. Provide what the church can provide best: a loving network of caring adults who are committed to helping them grow in faith, wisdom, and friendship. The Next Gen Director is constantly looking for ways to improve their partnership with parents.
- Other occasional duties as required by senior leadership