



Job Description

Position Title: Director of Next Gen Ministries
Reports to: Executive Director
Revised: 04.01.25

Department: Next Gen
Status: Full time; salaried, exempt
Campus: Campus Support Team

Primary Purpose

The Director of Next Gen Ministries will lead and oversee Next Gen initiatives across all NewPointe campuses. Working with executive leaders, campus pastors, and Next Gen directors, the Director of Next Gen Ministries will create an environment where kids and students connect with coaches who guide them through this pivotal season of life. By casting vision, developing a team, and directing Next Gen programming, the Next Gen Director will inspire children and youth to follow Jesus and equip parents/families to be the spiritual leaders of the home.

Essential Functions/Key Result Areas (KRAs)

- Develop, protect, and champion the Next Gen Ministry culture by providing leadership and oversight to all aspects of NewPointe Kids and Student Ministry (birth – age 18) and Armor Sports Ministry.
- Oversee selection/creation of curriculum, global and local programming, and provision of resources for families.
- Ensure consistency, continuity and high standards of curriculum, activities, and content delivery across all campuses.
- Establish, maintain, and promote a clear, strategic, and sequential Family Framework easily accessible to families via the church website.
- Develop and promote a culture of leadership reproduction for staff and volunteer coaches; continually and actively recruit, train, and retain high quality leaders and volunteers/coaches within the organization.
- Implement strategies to evaluate and upgrade ministry environments to ensure that they are efficient, effective, and deliver the desired outcomes.
- Partner and collaborate with Next Gen coordinator, campus pastors, executive leadership, and campus support staff to ensure proper staff oversight to accomplish Next Gen Ministry initiatives, programming, etc.
- Work closely with leadership to provide directional oversight to departmental budget and expenditures, and ensure alignment with vision, values, and ministry direction.
- Monitor, evaluate, and provide accountability to ministry practices at local levels through regular meetings, setting and monitoring goals and achievements, and providing performance management, training, and development for Next Gen staff.
- Oversee volunteer/coach recruiting, onboarding, training, and appreciation, providing resources and best practices for ministry leaders; work cooperatively with other departments within designed frameworks to ensure that all global communication, production, and equipment needs are secured for Next Gen.
- Other duties as assigned.

Position Requirements

Supervisory

- Lead staff
- Lead volunteers/coaches

Knowledge/Skills/Abilities

- Strong desire to see people's lives changed
- Strong desire to serve others with a Christ-like attitude
- Commitment to NewPointe's mission, vision, and values

- Able to work independently without direct supervision, as well as with a team
- Able to coordinate multiple projects at once
- Able to set goals and create a plan for achieving those goals
- Able to work collaboratively with other NewPointe departments to coordinate and execute projects
- Promotes a positive attitude and working environment
- Possesses excellent interpersonal skills
- Desire to engage and lead new people
- Strong organizational skills
- Exceptional communication skills
- Ability to clearly articulate ideas, frame challenges, problem-solve, highlight opportunities, and offer solutions
- Excels in mentoring and coaching a team
- Able to be self-motivated, highly flexible, and a fast learner

Qualifications

Education: Bachelor's degree required; Master's degree preferred

Experience: High-level leadership; preferred 3-5 years' experience in youth ministry/education in a multisite environment

Licenses: None required

Physical Activities/Requirements (with or without accommodation)

- May require long periods of standing or sitting
- Position requires frequent campus-to-campus travel
- Must possess a valid driver's license
- Must be able to assist with event setup and teardown
- Must be able to work irregular hours

Personal and Spiritual Requirements

- Professes Jesus Christ as Lord and Savior
- Commitment to personal spiritual growth and healthy lifestyle
- Models standards and expectations of leaders within NewPointe, including ...
 - Tithe (within 3 months of hire). A tithe is giving 10% of your income to the ministry of the local church at NewPointe
 - Participate in small group accountability
 - Regular attendance at NewPointe services

At NewPointe, we value working through people to accomplish goals, as well as personally contributing at a level that requires God's help. By maintaining these priorities, we will put ourselves in a position where we can continue to strive for excellence and value in reaching lost people.

ACKNOWLEDGMENT

I acknowledge that I have read the above job description and can perform the essential functions of the position with or without accommodation.

Applicant Signature/Date

Management Signature/Date