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| Job Title: | Director of NextGen Ministries | Revision: | June 2026 |
| Reports to: | Lead Executive Pastor | FLSA: | EXEMPT/FULL-TIME |

Every one, every day helping one another experience life-giving freedom in Jesus.

JOB SUMMARY

The Director of NextGen Ministries provides unified vision and leadership across Third Church’s birth through graduation discipleship ecosystem — encompassing ThirdKids, ThirdStudents, and Family Ministry. This role exists to build a cohesive, spiritually transformative journey for every child and family from the nursery through the senior year of high school. The Director serves as a strategic leader, relational shepherd, and organizational architect — equipping team leaders, empowering volunteers, cultivating a strong safety culture, and acting as a key bridge between the church and the families it serves. More than an administrator, this person is a champion for the next generation who casts compelling vision, develops people, and partners with parents as the primary disciplers of their children.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Vision, Strategy & Leadership

- Cast and communicate a compelling, unified vision for NextGen Ministries that aligns with Third Church’s mission, values, and the discipleship pathway from birth through graduation.
- Build and maintain a cohesive, birth-through-graduation discipleship strategy that ensures seamless spiritual transitions across ThirdKids, ThirdStudents, and Family Ministry.
- Serve as a key voice for the next generation within the pastoral leadership team, advocating for children, students, and families in church-wide planning and decision-making.
- Collaborate with the Lead Pastors and staff to integrate NextGen ministries into the broader life, mission, and calendar of Third Church.

Staff Oversight & Team Development

- Directly supervise the Third Kids Team Leader, Third Students Team Leader, and Family Team Leader, providing consistent coaching, encouragement, and accountability.
- Lead regular team meetings that foster collaboration, shared learning, and unified ministry execution across all three ministry areas.
- Identify leadership development opportunities for direct reports and invest in their professional and spiritual growth.
- Model a culture of servant leadership, spiritual maturity, and healthy team dynamics consistent with Third Church’s values.

Volunteer Culture & Development

- Champion a vibrant, well-supported volunteer culture across all NextGen ministry areas by recruiting, equipping, and retaining volunteers with intentionality.
- Establish consistent onboarding, training, and ongoing development practices for NextGen volunteers in partnership with ministry team leaders.
- Recognize and celebrate volunteers, fostering a culture of belonging and calling across the NextGen ministry community.

Safety Culture & Child Protection

- Oversee and champion a robust safety culture across all NextGen environments, ensuring consistent application of policies, background checks, and secure check-in systems.
- Partner with the Third Church Safety Ministry to ensure that all NextGen spaces and events meet or exceed best-practice standards for child safety and protection.
- Stay current on child protection trends, legal requirements, and church safety guidelines, leading team training and policy updates as needed.

Family Engagement & Parent Partnership

- Function as the strategic bridge between Third Church and the families it serves, ensuring parents feel supported, informed, and equipped as the primary disciplers of their children.
- Develop resources, programming, and communication strategies that empower families to nurture faith at home and deepen their connection to the church community.
- Design and oversee family-integrated events and experiences that strengthen the church-home discipleship partnership throughout the year.
- Respond pastorally and proactively to family needs, concerns, and transitions, connecting families to appropriate care and resources within the church.

Operational Oversight

- Oversee NextGen ministry budgets across all three ministry areas, ensuring responsible stewardship and alignment with ministry priorities.
- Coordinate facility needs, environmental assessments, and space planning for NextGen ministry spaces to ensure safe, welcoming, and age-appropriate environments.
- Maintain clear communication with families through digital platforms, social media, and direct outreach in partnership with the Creative Team Leader.
- Stay current with best practices, cultural trends, and theological developments affecting children's, student, and family ministry.
- Perform additional responsibilities as assigned to support the overall mission of the church.

SUPERVISORY RESPONSIBILITIES

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| # Direct Reports: | 3 | <i>Number of people directly supervised</i> |
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| # Indirect Reports: | 3+ | <i>Total number reporting into job through other managers (2-downs, 3-downs, etc.)</i> |
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Direct Reports: Third Kids Team Leader, Third Students Team Leader, Family Team Leader

REQUIRED QUALIFICATIONS AND SKILLS

- Demonstrates a vibrant, maturing faith in Jesus Christ, with a lifestyle congruent with biblical qualifications for ministry leadership.
- Fully aligns with Third Church’s mission, values, beliefs, and vision; regularly attends and is committed to church membership.
- Exhibits a clear calling to NextGen ministry and a demonstrated passion for seeing children, students, and families experience life-giving freedom in Jesus.
- Proven ability to lead, develop, and align multi-ministry teams with unified vision and strategy.
- Skilled in volunteer recruitment, training, and culture-building across diverse ministry contexts.
- Demonstrates strong pastoral instincts with the ability to shepherd both staff and families through complex situations with grace and truth.
- Communicates clearly, compellingly, and professionally in written and verbal forms with diverse audiences.
- Proficient in child safety best practices and committed to maintaining a secure, welcoming ministry environment.
- Leads with humility, spiritual maturity, and authentic servant-heartedness while remaining accountable to leadership.
- Capable of managing multiple ministry systems, budgets, and calendars simultaneously with organizational effectiveness.
- General aptitude in computer software applications including communication tools, presentation platforms, and church management systems (ChMS).
- Demonstrates good judgment, pastoral sensitivity, confidentiality, and discretion when handling guest concerns or challenging situations.
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PREFERRED QUALIFICATIONS AND SKILLS

- Bachelor’s degree in Ministry, Theology, Christian Education, or a related field; Master’s degree preferred.
- Commissioned or ordained, or actively pursuing commissioning/ordination a plus.
- 5+ years of progressive ministry leadership or classroom experience, including direct oversight of children’s, student, or family ministry.

- Prior experience leading and developing ministry staff teams.
- Experience with Microsoft Office Suite (Word, Excel, PowerPoint, Outlook, SharePoint) and ChMS platforms.
- Demonstrated competency in family discipleship frameworks (e.g., Orange/Reggie Joiner, Family Ministry, Deuteronomy 6 models).

WORK ENVIRONMENT & PHYSICAL DEMANDS

The work environment and physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Position requires regular availability on Sunday mornings, Wednesday evenings, and during key ministry events and seasons throughout the year.
- Must be able to lift up to 25 pounds at times.
- Must be available, responsive, and engaged during working hours to ensure effective communication and collaboration with staff, families, and ministry teams.