

DIRECTOR OF NEXT GEN. MINISTRIES

ABOUT FIRST BAPTIST CHURCH SOUTH HILL

First Baptist Church South Hill (FBCSH) is a vibrant, multigenerational church committed to leading people to a growing relationship with Jesus Christ through worship, discipleship, evangelism, service, and community. Rooted in our African American Baptist heritage, we are passionate about reaching people inside and outside the walls of the church and developing fully devoted followers of Christ.

POSITION SUMMARY

First Baptist Church South Hill (FBCSH) is seeking a visionary, Spirit-led Director of Next Gen. to lead a comprehensive ministry that reaches and disciples the next generation—from nursery through high school. This leader will be responsible for shaping a unified discipleship strategy that engages children, equips students, and empowers parents. The Director of Next Gen. will oversee two direct reports—the Children's Coordinator (Pre-K–5th grade) and the Youth Coordinator (6th–12th grade)—ensuring alignment, excellence, and spiritual growth across all age groups.

In addition to discipleship and team oversight, this pastor will provide vision and direction for curriculum, volunteer development, family engagement, and large-scale events. The Director of Next Gen. will also help parents become primary disciple-makers in the home by equipping them with biblical tools and spiritual support.

KEY RESPONSIBILITIES

Team Leadership & Supervision

- Provide direct supervision, pastoral support, and regular evaluation for the Children's Coordinator and Youth Coordinator.
- Develop and maintain a healthy, accountable, and unified Next Gen ministry team through coaching, collaboration, and spiritual leadership.
- Lead regular team meetings and strategy sessions to ensure alignment with FBCSH's mission and vision.
- Equip direct reports with the tools, training, and encouragement to thrive in their areas of oversight.
- Ensure proper communication and collaboration between the children's and youth ministries.

Discipleship Pathway Development

- **Nursery–Pre-K:** Help children know that God loves them.
- **Elementary (K–5th):** Help children know the story of the Bible.
- **Middle School (6th–8th):** Teach students to understand and live out the foundational pillars of the Christian faith.
- **High School (9th–12th):** Develop students into Christian leaders who can confidently share and defend their faith.

Curriculum & Programming

- Select or develop biblically sound, relevant curriculum for all age groups that supports the discipleship pathway.
- Ensure consistency in teaching approach, theological soundness, and spiritual engagement across age groups.
- Provide content review and planning support to Children's and Youth Coordinators.

Student Ministry Leadership

- Design and lead weekly youth gatherings that are biblically sound, engaging, and culturally relevant.
- Develop creative and interactive teaching series, Bible studies, retreats, and outreach events that help students grow in their faith.

- Foster a culture where students are known, loved, and challenged to follow Jesus wholeheartedly.
- Provide regular opportunities for students to serve in the church and the community.
- Develop a student leadership pipeline that encourages ownership and spiritual growth among youth.

Family Engagement & Discipleship

- Partner with parents and guardians to equip them with tools, resources, and encouragement to lead their children spiritually.
- Organize family-based events, workshops, and spiritual formation gatherings throughout the year.
- Provide pastoral care and support to students and their families during key life moments and crises.

Team Building & Development

- Recruit, train, and shepherd a team of adult volunteers who serve as mentors, teachers, and support for youth ministry.
- Provide clear vision, direction, and communication to ensure alignment with the mission and values of FBCSH.
- Create leadership development opportunities for students and adult volunteers alike.

Integration & Church Involvement

- Ensure students are connected to the life of the broader church—through worship, service, and intergenerational relationships.
 - Collaborate with children's ministry, worship, and discipleship teams for seamless transitions and churchwide synergy.
 - Participate actively in staff meetings, church leadership initiatives, and pastoral responsibilities as needed.
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QUALIFICATIONS

- A growing, vibrant relationship with Jesus Christ and a passion for discipling young people and families.
 - Proven experience in youth or family ministry leadership in a church or parachurch setting.
 - Strong teaching, communication, and relational skills with both students and adults.
 - Ability to manage multiple projects, lead volunteer teams, and innovate with excellence.
 - Bachelor's degree in ministry, theology, or a related field required; seminary or graduate degree preferred.
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GENERAL EXPECTATIONS

- Demonstrates a strong and growing personal relationship with Jesus Christ.
 - Upholds FBCSH's mission, vision, and values.
 - Exhibits professionalism, integrity, and a spirit of service.
 - Always maintains confidentiality.
 - Work collaboratively with staff, leadership, and volunteers.
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DIRECT REPORTS

Children's Coordinator

Youth Coordinator

WORK ENVIRONMENT

- Ability to work a flexible schedule

- Attendance at ministry weekly and monthly staff meetings and church conferences may be required.

CORE VALUES OF THE FBCSH TEAM

The **Director of Next Gen.** is expected to embody and model these values in life and ministry: **{DISCIPLESHIP}**

- **Die to Self** – God’s will, God’s way, not ours. (*Matthew 16:24*)
- **Integrity** – We walk our talk. (*2 Corinthians 8:21*)
- **Servant Leadership** – We lead by serving, not commanding. (*Matthew 20:26*)
- **Compassion** – We see something, feel something, and do something. (*Matthew 14:14*)
- **Innovation** – We don’t react to the future—we create it. (*Exodus 31:1–4*)
- **Passion** – We go for the lost at all cost. (*Luke 19:10*)
- **Love** – We love God, we love our families, and we love people. (*Matthew 22:37–39*)
- **Excellence** – We give God nothing less than our very best. (*Daniel 6:3*)
- **Sower** – We put our money where our ministry is. (*Matthew 6:21*)
- **Honor** – We value people over programs. (*1 Peter 2:17*)
- **Impact** – We work to make a difference, not just a living. (*Acts 17:6*)
- **Prayer** – We pray about everything before we attempt anything. (*1 Thessalonians 5:17*)

COMPENSATION & BENEFITS

- **Competitive salary** commensurate with experience and education
- **Medical, dental, vision, disability, and life insurance**
- **Retirement plan** with church contributions
- **Work technology provided** (e.g., laptop)
- **Paid time off**, holidays, vacation, and sick leave

- **Support for continuing education and ministry training**
- **Housing Allowance** (if applicable)
- **Relocation** expenses (if applicable)