

**Budget For Next Generation Ministries Director
Covenant Christian Community Church (Penetang)**

This is a role for forty hours per week. The starting annual salary is \$41,600 (based on \$20 per hour). Other funds related to professional development and ministry related expenses are available. This role will include three weeks of paid vacation.

**Covenant Christian Community Church - Penetanguishene ON
Next Generation Ministries Director – Posting**

Covenant Church is currently seeking a qualified person to give vision and oversight to our Next Generation Ministries (children, youth, and young adults). Their role is to lead us in creating relationships, environments, and opportunities which help these Next Generations grow and thrive into young adults who love Jesus and those around them well. Our ministry has a core base of children who attend the church, a small number of youth who attend church regularly, and relationships with a growing number of youth within our community. This role is focused on building teams of people who have spiritual maturity, Jesus like love, and emotional maturity who will serve as friends and mentors to the children and students in their formative years. Our Next Generation Ministries Director will be motivated by a clear love for God, a love for the next generations, and a love for those partnering with them in the ministry. This position is a paid role at forty (40) hours per week. They will work in partnership with our next generations administrator. There are also budgeted funds for expenses related to this role.

Covenant Christian Community Church has, very recently, committed to three strategic initiatives for the years 2018-2023.

- 1. We will be a community church for our community.*
- 2. We will be a church committed to next generations.*
- 3. We will steward our building and property in ways that welcome and serve our community broadly and next generations specifically.*

Our Next Generations Ministries Director will be our primary catalyst and team leader in accomplishing initiative #2. We are excited about entering this new season of life as a church and are looking forward to having an amazing, godly person join us in our efforts to follow God's leading and the way of Jesus as we commit to both our next generations, to each other, and to our community. (For more information about our strategic initiatives, see the document Strategic Initiatives 2018-2023.)

The candidate should be a mature Christian with a commitment to the statement of faith of the Be In Christ Church of Canada (canadianbic.ca). The candidate will need to, if they have not already, go through a Grip-Birman assessment and (over the course of their first year in ministry) Emotionally Healthy Spirituality and Emotionally Healthy Relationships. Strong interpersonal and organizational skills are needed. Experience in local church youth ministry is preferred. This is a non-credentialed role.

To apply for this position e-mail your cover letter, resume, and a brief (less than one minute) introductory video to jon@covenantchurch.ca.

Role Description – Next Generation Ministries Director Covenant Christian Community Church

A. Time Frame: Initial Term of three (3) years

B. Job Title: Next Generation Ministries Director

The Next Generation Ministries Director will provide vision and oversight to our Next Generation Ministries (youth, children, and oversight). Our church has a strong history of ministry to children and youth. We have recently affirmed that this will be one of our primary strategic initiatives as we enter into the next stage of our life together. This role will be focused overseeing the ministry and building teams which serve our children, Jr. High, Sr. High, and young adults (even those who are away from home). Our current core programs include Sunday morning programs for toddlers through to grade 8; midweek programs for Jr. High (gr. 6-8) and Sr. High; special youth events (some in partnership with Midland Alliance Church); and partnership with a local school in providing Christian Education. New initiatives that this role will be asked to lead the development of include, but are not limited to, an after school program hosted at Covenant Church (at least once per week); the introduction of Emotionally Healthy courses to High School students and young adults; the development of ministry to young adults; and equipping courses for parents of these next generations. This role is not simply focused on children and youth in the church and will be expected to building relationships with the schools in our community and with other individuals and agencies serving next generations in our community. This role will oversee and work with the assistance of our other next generations staff to resource and equip those who partner in these ministries.

The position is a full time paid role at 40 hours per week and the first term is for three years. There are additional budgeted funds for some expenses related to service. The Next Generation Ministries Director would be required to participate in the life of the congregation on Sunday mornings and serve at least four other days per week.

C. Qualifications:

1. Spiritual maturity.
2. Emotional maturity.
3. A love for people - particularly for those in next generations.
4. A team builder.
5. Experience in leading a local church youth ministry.
6. Strong relational and communication skills.
7. Enough technological skill to use social media as a means of engaging and communicating.
8. Strong Bible knowledge and the ability to read scripture through the lens of Jesus.
9. An ability to plan and organize.
10. Compatibility with Be In Christ Church of Canada core values and theology.
11. Bilingualism is a strong asset and funding to help an individual refine or sharpen their French (or English) language skills may be available.

D. Relationship, Appointment, and Term:

1. The Next Generations Ministry Director shall report directly to and be under the supervision of the Senior Pastor.
2. The initial term is for three (3) years, upon which there will be a review.

E. Responsibilities (estimated hrs per week): [* indicates new initiatives]

- *“On Stage” - Church (17)*
 - Cast vision for a ministry that develops continuity of ministry for next generation ministry, from infancy to college/university graduation.
 - Serve in a pastoral role with the students (both in the church and outside the church) and their families, and equip and empower other leaders to do the same.
 - Oversee the planning and leading of a youth midweek programs.
 - Oversee the planning and leading of special youth events (some in partnership with Midland Alliance Church) and larger events (e.g. retreats, mission trips).
 - Partnering with the running of Emotionally Healthy courses in order to introduce them to High School students and young adults.*
 - Development and leadership of ministry to young adults - locally & who move away.*
- *“On Stage” - Community (11)*
 - Oversee the development and leading of an after school program for children.*
 - Oversee the planning and leading of special children’s ministry events.*
 - Oversee the development and leading of equipping events for parents/guardians of next generations.*
 - As invited, partnering with Burkevale Protestant Separate School in providing Christian Education for grades 6-8.
 - Building relationships with the schools in our community and with other individuals and agencies serving next generations in our community.*
- *Team Building & Administrative (12)*
 - Recruit and develop a teams leaders to oversee these ministries and build relationships with the next generation.
 - Engage in learning and equip the leadership and congregation to be able to listen to next generations, relate to next generations, and love next generations.*
 - Oversee the planning and leading of year round Sunday morning ministry to children from infancy to Jr. High.
 - Discern curriculum and materials for the various age groups and ensure team members have what they need from week to week.
 - Provide a report monthly for the Church Board.
 - Meet weekly with the staff and with the Senior Pastor.
 - Engage in personal and professional development to help them develop in Be In Christ Church of Canada’s “Pastoral Way” (www.pastoralway.com)
 - Other responsibilities as requested and required.

F. Role Expectations:

- A sustained track record of serving with next generation ministries, leading the programs, building teams, and helping the students in the programs to grow.
- Recruit and develop ministry leaders.
- Overall positive working dynamic with church leadership and particularly with Senior Pastor.
- Contribute to a positive and effective team dynamic.