

*We aspire to be a Christ-centered community helping people faithfully follow Jesus both locally and globally.*

## **PURPOSE**

The NextGen Ministry Leader provides spiritual, strategic, and organizational leadership for all NextGen ministries at Woodlands Church, ensuring a unified discipleship pathway that helps kids, teens, volunteers, and families faithfully follow Jesus from birth through high school graduation and beyond.

This role exists to lead and develop a healthy, Christ-centered NextGen staff team while creating environments where the next generation can grow in their faith, build meaningful relationships, and become lifelong disciples of Jesus. The NextGen Ministry Leader will champion vision, develop leaders, align ministry strategy, and ensure that all NextGen ministries operate with clarity, excellence, and pastoral care.

This position plays a key role in helping Woodlands Church accomplish its mission of helping people faithfully follow Jesus, both locally and globally.

**Reports To:** Executive Ministry Leader

**Supervises:** NextGen Team Development Ministry Leader, Teens Programming Director, Midweek Kids Programming Director, Elementary Sunday Kids Associate, Early Childhood Associate, NextGen Team Development Ministry Assistant, NextGen Administrative Assistant

**Position Type:** Full-Time (40+ Hours Per Week), Ministry Leader

## **WOODLANDS STAFF MINISTRY EXPECTATIONS**

No matter what your particular role is on our team, you are conducting and supporting the ministry activities of Woodlands Church. Following are the expectations we have for how ministry is accomplished by all members of our staff at Woodlands.

### **Love God/Christ-Centeredness**

Maintains a consistent connection and commitment to Christ; Seeks His direction and strength in fulfilling ministry responsibilities; Seeks to model Christian life by living out the Woodlands Purpose and Priorities; Exhibits Fruit of the Spirit (love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control). Gal 5:22-23

### **Love Others/People First**

Values and respects each individual they interact with; Expresses a warm, friendly, gracious attitude.

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**Participation**

Are a member of Woodlands Church or will be prayerfully considering membership; Active participation in Sunday services; Prioritize attendance at Congregational Meetings.

**Self-Management**

Organizes and prioritizes well; Uses time efficiently; Consistently produces high quality work; Meets deadlines; Actively seeks to improve job skills; Seeks to develop, improve, and maintain a high level of professional knowledge for given areas of responsibility.

**Teamwork/Relationships**

Works well on a team: Helpful to coworkers; Works effectively with others; Accepts constructive feedback; Supports teamwork through open and honest communication; Encourages and recognizes the contributions of others; Fully engaged in team activities and meetings; Resolves conflicts gracefully; Guards the unity of the team.

**Flexibility/Innovation**

Identifies, shares, and is receptive to new ideas; Adapts to new situations; Helps others overcome resistance to change; Recognizes problems and works to find new and unique solutions to solve them; Works to improve existing processes; Uses creative and innovative thinking to contribute to organizational and individual objectives; Contributes to group processes to set plans and resolve problems.

**Communication**

Represents Woodlands Church well in all interactions with others; Listens to others; Shows sensitivity and caring; Responds promptly to inquiries; Maintains confidentiality.

**ADDITIONAL EXPECTATIONS & VALUES FOR MINISTRY LEADERS****Ministry Leadership**

Provides a clear vision for his/her area of responsibility; Outlines strategies and tactics for accomplishing that vision; Evaluates effectiveness of strategy and implementation; Adjusts as needed based on results and feedback; Has effective process in place for communicating news, strategies, and goals to teammates, staff, and volunteers as well as impacted congregants; Delegates work appropriately; Manages ministry budgets proactively.

**Team Leadership**

Builds, equips, coaches, evaluates, and encourages teams within primary ministry areas. This value focuses on the health and effectiveness of the teams you lead.

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**Leadership Development**

Identifies, disciples, develops, coaches, supports, and challenges leaders; Encourages participation in The Leadership Gathering.

**POSITION PRIMARY ASSIGNMENTS****Spiritual & Ministry Leadership**

- Provide spiritual leadership, coaching, and pastoral care to the NextGen staff team and volunteers.
- Ensure all NextGen ministries are biblically grounded, Gospel-centered, and aligned with the mission, values, and theology of Woodlands Church.
- Create and protect a healthy ministry culture marked by humility, teamwork, prayer, excellence, and grace.
- Lead with a strong emphasis on disciple-making and leadership development within the next generation.
- Partner with parents and guardians as primary disciplers of their children and teens.
- Maintain a visible and relational presence within NextGen ministry environments while empowering staff and volunteer leaders to implement the daily ministry responsibilities.

**Staff Leadership & Development**

- Conduct regular 1:1 meetings with staff members.
- Conduct and lead Team Alignment meetings
- Provide coaching, encouragement, accountability, and leadership development.
- Clarify goals, priorities, and ministry expectations.
- Help staff build healthy ministry rhythms and sustainable leadership practices.
- Participate in hiring, onboarding, evaluating, and developing NextGen staff members.
- Foster strong collaboration and unity across all NextGen ministry environments.
- Hold NextGen Staff Team accountable to their responsibilities through Trimester Ministry Initiatives

**Strategic Leadership**

- Develop and execute a unified NextGen ministry strategy from birth through high school graduation.
- Provide visionary leadership for the future direction of NextGen ministries ensuring all NextGen ministries function as one ministry rather than isolated programs.

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- Evaluate ministry effectiveness and make adjustments that improve discipleship, volunteer engagement, and family connection.
- Create systems and structures that help ministries scale healthily as the church grows.
- Participate in ministry planning, budgeting, staffing, and annual goal setting.
- Oversee ministry calendars, events, and seasonal programming rhythms.

### **Volunteer Development**

- Provide vision and oversight for volunteer and leadership development across all NextGen ministries, ensuring healthy pathways for identifying, equipping, and multiplying ministry leaders.
- Partner with the NextGen Team Development Ministry Leader in the development and execution of volunteer recruitment, onboarding, training, care, and leadership systems.
- Collaborate with NextGen staff to establish healthy volunteer structures, leadership expectations, and team development strategies across ministry environments.
- Identify and invest in emerging ministry leaders through intentional coaching, discipleship, and leadership opportunities.
- Champion a culture where volunteers and leaders are spiritually cared for, equipped to serve, and connected to the mission of Woodlands Church.
- Evaluate the health and effectiveness of volunteer and leadership development efforts, making strategic adjustments to support ministry growth and disciple-making.

### **Family & Congregational Engagement**

- Help create strong communication and partnership rhythms with families.
- Support families through discipleship resources, pastoral conversations, and ministry connection points.
- Champion a philosophy and environment of family discipleship that equips parents and guardians to serve as the primary spiritual influencers in the lives of their children.
- Collaborate with other ministries and departments to help integrate NextGen ministries into the broader life of Woodlands Church.
- Champion the importance of the next generation within the church body.

### **Organizational Leadership**

- Oversee and steward the NextGen ministry budget alongside appropriate staff members.
- Ensure ministries operate with organization, clarity, and strong communication.

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- Work alongside Communications, Creative Arts, and Production teams for ministry promotion and event execution.
- Utilize Planning Center and other ministry tools effectively.
- Ensure policies, safety procedures, and ministry processes are implemented consistently across all NextGen environments.
- Accountable to personal Trimester Ministry Initiatives.

### **Ministry Lead Team**

- Participate as a member of the Ministry Leadership Team, contributing to the overall health, culture, and strategic direction of Woodlands Church beyond the scope of NextGen ministry.
- Participate actively in Sunday ministry gatherings, serving as a visible leader and representative of the church's priorities and values.
- Attend and participate in Leadership Gatherings
- Attend Discover Woodlands.
- Attend and collaborate with Elder Meetings when appropriate.
- Collaborate with the Executive Ministry Leader and broader staff team to align ministry initiatives with church-wide vision and priorities.

### **POSITION QUALIFICATIONS**

- A clear testimony of faith in Jesus Christ.
- A growing relationship with Jesus Christ and a life that reflects the qualifications of 1 Timothy 3 and Titus 1.
- Proven experience in ministry leadership and NextGen oversight.
- Bachelor's degree in a related field preferred.
- Ability to lead teams spiritually and professionally, both in public and behind the scenes.
- Proficiency in google workspace, canva, planning center, proresenter, and similar ministry softwares preferred.
- Strong verbal, written, and interpersonal communication skills.
- Strong collaboration, organizational, and project management skills.
- Alignment with the purpose and priorities of Woodlands Church.
- Alignment with the EFCA Statement of Faith.
- Demonstrated ability to lead with warmth, clarity, humility and grace.