MOUNT SINAI
MISSIONARY BAPTIST CHURCH

NextGen Director Job Description
Part-time: 10-15 hours/week - Salaried
Reports to: Senior Pastor

Mission
The goal of the Youth Ministry (Nursery to High School) is to establish within each child a Christ-centered Biblical Worldview, and to play a significant role in shaping their character and life direction in order for them to become healthy and passionate disciples of Jesus Christ and lead lives contrary to the culture. Our mission is not just to educate our youth but to strategically be transformational.

We seek to develop spiritually mature followers of Jesus Christ through transformational and practical teaching of God's word that they may exercise such in practice and daily living.

Supervision
The NextGen director reports to the Senior Pastor and in his absence, the Chairman of the Diaconate. The director will also work within the larger leadership environment in serving on the staff with the Minister of Music, Church Clerk, Financial Secretary, and other pertinent volunteers concerning the day-to-day operation of the church. The Senior Pastor will provide an annual evaluation of the NextGen Director's performance based on the agreed upon job description.

The NextGen Director is responsible to:

- Be an advocate for the youth and young adults and educate the congregation concerning the needs and concerns of the youth both at Mt. Sinai and the direct community of Mt. Sinai
- Help plan develop, and implement all aspects of a balanced Youth Department under the vision of the Senior Pastor
- Mentor the youth and young adults in developing their leadership skills
- Stay up to date on new resources and changes in Youth Ministry and culture and adjust programming and content as needed to maintain maximum effectiveness
- Share changes and knowledge of culture/changes with parents to better assist them in better understanding their youth and the present culture in which they live.

- Attend workshops, conferences, etc. in order to grow in effectiveness and implementation as the leader
- Provide opportunities for parents in consultation with the Senior Pastor concerning continuing education and training in the area of raising children in a Godly fashion
- Recruit and train volunteers to serve in various aspects of youth, and young adult ministry and ensure adequate ratios between adults and youth (1 adult to every 8 children)
- Be a liaison between Mt. Sinai and other community organizations regarding youth ministries and opportunities for our young people to grow
- Utilize identified curriculum as a resource to establish age-appropriate Bible Study classes on Tuesday nights
- Coordinate a schedule of nursery workers and youth coaches for Sunday morning youth service and Bible Study
- Establish a schedule of College Connection check in Zoom sessions to maintain relationships with our college students who may be outside of the City of Mobile. Coordinate with the Deacon's and Ministers Wives Ministry who will orchestrate care packages for college students during the school year.
- Provide leadership and support for youth leaders and parents beyond the church and ensure the Senior Pastor is always aware of pertinent situations among young people that may require Pastoral care.
- Plan and coordinate one (1) fellowship per quarter for the youth outside of regularly scheduled activities
- Coordinate annual VBS and Youth Fellowship Weekend
- Ensure that our youth are prepared for presentations during Black History Month, Resurrection Sunday, and Christmas
- Plan or designate someone to plan Graduate/Promotion Recognition Sunday
- Plans annual Hallelujah Night Outreach event and facilitates volunteer assistance
- Assist Senior Pastor in the development of a strategic ministry outreach plan for reaching youth in the community
- Submits an annual Youth Ministry budget for approval by the Senior Pastor, church officers, and congregation
- Maintains records of youth participation, behavioral incidents, injuries, salvations, and manages the Youth Ministry budget.
- Communicate with the youth and parents in a timely and effective manner using all possible resources to include but not limited to social media, email, text message, and website (when applicable)
- Always maintains safety of youth and youth ministry team members even in absence of the NextGen Director
- Establishment of a Youth Council made up of youth in the church in order to have a constant stream of input from the youth regarding fellowships, upcoming events, etc.
- Teaches and trains youth how to pray, read Scripture, comfort in public speaking, etc.
- Be available to encourage, challenge, support and counsel the youth, young adults, and their parents (attending extracurricular activities when possible, providing support during times of crisis, when possible, etc.)
- Work with the Senior Pastor to coordinate Youth Sunday every 2nd Sunday. This includes but not limited to children's choir, youth choir, solos, dance ministry, Scripture, prayer,

youth inspirational speaker, youth musicians, etc. Working in concert with other necessary ministry leaders (i.e., Minister of Music, etc.)
- Attend staff meetings as scheduled and be prepared to give a report during the semi-annual and annual church meetings on the progress of the Youth Ministry as a whole
- Ensure that Child Protection measures are established and observed in all Youth Ministry events and settings
- Ensure that all persons who will work with the youth undergo the appropriate background checks, etc. Senior Pastor will aid in this area.

The ideal person:

Education
- Has a degree in Divinity or ministry related; and/or possesses proven experience in working in Youth Ministry

Experience
- At least 3 years of experience in the area of Youth Ministry

Personal Characteristics
- A commitment to Jesus Christ and a lifestyle that exhibits such relationship that is evident in public and private life
- Has a heart, passion, and relatability for youth and for those who serve in the Youth Ministry team
- Adheres to the theology, doctrine, and values that are consistent with Mt. Sinai's mission, core values, and faith statements (can be found in or New Member book and on our website (when applicable)
- Must have strategy for implementation of the vision for the Youth Ministry as communicated by the Senior Pastor with the ability to plan, develop, coordinate, manage, and implement youth ministry that is efficient, effective, and transformative in the lives of our youth
- Must have good written and verbal communication skills, conflict management skills, and computer skills.
- Must have a proven ability to work effectively with youth, young adults, parents, etc.
- Keen ability to manage the safety and well-being of youth and youth ministry team members on the property of Mt. Sinai and off

Compensation
Commensurate upon education in the field, experience, and church budget