

## **Budget For Director of Next Generations & Worship 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 ministry to Next Generation (children, youth, and young adults) and Worship. Their role as it relates to Next Generations is to lead us in cultivating sustained investment in the lives of children, youth, and young adults in order to 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. The Next Gen role will involve connecting adults who have spiritual maturity, Jesus like love, and emotional maturity with these young people as friends and mentors during their formative years. Their role, as it relates to worship is to work alongside the lead pastor and other team leaders (music team leaders, greeting team leaders) to create Sunday morning family worship expressions that help to embody and display the love God has for us and that lives in us. Participation in music and familiarity with the technical aspects of leading a gathering such as this (both online and in person) is needed, but is secondary to this person's heart for God and people. This position is a paid role at forty (40) hours per week. They will work in partnership with the lead pastor, office administrator, and various team leaders. 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.*

*In overseeing Next Generations this person will be our primary catalyst and team leader in accomplishing initiative #2. We have three focuses for how we do ministry as a church - Beloved, Belong, Become. In overseeing worship, this person will be a leader in helping us to express that each person is Beloved by God and inviting us all to respond to that love.*

*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. 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](mailto:jon@covenantchurch.ca).**

## **Role Description – Director of Next Generations & Worship Covenant Christian Community Church**

**A. Time Frame:** Initial Term of two (2) years

**B. Job Title: Director of Next Generations & Worship**

The Director of Next Generation and Worship will work with the lead pastor and various volunteers to provide vision and oversight to our ministry to Next Generation (youth, children, and oversight) and our Sunday morning ministry. Our church has a strong history of ministry to children and youth. We have 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 to our children, Jr. High, Sr. High, and young adults (even those who are away from home). Our past core programs have 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. As we relaunch at Covenant there is ample opportunity (and some necessity) to reimagine this ministry for the future. In regards to our Sunday morning worship ministry, our church has many willing musicians and currently has been running four music teams. We have had a team of devoted greeters as well. As we relaunch and regather, this area of ministry will need to be rediscovered and reimaged to embrace both in person and online ministry.

The position is a full time paid role at 40 hours per week and the first term is for two years. There are additional budgeted funds for some expenses related to service. The Director of Next Generations & Worship would be required to participate in the life of the congregation on Sundays 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 two (2) years, upon which there will be a thorough review.

**E. Responsibilities (estimated % of time per week):**

1. Worship Ministry (40%)
  - Oversee all aspects of the Sunday morning gathering, alongside the Lead Pastor, Music Team leaders, and other Key Volunteers (including the online ministry team, greeters, ushers, prayer ministry, etc.)
  - Participate significantly in the delivery of the Sunday Morning including participating musically many weeks, sharing in presentations & prayers, and assisting with technical work as needed and available.
2. Next Gen Ministry (40%)
  - Oversee the development of a Next Gen ministry that has a focus on individual and/or group mentoring between students and appropriate adults.
  - Engage key volunteers with whom to work in developing and implementing a mentoring program to support young adults as they transition in life.
  - Provide support, training, encouragement, and accountability for Next Gen mentors.
  - Work alongside youth ministry leaders to develop and implement a youth ministry consistent with mentoring focus. (Will be active as a primary leader within youth ministry.)
  - Work alongside youth ministry volunteers to offer some kind of in person group engagement with youth.
  - Work alongside children's ministry leaders and the lead pastor to develop and implement a reimagined children's ministry consistent with mentoring focus. (Empower others for primary roles within children's ministry.)
3. Administration/Leadership (13%)
  - Supervise and support key ministry volunteers
  - Participation in Denominational activities.
4. Discipleship (7%)
  - Model life long learning

**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.
- Musical, technical, and interpersonal skills to share in guiding our Sunday morning ministry
- 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.