



TRINITY CHURCH

Next Gen Director

Since 2007, Trinity's mission has been to make disciples who exalt Jesus Christ and honor God's word in everything they say and do. Our four-part strategy invites people to **COME** to Christ, to **GROW** in their faith, to **SERVE** Him by serving others, and **REACH** those outside the church with the good news of Jesus. We are committed to the pursuit of building multi-ethnic, multi-generational congregations that reflect the communities around us and pursue unity in Christ. Trinity Church is one church with seven locations across the globe, averaging around 2,000 each Sunday for in-person attendance.

+ Position Description

We are excited to expand our team with a Next Gen Director. This leader will collaboratively lead and provide vision, direction and oversight to the Kids, Students, and College-aged ministry leaders for all campuses across Trinity Church. The Next Gen Director should be someone who has a proven record for building teams and developing leaders, has experience leading in multi-site contexts, and is deeply committed to the multiethnic and multicultural

expression of the Kingdom of God. This position's goal will be to guide these ministries to make disciples who exalt Jesus Christ and honor God's word in all they say and do by empowering our teams to equip parents, kids, and students through every phase from birth through the age of twenty five.

+ Who We're Looking For...

The Next Gen Director will be a high-level leader with the ability to cast vision and develop teams. This leader should be someone who loves equipping and releasing others into ministry. They can collaborate effectively with Campus Pastors who have local authority over their campus and other leaders to develop and oversee programming that engages and inspires individuals aged birth to 25 towards a deeper relationship with Jesus. This position requires excellent organizational skills to manage multiple tasks and projects simultaneously as well as strong leadership qualities to guide and mentor staff and volunteers. Additionally, the Director will have a deep passion for serving and ministering to families and young adults, playing an integral role in shaping the vision for spiritual growth of the next generation as a key member of Trinity Church's leadership team.

Ideal Skill Set:

- Visionary Leadership
- Team Management & Shepherding
- Volunteer Development Strategies
- Biblical Competency & Teaching Ability
- Interpersonal Communication Skills
- Collaborative Leadership

+ Leadership Roles

Trinity Students (6th - 12th Grade) - Phase 1

The Next Gen Director will first develop and implement...

- **Common Purpose** - The Next Gen Director will cast vision and lead change for our student ministry. This person will work to develop and lead our campus student ministers in their integral roles with students. They will help clarify the mission and goals for this ministry as Trinity seeks to make disciples of the next generation. This director will regularly advocate for the students within our church by reminding leadership to include them in sermon illustrations, volunteer opportunities, and other relevant ways.
- **Common Strategy** - The Next Gen Director will oversee and provide strategic vision for the purpose and rhythm of events in student ministry, focusing on the balance between spiritual and relational growth in one-church and campus-specific activities, while creating intentional onramps to the program. They will help build a thriving model that all our campus ministries can replicate.
- **Common Systems** - The Next Gen Director will work with the Campus Pastors and the Director of Trinity Ministries to align processes and systems within Student Ministry. Examples are to give leadership to volunteer recruitment and training, best practices for student follow up, and a common curriculum.

Trinity Family (Kids & Students) - Phase 2

- The Next Gen Director will work with the Campus Pastors, Trinity Kids Staff, and Trinity Students Staff to align processes and systems across all ministries. Examples are to oversee how ministries collect family data, equip parents and students, train volunteers, and help transition families from one stage to the next.
- The Next Gen Director will oversee and implement efforts to not only equip kids and students, but also to equip parents. We believe the greatest discipling opportunities happen in the home; examples of this may be to develop a resource list for parents and kids, and equipping

campus classes for various life stage issues (ie, “sharing the Gospel with your child” or “biblical principles for discipling through puberty” or “how to be a successful empty-nester”).

Trinity College-Aged Ministry - Phase 3

- The Next Gen Director will oversee the development of a robust College-aged ministry, focusing on adults aged 18-25 and ensure clear discipleship transitions from Student Ministry and then into churchwide Adult Discipleship ministries.
- This ministry is currently volunteer-led and largely consists of life-stage Community Groups. The goal is to grow it into an intentional next step out of high school and into mature, biblical adulthood.

+ Preferred Education and Experience

- Preferred minimum three years of multi-site church ministry experience
- Preferred Masters degree in ministry or other related studies
- Strong organizational and leadership skills
- Capability to anticipate potential issues, create solutions in advance, and lead change
- Proficiency with Google Workspace or similar platforms

+ Expectations

- The Next Gen Director will report to the Director of Trinity Ministries and take part in regular performance reviews.
- This position is expected to support the leadership decisions of the Elder Board and act in accordance with the [Trinity Staff Culture Guide](#).
- This role requires an average of 40 hours per week, including occasional weekends, evenings, and Sundays depending on church event schedules.
 - The expected in-office schedule will be determined along with the Director of Trinity Ministries.
 - There may be occasional travel required to support Trinity's campuses outside Hampton Roads.

- All Trinity Staff is expected to maintain a strong spiritual life, including:
 - Christ-centered growth and development
 - A consistent commitment to prayer and scripture
 - Active participation in the Trinity Church community