



HILL COUNTRY BIBLE CHURCH

JOB DESCRIPTION

SENIOR DIRECTOR OF FAMILY AND NEXTGEN MINISTRY

Job Classification: Full Time, Ministerial Exception

Date: September 2022

SUMMARY

The flourishing of the family is essential in accomplishing the mission and vision of Hill Country. This person will provide **high-level leadership, insights, and expertise** (be a “thought leader” in the family ministry and NextGen space) to create a culture of intentional families that foster spiritual and relational flourishing, demonstrate a beautiful picture of the family relationship God desires with us (Deut. 6:4-9), and sees our community saturated with the love of Jesus.

OUTCOMES AND RESULTS – SUCCESS LOOKS LIKE THIS:

1. Families of Hill Country Bible Church are being transformed as they walk with Jesus – they are becoming the primary place of spiritual formation in this generation and the generations to come
 - a. **Families** are thriving, living out biblical, God-honoring relationships, and raising the next generation to passionately follow Jesus
 - b. **Individuals** passionately pursue their walk with Jesus and reflect His character in their relationships
 - c. **Marriages** are strong and God-honoring, setting the foundation for strong families
 - d. **Strong partnerships** are preparing the **next generation** of changed lives who make an impact for Christ
 - e. Hill Country families of all forms are establishing patterns of spiritual growth and celebrating **milestones**, utilizing our Family Centers, annual, family-focused campaigns, and *Courageous Parenting* communities
2. The Family and NextGen Ministry Teams you lead (listed below) are united, integrated, and collaborative
 - a. Children’s, Students, Young Adults, Men’s, Women’s, Singles, Marriage, Parenting, Adults 50+, Great Adventure
 - b. Each ministry is focused on mission alignment through their Ministry Purpose and Plan (MPP)
 - c. One Church Teams (of servant [volunteer] leaders) are leading and owning ministry across locations
 - d. Overarching church goals are advanced, and each ministry is thriving in their focal area

MAJOR RESPONSIBILITIES AND ACTIVITIES:

1. Understand, engage, and own our mission, vision, and values; learn, own, and lead the Family MPP (visionary leadership to implement for success) for One Church across locations and for every age/stage of life
2. Set direction and vision for Family Ministry and NextGen to propel us forward; grow and develop foundations for Parenting, Marriage Ministry, and church-wide Family Initiatives (Milestones, Family Centers, campaigns, Courageous Parenting, and the Great Adventure)
3. Shepherd, supervise, encourage, and lead your staff team; direct and manage the Family Ministry Team and Next Gen directors to accomplish their ministry’s goals, and MPP’s
4. Be a student of culture and of the opportunities and challenges families face; provide insights and implementation for how we can best engage and help families take next steps of spiritual growth
5. Work collaboratively with ministry leaders across the organization to implement creative approaches to reach individuals and families in the community (across all locations, neighborhoods)
6. Create and implement impactful yet simple resources, training, and events to equip individuals and families in their spiritual walk, family relationships, partnerships with the next generations, and for outreach in their community
7. Personally model our Church Goals; together, we are:
 - a. Living out the Great Commission of Jesus to make disciples who make disciples
 - b. Saturating our geography with the gospel
 - c. Developing leaders
 - d. Expanding growth and impact
8. Shape our church culture with a Family Ministry focus; provide celebration of milestones and life-transformation for the individual, family, and church family
9. Serve as a contributing member of our overall staff team at the Senior Director level- full participation in all church-wide initiatives and special events (Christmas Eve, Easter, etc.)

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

1. At least 5 years’ experience in leading family ministry and next generation dynamics
2. BA required; additional theological, family, or relevant training/degree preferred
3. Relational strength in developing and leading people (staff, volunteers, lay leaders); strategic strength to execute plans that track for growth and accountability, communication strength to engage and inspire
4. Sees themselves as an owner of the mission, vision, and values of Hill Country; theologically aligns with our core beliefs, and becomes an active church member within 3 months of hire

CULTURE AND CLIMATE:

1. Position reports to Executive Pastor of Ministries, DeWayne McNally, supervises the Family and NextGen Teams
2. Staff culture, is goal-oriented and collaborative, priority of personal evangelism
3. Mission: Each of us, together... saturating Greater Austin with the love of Jesus
4. Core Values: Responding to God's Word, Engaging Generations, Celebrating Life Change, Thinking Beyond Ourselves, Loving our Neighbors