



# FBCSH

FIRST BAPTIST CHURCH SOUTH HILL

## FULL-TIME DIRECTOR OF NEXT GEN. MINISTRIES

### POSITION DESCRIPTION

**First Baptist Church South Hill**  
3633 Galberry Rd. | Chesapeake, VA 23323  
Rev. Reginald Wise, Senior Pastor  
[www.fbcsouthhill.com](http://www.fbcsouthhill.com)





# ABOUT US

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First Baptist Church South Hill (FBCSH) is a vibrant, multigenerational church committed to leading people to a growing relationship with Jesus Christ through worship, discipleship, evangelism, service, and community.

Rooted in our African American Baptist heritage, we are passionate about reaching people inside and outside the walls of the church and developing fully devoted followers of Christ.

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# ABOUT THE POSITION

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First Baptist Church South Hill (FBCSH) is seeking a visionary, Spirit-led Director of Next Gen. to lead a comprehensive ministry that reaches and disciples the next generation—from nursery through high school. This leader will be responsible for shaping a unified discipleship strategy that engages children, equips students, and empowers parents. The Director of Next Gen. will oversee two direct reports—the Children’s Coordinator (Pre-K–5th grade) and the Youth Coordinator (6th–12th grade)—ensuring alignment, excellence, and spiritual growth across all age groups.

In addition to discipleship and team oversight, this pastor will provide vision and direction for curriculum, volunteer development, family engagement, and large-scale events. The Director of Next Gen. will also help parents become primary disciple-makers in the home by equipping them with biblical tools and spiritual support.

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# QUALIFICATIONS

- A growing, vibrant relationship with Jesus Christ and a passion for discipling young people and families.
  - Proven experience in youth or family ministry leadership in a church or parachurch setting.
  - Strong teaching, communication, and relational skills with both students and adults.
  - Ability to manage multiple projects, lead volunteer teams, and innovate with excellence.
  - Bachelor's degree in ministry, theology, or a related field required; seminary or graduate degree preferred.
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# RESPONSIBILITIES & DUTIES

## **TEAM LEADERSHIP & SUPERVISION**

- Provide direct supervision, pastoral support, and regular evaluation for the Children's Coordinator and Youth Coordinator.
- Develop and maintain a healthy, accountable, and unified Next Gen ministry team through coaching, collaboration, and spiritual leadership.
- Lead regular team meetings and strategy sessions to ensure alignment with FBCSH's mission and vision.
- Equip direct reports with the tools, training, and encouragement to thrive in their areas of oversight.
- Ensure proper communication and collaboration between the children's and youth ministries.

## **DISCIPLESHIP PATHWAY DEVELOPMENT**

- **Nursery–Pre-K:** Help children know that God loves them.
- **Elementary (K–5th):** Help children know the story of the Bible.
- **Middle School (6th–8th):** Teach students to understand and live out the foundational pillars of the Christian faith.
- **High School (9th–12th):** Develop students into Christian leaders who can confidently share and defend their faith.

## **CURRICULUM & PROGRAMMING**

- Select or develop biblically sound, relevant curriculum for all age groups that supports the discipleship pathway.
- Ensure consistency in teaching approach, theological soundness, and spiritual engagement across age groups.
- Provide content review and planning support to Children's and Youth Coordinators.

## **STUDENT MINISTRY LEADERSHIP**

- Design and lead weekly youth gatherings that are biblically sound, engaging, and culturally relevant.

# RESPONSIBILITIES & DUTIES

- Develop creative and interactive teaching series, Bible studies, retreats, and outreach events that help students grow in their faith.
- Foster a culture where students are known, loved, and challenged to follow Jesus wholeheartedly.
- Provide regular opportunities for students to serve in the church and the community.
- Develop a student leadership pipeline that encourages ownership and spiritual growth among youth.

## **FAMILY ENGAGEMENT & DISCIPLESHIP**

- Partner with parents and guardians to equip them with tools, resources, and encouragement to lead their children spiritually.
- Organize family-based events, workshops, and spiritual formation gatherings throughout the year.
- Provide pastoral care and support to students and their families during key life moments and crises.

## **TEAM BUILDING & DEVELOPMENT**

- Recruit, train, and shepherd a team of adult volunteers who serve as mentors, teachers, and support for youth ministry.
- Provide clear vision, direction, and communication to ensure alignment with the mission and values of FBCSH.
- Create leadership development opportunities for students and adult volunteers alike.

## **INTEGRATION & CHURCH INVOLVEMENT**

- Ensure students are connected to the life of the broader church—through worship, service, and intergenerational relationships.
- Collaborate with children's ministry, worship, and discipleship teams for seamless transitions and churchwide synergy.
- Participate actively in staff meetings, church leadership initiatives, and pastoral responsibilities as needed.



# CORE TEAM VALUES

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The Director of Next Gen. is expected to embody and model these values in life and ministry:

**Die to Self** – God’s will, God’s way, not ours. (Matthew 16:24)

**Integrity** – We walk our talk. (2 Corinthians 8:21)

**Servant Leadership** – We lead by serving, not commanding. (Matthew 20:26)

**Compassion** – We see something, feel something, and do something. (Matthew 14:14)

**Innovation** – We don’t react to the future—we create it. (Exodus 31:1–4)

**Passion** – We go for the lost at all cost. (Luke 19:10)

**Love** – We love God, we love our families, and we love people. (Matthew 22:37–39)

**Excellence** – We give God nothing less than our very best. (Daniel 6:3)

**Sower** – We put our money where our ministry is. (Matthew 6:21)

**Honor** – We value people over programs. (1 Peter 2:17)

**Impact** – We work to make a difference, not just a living. (Acts 17:6)

**Prayer** – We pray about everything before we attempt anything. (1 Thessalonians 5:17)

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# COMPENSATION & BENEFITS

- Competitive salary commensurate with experience and education
  - Medical, dental, and vision insurance
  - Retirement plan with church contributions
  - Work technology provided (e.g., laptop)
  - Paid time off, holidays, and sick leave
  - Support for continuing education and ministry training
  - Relocation expenses (if applicable)
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# DISCOVER HAMPTON ROADS

Hampton Roads is a thriving coastal region where deep history, diverse culture, and warm hospitality create an exceptional quality of life. Home to historic landmarks like Colonial Williamsburg, Fort Monroe, and the Chesapeake Bay, Hampton Roads offers a distinctive blend of heritage and modern innovation. With its strong military presence, world-class museums, and miles of scenic waterfront, the region embraces both tradition and progress.

From the bustling Oceanfront of Virginia Beach to the historic charm of Norfolk's Ghent district and the family-friendly suburbs of Chesapeake and Suffolk, each community offers its own unique character. The region's housing market is especially appealing, with options ranging from waterfront homes to affordable suburban neighborhoods.

Arts, culture, and entertainment thrive in Hampton Roads. Visitors and residents alike can experience the Virginia Opera, Virginia Symphony Orchestra, and Broadway performances at Chrysler Hall. The region also hosts exciting events like the Virginia Arts Festival, Harborfest, and the Neptune Festival. Sports fans can cheer on minor league baseball with the Norfolk Tides or enjoy hockey with the Norfolk Admirals.

Outdoor enthusiasts will discover endless opportunities for recreation, from hiking at First Landing State Park to kayaking in Back Bay, or simply relaxing along the miles of beaches. For families, attractions like the Virginia Aquarium, Nauticus, and Busch Gardens Williamsburg provide year-round fun.

Centrally located on the East Coast, Hampton Roads provides easy access to Richmond, Washington D.C., and the Outer Banks of North Carolina. Hampton Roads is more than a place to live — it's a vibrant, connected region where you can belong, grow, and thrive.