



# Next Steps (Director/Pastor) Job Description

Position Title	Department/Ministry
Next Steps (Director/Pastor)	Connections
Supervisor Position Title	Work Location
Executive Director of Ministry	Christ's Church Camden
Position Classification	Employee Status
Exempt	Regular full-time

## **Position Summary:**

The Next Steps Director is a leader of leaders and a champion of the Christ's Church Camden guest experience. This role exists to foster an irresistible environment by developing, empowering, and leading a team of volunteer leaders and their teams. The director is responsible for cultivating spiritual growth and leadership skills in others, ensuring our values FOR Jesus, FOR Each Other, and FOR Camden are reflected in every interaction. By maintaining an operational curiosity, this leader will continually seek to optimize the journey for every individual, helping them transition seamlessly from a first-time guest to an engaged and disciplined Partner of Christ's Church Camden.

## **Essential Duties and Responsibilities:**

The essential functions include, but are not limited to the following:

### **Leader Development & Volunteer Empowerment:**

- Cast and implement the vision and mission of the Next Steps strategy and ministry, focusing on spiritual growth and personal development for all team members. Central focus should always be rooted in leading the disconnected and unfulfilled to find a full life in Jesus.
- Recruit, train, and provide ongoing leadership development for volunteer leaders who oversee the various Next Steps teams.
- Empower volunteer leaders to effectively manage their teams, ensuring they have the tools and support needed to thrive.

### **Team & Environment Oversight:**

- Oversee and manage volunteer schedules, ensuring a balanced and supported team for all weekend services and special events.
- Cultivate a culture of hospitality and excellence, ensuring all environments are welcoming and conducive to authentic connection.

### **Strategic Growth & Operational Curiosity:**

- Develop and execute a comprehensive strategy for the entire guest journey, from initial contact to full church partnership with a long-term goal to flip the spiritual climate in Camden County.
- Maintain an operational curiosity by analyzing guest data and team feedback to identify areas for growth, collaboration, and innovation.
- Collaborate with other ministry leaders to ensure a seamless and integrated pathway for all guests.

**Minimum Qualifications (Knowledge, Skills, and Abilities):**

- Proficiency with internet, spreadsheet, and word processing software.
- Exceptional communications skills and the ability to inspire a shared vision, motivate volunteers, and provide effective coaching and mentorship to help them grow. It's about empowering people to take ownership and lead.
- The talent for making people feel genuinely seen and valued from the moment they arrive. It's the ability to create a warm and welcoming environment for everyone.
- Turn a vision into a clear, step-by-step plan. It involves setting measurable goals for the guest journey and executing the strategy to achieve them.
- Ability to use data and observation to identify inefficiencies and continuously improve the systems and processes of the ministry. It's a key part of operational curiosity.
- Flexibility to respond to unexpected challenges and adjust plans quickly, ensuring the ministry remains effective and responsive to the needs of people.

**Licenses & Certificates:**

Current Driver's License.

**Spiritual Requirements:**

- The skill to navigate disagreements and resolve conflicts Biblically and in a way that builds trust and strengthens relationships within the team.
- An active Partner with Christ's Church Camden.
- Signed acknowledgment of Christ's Church Camden's Statement of Faith and Staff Lifestyle Agreement.
- Must be living out the spiritual principles outlined in the Staff Lifestyle Agreement.

**Physical Requirements:**

- Ability to function independently and speak effectively.
- Ability to lift up to 25 pounds (with or without assistance).
- Ability to stand and walk for long periods.
- Ability to work on site at Christ's Church Camden full time.

**Employment At-Will:**

All employees of Christ's Church Camden are at-will, and as such, are free to resign any time without reason. Christ's Church Camden, likewise, retains the right to terminate an employee's employment at any time with or without reason or notice.

Nothing contained in this job description or any other document provided to the employee is intended to be, nor should it be construed as, a guarantee that employment or any benefit will be continued for any period of time. Any salary figures provided to an employee in annual or monthly terms are stated for the sake of convenience or to facilitate comparisons that are not intended to and do not create an employment contract for any specific period of time.

No manager, supervisor or employee of Christ's Church Camden has any authority to enter into any agreement for employment for any specified period of time or to make any agreement for employment other than at-will.