



Next Generation / Family Life Director

Full-Time Ministry Position

About Port BIC

Port Colborne BIC Church exists to welcome people into a dynamic, growing relationship with Jesus. Everything we do is shaped by four core values:

- Empowering — Teaching God's truth in a grace-filled way that leads to transformation.
- Connecting — Helping people find meaningful relationships and a sense of belonging.
- Serving — Joyfully meeting needs inside and outside the church.
- Celebrating — Rejoicing together as the family of God.

Our staff culture is guided by a shared Staff Ethos — a way of working together that reflects the heart of Jesus and the mission of our church:

- Jesus First — We cultivate a lifestyle of worship, humility, and service.
- Serve Together — We collaborate, support one another, and pursue shared goals.
- Care Deeply — We prioritize well-being, community, and relational health.
- Give Generously — We share our time, talents, and resources freely.
- Own It — We take responsibility, show initiative, and strive for excellence.
- Improve Always — We pursue growth, learning, and continuous improvement.

We are looking for someone who resonates deeply with these values and ethos.

About the Role

We are seeking a relational, strategic, and spiritually grounded leader to serve as our Next Generation & Family Life Director. This role provides oversight and direction for our discipleship pathway from birth through young adulthood, while equipping parents, volunteers, and ministry teams to nurture faith at home and in the church.

This is a big-picture, culture-shaping position that collaborates closely with our Children's Ministry Director and supports youth and young adult ministry through leadership development, systems building, and relational presence.

The ideal candidate embodies our mission, values, and staff ethos — someone who leads with humility, collaborates joyfully, cares deeply for people, and is committed to helping the next generation follow Jesus.

Key Responsibilities

1. Vision & Oversight for Next-Gen Discipleship

- Develop and steward a cohesive discipleship pathway from birth to young adulthood that reflects our mission and values.
- Ensure ministries are empowering — teaching biblical truth with grace and clarity.
- Collaborate with the Lead Pastor and ministry staff to integrate next-gen ministry into the life of the church.
- Support and empower the Children’s Ministry Director, ensuring shared vision and healthy partnership.
- Lead in a way that reflects our ethos of Jesus First, Own It, and Improve Always.

2. Youth & Young Adult Ministry Leadership

- Provide oversight, coaching, and support for youth and young adult ministry teams.
- Build a culture of connection where teens and young adults feel known, valued, and supported.
- Recruit, equip, and mentor volunteer leaders who facilitate weekly programs, small groups, and events.
- Be present at youth gatherings to support leaders, build relationships, and ensure a safe, welcoming environment.
- Model our ethos of Serve Together and Care Deeply in all interactions.

3. Family Life & Parent Partnership

- Equip parents as the primary spiritual influencers in their homes.
- Provide resources, workshops, and relational support for families navigating real-life challenges.
- Foster intergenerational connection through events, mentoring, and shared worship experiences.
- Curate and communicate family discipleship tools (devotionals, apps, guides, etc.).
- Ensure families experience the celebration and belonging of church life.

4. Team Building & Volunteer Development

- Recruit, train, schedule, and encourage volunteers across next-gen ministries.
- Build a culture of serving that reflects Jesus’ example of humble leadership.
- Provide ongoing coaching and appreciation to help volunteers thrive.
- Ensure the current Protection Plan and other safety policies are upheld.
- Lead volunteers in a way that reflects Give Generously and Own It.

5. Program & Event Oversight

- Oversee youth and young adult programming, delegating implementation to trained leaders.
- Support the Children’s Ministry Director in aligning curriculum, events, and seasonal rhythms.
- Plan and coordinate retreats, service projects, outreach events, and family gatherings that reflect our value of celebrating God’s work in the next generation.
- Collaborate on special services involving children, youth, and families.

6. Administration & Communication

- Manage ministry calendars, budgets, communication, and volunteer systems.
- Maintain clear communication with parents, volunteers, and ministry teams.
- Participate in staff meetings, planning sessions, and church-wide initiatives.
- Prepare annual ministry reports and strategic plans.
- Demonstrate the ethos of Improve Always through thoughtful planning and evaluation.

Qualifications

- A vibrant, growing relationship with Jesus Christ.
- Demonstrated ministry leadership experience with children, youth, or families.
- Strong relational, communication, and organizational skills.
- Ability to recruit, equip, and empower volunteers.
- Alignment with BIC Canada theology and values (or willingness to learn).
- Successful completion of a Vulnerable Sector Police Check.
- Ministry education or training is an asset but not required.
- A collaborative spirit and a heart for intergenerational ministry.

Personal Characteristics

- Warm, approachable, and trustworthy.
- A team builder who empowers others.
- Creative, flexible, and adaptable.
- Passionate about discipleship and spiritual formation.
- Organized and proactive, with strong follow-through.
- A unifying presence who fosters belonging and connection.
- Joyful and celebratory in spirit, reflecting the heart of our church family.
- Someone who naturally lives out our Staff Ethos.

Hours & Reporting

- Full-time (30 - 40 hours/week).
- Reports to the Lead Pastor.
- Works closely with the Children's Ministry Director and volunteer teams.

How to Apply

Please submit by April 15th, 2026:

- A resume
- A brief cover letter describing your calling and experience
- Optional: a short video introduction or ministry portfolio

Send applications to: jobs@portbic.com

Applications will be reviewed as received. Position will remain open until filled.