

**Geneva Presbyterian Church  
11931 Seven Locks Rd. Potomac, MD 20854**

**Position Description**

**Position Title:      Director of Next Generation Ministries ( DNGM)**

***Creating an Inclusive Ministry for Every Family***

**Classification:      Full-Time Employee**

**Reports To: Pastor and Session**

**Position Overview**

The **Director of Next Generation Ministries** is a dedicated and compassionate leader committed to nurturing an inclusive space where every young person—regardless of neurodiversity or background—feels welcomed, valued, and supported in their spiritual journey. This role serves families with neurotypical children and families with neurodiverse children, ensuring that all have meaningful opportunities to participate in church life, youth programs, and faith formation. A vibrant, mature Christian faith and openness to learning from the lived experiences of every family. A genuine growing relationship with Jesus Christ. A shepherd's heart for students, families and the local church.

**Key Responsibilities**

- **Inclusive Program Development:** Implement and continually refine children and youth ministry programs that address the diverse needs of both neurotypical and neurodiverse children and their families. Adapt lesson plans, activities, and worship experiences to accommodate varying learning styles, sensory needs, and communication preferences.
- **Advocacy and Support:** Act as an advocate for all youth and their families within the Geneva community. Work with staff, volunteers, and congregation members to raise awareness about neurodiversity and promote understanding and belonging for every child. Connect with local neurodiverse communities in the DMV area.
- **Family Engagement:** Build strong, supportive relationships with all families—providing resources, guidance, and pastoral care while addressing the unique challenges and joys of raising children with a range of abilities and backgrounds.
- **Volunteer/Paid Help Training and Oversight:** Recruit, train, and mentor volunteers and paid behavioral health technicians to work effectively and compassionately with both neurotypical and neurodiverse children in Sunday School and other Christian ed and fellowship opportunities. Oversee paid behavioral health technicians to ensure coverage on all Sundays and special events. Encourage empathy, patience, and creativity among all ministry participants.

- **Collaborative Ministry:** Partner with other church ministries— Worship, Music, Outreach, and Fellowship—to ensure that every family is included and celebrated in the full life of the church. Specifically help craft and lead our Joyful Noise services, and other churchwide events such as Trunk N’ Treat and Food for the Soul.
- **Safe Environment:** Ensure physical and emotional safety for all participants. Implement Child Protection Policy for supervision, crisis management, and safeguarding that are responsive to the needs of both neurodiverse and neurotypical children.
- **Resource Coordination:** Connect families with outside support services, specialists, and community organizations when appropriate. Curate and share educational materials about inclusion, neurodiversity, and faith.
- **Personalized Faith Formation:** Offer opportunities for all children to explore their faith in ways that honor their individuality, including sensory-friendly worship, alternative communication methods, and experiential learning for those who benefit. For example, our Joyful Noise and Bible Explorer programs.
- **Event Planning:** Organize inclusive group activities, retreats, service projects, and outreach initiatives that are accessible and enjoyable for all youth, regardless of background or ability. Including but not limited to Vacation Bible School, a Winter Youth Retreat, and Neurodiverse Playdates.
- **Ongoing Evaluation:** Gather feedback from families, youth, and volunteers to assess the effectiveness of ministry programs and make improvements as needed.
- **Outreach:** Reach out to local community to encourage engagement with the church
- **Worship:** Personally lead or arrange appropriate leadership for engaging weekly “Children’s Sermons” during Sunday worship.

## Qualifications

### Required:

- Must be a professing Christian in good standing within the body of Christ.
- Education: Prefer a Bachelor’s degree in theology, religious studies, education, psychology, social work, or relevant work experience.
- Skills: Excellent interpersonal, communication, and organizational skills. Ability to adapt teaching and ministry approaches for diverse learning and behavioral profiles.
- Experience: Demonstrated experience working with children, youth, and families, including those with neurodiverse needs.  
backgrounds. Experience in church or faith-based settings is an asset.
- Character: Patience, empathy, creativity, flexibility, and a deep commitment to fostering spiritual growth in all children.
- Must be able to pass a Background check, and have no previous experiences that would reasonably excuse them from working with children, youth, and vulnerable populations.
- Reliable transportation and ability to work in person and remotely.

**Recommended:**

- Knowledge: Experience with neurodiversity, relevant diagnoses (autism spectrum disorder, ADHD, etc.), and best practices for inclusive education and ministry.
- Certifications: First aid, CPR, and training in safeguarding/vulnerable persons protocols are highly recommended.

**Application Process**

- Interested candidates should submit a cover letter describing their philosophy of inclusive ministry and experience supporting both neurotypical and neurodiverse youth and families.
- **Provide a résumé detailing relevant education, experience, and certifications.**

**Conclusion**

This role bridges faith and inclusion, nurturing spiritual development in every young person and supporting families with grace and wisdom. The ideal candidate celebrates the gifts of each child, builds pathways to belonging, and inspires a congregation to be a place where all families—neurotypical and neurodiverse alike—feel at home. If you are passionate, creative, and ready to serve, we invite you to join us in this transformative ministry.

**Salary & Benefits**

Salary - \$60,000+ commensurate with experience

Benefits include health insurance, 403b and PTO

Please submit your cover letter and resume to our Church Office Administrator, Laura Szakos, at [admin@genevapotomac.org](mailto:admin@genevapotomac.org).