

# OPPORTUNITY PROFILE CALVARY LUTHERAN CHURCH • ALEXANDRIA, MN

## DIRECTOR OF NEXT GENERATION MINISTRIES

### THE CONTEXT

Calvary Church is a fast-growing evangelical, forward-thinking Lutheran congregation located in the heart of Alexandria, Minnesota. We are blessed to experience amazing growth in membership, in community impact, and in innovation. This growth is directly tied to the passion we have for and intention we have in our mission to lead all people to a *lifelong faith in Jesus Christ*. We live out that mission in three ways: We worship, connect, and serve.

One of the foundations of our church is our invitation culture that is born out of our understanding of the radical grace of God. We don't believe at Calvary that you need to believe what we do or behave any certain way in order to belong. Whatever your life or faith looks like - regardless of how messy and imperfect it may feel - this is a place for you.

### MINISTRIES and STATE OF CALVARY

Calvary features a strong leadership team. Through our pastoral and professional staff, with the vision and leadership support of the church council, and our Next Generation Ministries Team our kid and student ministry enrollment and involvement has tripled in the past three years. In 2024, 500 kids and students are involved regularly in Calvary's Kid and Student program, birth - high school.

During the 'program year', Calvary Lutheran Church offers three worship services with nearly 800 in worship each week. A high point each summer is Calvary at the Lake. In addition, a lakeside worship on the shores of Lake Carlos at Luther Crest Bible Camp, this service attracts both Calvary members and vacationers from the greater Alexandria area. During the school year, Calvary has three worship opportunities, Sunday morning Traditional, Sunday morning Modern, Wednesday evening Modern, as well as an online worship service on Youtube.

Online Calvary engages thousands of people per week, Calvary has become a leading church in digital ministry and has extended its reach widely beyond Alexandria, reaching coast to coast. Engagement on social media, website development, and Youtube happen daily. Calvary offers a Daily Dose Video Devotional and relevant, easily accessible videos to continue faith conversations in the home. All of the videos and more can be accessed through our website [www.calvaryalex.org](http://www.calvaryalex.org).

A commitment to serving the local community is deeply embedded in Calvary's DNA. To that end, Calvary dedicates both significant financial and volunteer resources to a number of local community organizations including the United Way Backpack Attack program, Habitat for Humanity, the high school food shelf, and Meals from the Heart. In addition, Calvary is committed to and involved in global missions featuring a partnership with Globeserve Ministries in Ghana, West Africa.

Caring Ministries, extending love and care to congregation members, is a growing area at Calvary. Featuring visits to hospitals and care facilities and homes, individuals and families are extended the love of Christ, including communion and grief support.



Calvary remains in excellent shape financially with an annual budget of \$1.2M, and continued growth in giving levels among congregation members.

In addition, Calvary Lutheran Preschool is owned and operated by the church and licensed by the Minnesota Department of Human Services-Division of Licensing. The school is a highly regarded ministry of the congregation that welcomes 3 – 5 year olds of community members. This nearly 30-year old ministry receives regular Four-Star Parent Aware ratings.



## LILLY ENDOWMENT GRANT WORK

In 2021, Calvary was awarded a nearly \$1 Million dollar grant from the Lilly Endowment, Inc. to start a Partner Network. Calvary works with congregations of all sizes through this grant to network, support, care for, and encourage others in ministry. Currently Calvary has 10 partner congregations in the network and 10 potential partners.

In 2023, Calvary was awarded a second nearly \$1 Million dollar grant from the Lilly Endowment, Inc. for a project on Christian Parenting and Caregiving. This grant will allow Calvary to develop a reproducible relational model for Parents and Caregivers to develop the tools and skills needed to lead faith development in their home. The Director of Next Generation Ministries will work with the Executive Pastor to implement this five year grant.

## NEXT GENERATION MINISTRIES

While Calvary Lutheran offers a multitude of ministries for kids, students and the people who love them, worship has been an intentional component with an average of 300 young people and parents gathering together each Wednesday evening.

The Next Gen Ministry team at Calvary currently consists of six paid part time positions that the Director of Next Generation Ministries will oversee:

**Nursery (Birth - 24 months)** Our Nursery is coordinated by a seasoned staff member. Staff and volunteers welcome our littlest children for time during worship.

**JAM, Jesus and Me, (2-5 year olds)** JAM is on Sunday mornings at 10:30 and Wednesday evenings at 5:30. It's a learning opportunity for Calvary's preschoolers to begin to explore God's love through play, video, games, and more.

**DIG, Delight in God, (Kindergarten - 3rd grade)** DIG is on Wednesday nights. Nearly 120 Kindergarten - 3rd grade students meet for music, education, and small groups. Groups split into age specific small groups to work through crafts and simple discussion. This group uses Orange Curriculum. Each spring we hold a First Communion class for basic instruction and allow parents to choose the right age for their child to receive first communion.

**Impact, (4th and 5th grade)** The 4th and 5th grade program for students is called Impact as an intentional way to partner with families to make an impact in their student's faith journey. Every Wednesday Impact students are part of volunteer-led small groups where connections and conversations take place around the Bible, how it relates to students' lives, leadership and more. This group uses Orange Curriculum.

**Elevate (6th - 8th GRADE)** Elevate students gather together for worship each Wednesday night in their small groups. Following worship they gather in small grade specific groups for connection and questions that reflect on the message theme for the day. This group uses Orange Curriculum on occasion. At the conclusion of 8th grade we host a Confirmation worship service for students and families who find it meaningful.



**EPIC (9th-12th GRADE)** Started a year and a half ago, EPIC has grown to host 40 or more high school students per week. They meet weekly on Wednesdays to grow deeper in their faith and in relationships. Students play games, break into small groups with key volunteers. EPIC gathers outside of Wednesdays for service projects and takes an annual Houseboat trip to Rainy Lake in the summer.

**VBS** Each Summer Calvary hosts a free community wide Vacation Bible School. Over 440 kids attended in 2023. Games, Worship, Bible Study, Crafts, Service and more attract kids to this annual fun event.

**Seasonal Events** Calvary hosts seasonal events for families to engage in our faith community, such as beach day, superbowl party, kids and carols.

## THE COMMUNITY

First settled in 1858, Alexandria is located approximately two hours west-northwest of Minneapolis-St. Paul in the lake country of central Minnesota. In 2019, Alexandria was picked as a "Top 10 Best Small Town" by the Livability website. The city is often abbreviated as "Alex" (pronounced "Alek") and is known as a hotspot for tourism, due to its many lakes and resorts. Alexandria has also become a regional center for manufacturing, retail and service businesses, along with education, arts, medicine.

The current population of the City is 14,709 within city limits, but the unique layout of over 300 lakes in the county makes the service area closer to 35,000 people. It is projected by the year 2030 the county population will have grown to 49,898.

Alexandria Area Schools consists of six elementary schools, one 6th–8th grade junior high school, and one new 9th–12th grade senior high school (Alexandria Area High School). There are also several independent K–8 Christian schools in the area. Alexandria Technical & Community College offers post-secondary education, including certificate programs, 2-year associate degrees and transferable credits towards 4 year degrees.

The Alexandria area is a leader in providing state-of-the-art medical facilities and health care options for its residents and for those in the outlying region. The local hospital has earned numerous accreditations through the years, and many chiropractic, naturopathic, dental and specialty care providers offer services throughout the area, which is also home to quality senior living services and facilities.

More can be found at <https://explorealex.com/alexandria-mn/>



## THE NEED, THE OPPORTUNITY AND THE ROLE

It is into this context that Calvary Lutheran Church is seeking to hire a full-time Director of Next Gen Ministries who will possess the experience, gifts and motivation to help lead the ministries with children, youth and families toward the desired future. Calvary is looking for a dynamic, innovative leader who loves God and possesses a combination of organizational and pastoral leadership skills.

The Director of Next Gen Ministries will embrace the vision for Calvary's future and imaginatively integrate this vision into the Next Gen Ministries. The ideal individual will be real, authentic and comfortable in their own skin and extend themselves into the lives of others. Because tending to one another is woven into the fabric and ethos at Calvary, the ideal person will be one who loves the staff, congregation, kids and parents as well as the community beyond Calvary. They will lead through relationships where people always come first and will enjoy spending time with them. They will engage all with whom they come in contact relationally - providing program direction and oversight but also personal care. The Director of Next Gen Ministries will be intentional about building personal connections with young people and their parents formally and informally. They will also extend themselves into the broader community creating connections with and building bridges for expanded impact in the lives of children and youth.

The Director of Next Gen Ministries will lead the birth - 18 year old ministries of Calvary by engaging in broad oversight of the programmatic and age focused areas and the associated staff so that all ministries move forward in alignment with the vision. They will motivate, empower and catalyze the current six part time staff members leveraging their gifts and resourcing them to attain the vision and objectives, raising ministries to the next level. They will be responsible for annual reviews of that staff team.



The Director of Next Gen Ministries will be responsible for implementing the five year execution of the Christian Parenting & Caregiving Initiative grant from the Lilly Endowment. Working with the Executive Pastor implementation include:, developing a reproducible model for parents to become the primary faith influence in their children's lives, hosting an annual conference for parents and caregivers, and working with Calvary's preschool and partner congregations to launch relational small group models for parents in their contexts. They will work to gather information and feedback from partner congregations to further develop resources for an online resource library.

The ideal candidate for the Next Gen Ministry position will be able to think big and breathe life into the existing ministries. They will be gifted, skilled and motivated to champion all age groups while partnering with parents to expand a loving network of caring adults who are committed to helping young people grow in faith. They will need to be able to align staff and lay leaders to the vision and help them to work together while serving, supporting and equipping those in leadership of the various ministries and programs. The ideal Next Gen Minister will continually assess and gauge effectiveness of ministries, not being afraid to adapt and innovate with imagination as needed.

## QUALIFICATIONS

- B.A. Degree or higher, preferably in Youth or Child Ministries or Theology
- Theological alignment as expressed in and through Calvary Lutheran
- 3 – 5 years of leadership experience with youth, children and families in a medium to large context
- Demonstrated excellence in public and interpersonal communication

We encourage anyone possessing the above qualifications who senses a potential calling for such an opportunity to contact us to discuss the position. Alternatively, you may know someone you wish to recommend for this position.

## WORKING CONDITIONS

- Reports to Executive Pastor
- Hybrid work environment (in-office and at home)
- Schedule will include night and weekend work
- Must be available on Wednesdays, Sundays, Easter, Christmas, and other special dates as arranged in advance
- Attendance at monthly Next Gen and all staff meetings is required
- Local area travel required
- Moderate lifting required (up to 30 pounds)

## INQUIRY PROCESS

To apply for the position, please contact us via email and include a current resume and cover letter outlining your experience and relevant qualifications.

Please also provide at least three references including email and phone contact information for each person. We will not contact your references until later in the process and only upon your approval.

Please submit all materials to:  
Angie Larson, Executive Pastor  
[angie@calvaryalex.org](mailto:angie@calvaryalex.org)

