

01 / JOB PROFILE

NextGen Discipleship Director

Salina First United Methodist Church • Salina, KS • Full-time

NextGen Discipleship Director.

LOCATION

Salina, Kansas

MINISTRY FOCUS

Children through Youth

The NextGen Discipleship Director provides prayerful, visionary leadership for the overall operation of Salina First's children's and youth ministry, cultivating a dynamic, safe, and engaging environment that keeps children and youth connected to their faith and church as they grow into adulthood. This role goes beyond programming to genuinely invest in the spiritual formation of children, youth, and families, teaching God's Word, fostering fellowship, and empowering parents to be the primary faith influencers in their homes.

The right candidate is a self-starter with a growing relationship with Jesus and a heart for children and youth ministry, bringing creativity, administrative discipline, and strong interpersonal skills to the role. They recruit, train, and build a team of paid and unpaid ministry staff and volunteers, and are fully aligned with Wesleyan theology and the mission of Salina First UMC.

What this role requires.

A Visionary Children & Youth Leader

Provides prayerful, visionary leadership for the overall operation of children's and youth ministry, cultivating a dynamic, safe, and engaging environment.

A Discipler of the Next Generation

Invests in the spiritual formation of children, youth, and families, teaching God's Word and empowering parents to be the primary faith influencers in their homes.

A Recruiter, Trainer & Team Builder

Actively recruits, trains, and places paid and unpaid ministry staff, ensures Safe Gatherings certification, and maintains healthy adult-to-child ratios.

Organized, Innovative & Culturally Aligned

Brings creativity and administrative discipline to program development and curriculum selection, comfortable with tools like Breeze, Planning by Worship Tools, and Vital Sign, and fully aligned with Wesleyan theology.

NextGen Discipleship Director responsibilities at Salina First.

Children & Youth Ministry Leadership

- Create and execute innovative children's and youth ministry programs aligned with Salina First's mission.
- Select age-appropriate, teacher-friendly curriculum consistent with Wesleyan theology.
- Continually assess ministry programs and systems for effectiveness and alignment.

Volunteer & Staff Team Building

- Recruit, train, and place paid and unpaid ministry staff to maintain healthy adult-to-child ratios.
- Ensure all ministry staff are Safe Gatherings certified and that Safe Gatherings policies are observed.

Family & Community Engagement

- Build a consistent communication plan with children, youth, and parents across social, digital, and print channels.
- Collaborate with the Children's Ministry Team on an aligned faith formation plan.

Administration & Discipleship

- Keep participation records and manage ministry budgets using Breeze, Planning by Worship Tools, and Vital Sign.
- Coordinate and teach Confirmation classes alongside the pastor, and support the work of the Pastor and Leadership Team.



05 / ABOUT SALINA FIRST

More about becoming, than arriving.

SALINA FIRST'S MISSION

"Love God. Serve Others. Transform Lives Through Christ."

Salina First United Methodist Church has served this community since January 1860, a year before Kansas was even admitted to the Union. Housed today in a landmark brick sanctuary in the heart of downtown Salina, the congregation carries more than a century and a half of history into a season of real momentum.

Each Sunday brings both a traditional service rooted in choir and liturgy and a modern gathering, with Sunday School for children, youth, and adults in between. Wednesday evenings bring the congregation back together for midweek classes and groups.

The NextGen Discipleship Director will lead the next chapter of Salina First's children's and youth ministry: a role at the center of keeping the next generation connected to their faith and to this church as they grow into adulthood.

Pastor: Rev. Gideon N. Achi PhD.



Rev. Gideon N. Achi was born and raised in north central Nigeria, where his parents were among the earliest converts to Christianity in their region and later answered a call to pastoral ministry themselves. That legacy shaped Gideon's own call: he earned a Master of Arts in Pastoral Studies from Nigeria, a Master of Divinity and Masters of Theology from Gordon-Conwell Theological Seminary before completing a Ph.D. in Intercultural Studies at Asbury Theological Seminary.

Gideon and his wife Esther, herself a graduate of Asbury Theological Seminary and holds a Ph.D. in Psychological Studies from Regent University, have three daughters serving and studying across the country. Gideon arrived at Salina First in the summer of 2023, and describes his call simply: to listen, learn, and build relationships that move the church deeper into God's word and further into its community.

Gideon is known as a strong developer of leaders, and he is looking forward to partnering closely with Salina First's next NextGen Discipleship Director in the shared work of ministry.

What Salina First is building together.

WHAT SALINA FIRST BELIEVES

- 01 Everyone matters to God.
- 02 Love God, love people, change the world.
- 03 We're more about becoming than arriving.



SALINA*first*
UNITED METHODIST CHURCH

Salina, Kansas.

Salina First sits in the heart of Salina, Kansas, a city of roughly 46,000 at the crossroads of I-70 and I-135 in the Smoky Hills region. It is exactly the kind of place NextGen leaders talk about wanting: small enough to actually know your neighbors, big enough to have real culture, sports, and industry of its own.

SPORTS

Kansas Wesleyan University Coyotes and K-State Salina athletics anchor a tight-knit college sports scene.

INDUSTRY

Advanced manufacturing, aviation and aerospace technology, healthcare, and agriculture anchor a diverse economy.

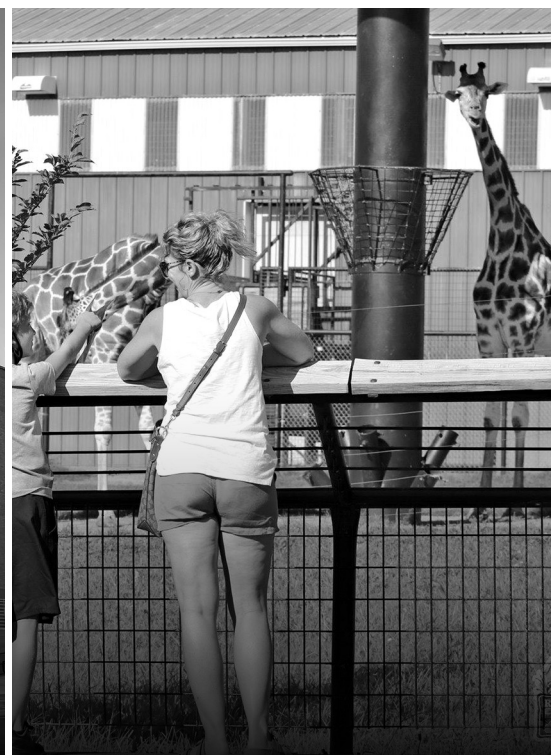
ATTRACTIONS

Rolling Hills Zoo, the historic Stiefel Theatre, Smoky Hill Museum, and downtown's Sculpture Tour Salina.

FESTIVALS

The Smoky Hill River Festival draws 60,000 people downtown every June, marking its 50th year in 2026.

Salina's cost of living runs 16% below the national average, with deep Wesleyan roots and small-town community woven throughout.



Operators, not recruiters.

Staffing and search, reinvented.

RightSeat™ is Andrus Advisory's staffing and search practice. RightSeat builds relationships with churches, clarifies the role together, and fills the seat with the right candidate.

Clarity is kindness.

RightSeat would rather tell a church or a candidate a hard truth early than a comfortable one late. That is where the relationship starts, and it is what makes the seat, and the fit, actually right.

THE PEOPLE BEHIND YOUR SEARCH

RightSeat is led by Sheldon Andrus, who has spent 15+ years building teams and systems inside growing ministries, and Keith Turner Jr., who spent a decade at Apple before turning his focus to helping churches find and keep the right leaders.

Let's find the right seat.

Interested in applying?

Send your resume and a short note about why you would be a great fit to Keith Turner Jr, RightSeat's Senior Advisor.

Keith Turner Jr, Senior Advisor

keith@andrusadvisory.com

513.226.9439

SENIOR ADVISOR



rightseat
by andrus advisory

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