



## Position Title

Next Generation Pastor

## Reports To

Executive Pastor

## Employment Status

Full-Time, Salaried (Benefits Eligible)

## Overview

The Next Generation Pastor provides visionary, strategic, and pastoral leadership for all Next Generation ministries of the church, overseeing ministry from birth through college within a congregation of approximately 700 attendees. This role is responsible for building a unified, gospel-centered discipleship pathway that partners with parents and volunteers to help children, students, and young adults grow in their faith and take next steps toward lifelong discipleship.

As a member of the **Core Team**, the Next Generation Pastor contributes to the highest-level leadership and direction of the church, collaborating closely with the Executive Pastor and other senior leaders to advance the overall mission, vision, and values of the church.

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## Key Ministry Areas Overseen

- Nursery & Preschool Ministries (Birth–Pre-K)
  - Elementary / Sunday Kids Ministries
  - Move-Up Sundays & Grade Transitions
  - Middle School Ministry
  - High School Ministry
  - College Ministry (to be developed)
  - Parent Discipleship & Commissioning
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# Primary Responsibilities

## Vision & Strategy

- Develop, articulate, and implement a comprehensive Next Generation ministry vision aligned with the church's mission and values.
- Design and oversee a clear discipleship pathway from birth through college, ensuring intentional spiritual formation at every stage.
- Evaluate ministry effectiveness through metrics, feedback, and outcomes, and adjust strategy as needed.

## Leadership & Oversight

- Provide direct leadership and oversight for all Next Generation ministries, ensuring alignment, excellence, and consistency.
- Eventually oversee and develop the Kids Ministry staff team, including hiring, training, coaching, and performance management.
- Identify, recruit, equip, and empower volunteer leaders and ministry teams.
- Foster a healthy, collaborative, and spiritually vibrant team culture.

## Sunday Kids & Student Ministries

- Ensure engaging, safe, and spiritually formative Sunday Kids experiences.
- Oversee Middle School and High School ministries, including weekly programming, small groups, special events, and discipleship opportunities.
- Lead and coordinate **Move-Up Sundays**, ensuring smooth and meaningful transitions between ministry stages.

## Transitions & Milestones

- Oversee intentional transition points, including:
  - 5th Grade to 6th Grade
  - 8th Grade to 9th Grade
- Create systems and events that help students and families navigate these transitions spiritually, relationally, and practically.

## College Ministry Development

- Develop and launch a sustainable college ministry strategy that connects college-aged students to community, discipleship, and church involvement.
- Identify potential leaders and partnerships to support long-term growth of the college ministry.

## Curriculum & Teaching

- Select, oversee, and evaluate curriculum for all Next Generation ministries, ensuring theological alignment and age-appropriate discipleship.
- Provide teaching and content direction for key ministry environments.
- Ensure curriculum supports biblical literacy, spiritual disciplines, and practical faith application.

## Parent Partnership & Commissioning

- Lead the development and execution of a **Parent Commissioning Class** designed to equip parents as the primary spiritual leaders of their children.
- Plan and lead **Parent Commissioning Events** held twice per year.
- Create systems of communication, resources, and training that strengthen parent engagement and partnership.

## Connection & Events

- Oversee Next Generation connection events that help children, students, and families build relationships and feel connected to the church.
- Collaborate with other ministry teams to integrate Next Gen families into the broader life of the church.

## Core Team Leadership

- Serve as an active member of the Core Team, contributing to church-wide vision, strategy, and decision-making.
  - Collaborate cross-functionally with worship, groups, outreach, and operations teams.
  - Model spiritual maturity, leadership integrity, and alignment with church culture.
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## Qualifications

### Spiritual & Character Qualifications

- A growing, authentic relationship with Jesus Christ.
- Demonstrated calling and passion for Next Generation ministry.
- High character, emotional intelligence, and relational maturity.
- Alignment with the church's statement of faith, mission, and values.

## Education & Experience

- Bachelor's degree required; theological or ministry-related degree preferred.
- Minimum of 5 years of experience in Next Generation, student, or family ministry.
- Proven experience leading teams, volunteers, and multi-layered ministries.
- Experience in a church of similar or larger size preferred.

## Skills & Competencies

- Strong leadership, organizational, and strategic planning skills.
- Excellent communication skills with children, students, parents, volunteers, and staff.
- Ability to lead change, build systems, and develop leaders.
- Strong collaboration and team-oriented mindset.
- Administrative competence, including budgeting, planning, and calendar management.

## Theological and Cultural Fit

- Agree to the Baptist Faith and Message privately and publicly
  - Agree to the vision of being a sending church
  - Be excited to help other church plants and partner churches in establishing their own family ministries
  - Walk closely with Jesus in their personal life and model the lifestyle of a disciple that makes disciples
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## Work Schedule & Expectations

- Full-time position including Sundays, key events, and regular mid-week evenings.
  - Flexible schedule with seasonal ministry demands.
  - Active participation in church-wide events and initiatives.
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## Compensation & Benefits

- Competitive full-time salary commensurate with experience.
  - Comprehensive benefits package (health, retirement, paid time off, etc.).
  - Ongoing professional and spiritual development opportunities.
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## **Summary**

The Next Generation Pastor plays a critical role in shaping the future of the church by investing in children, students, and families. This leader will bring vision, excellence, and heart to building a thriving Next Generation ministry that prepares young people to follow Jesus for a lifetime.