



Next Gen Pastor

Children & Student Ministries

GENERAL DESCRIPTION

Overview:	The Next Gen Pastor provides pastoral leadership and oversight for children's and student ministries, helping children and teenagers know Jesus, grow in Scripture, be led and transformed by the Holy Spirit, and serve others. This pastor partners with parents and caregivers and develops volunteer leaders to cultivate safe, welcoming, spiritually vibrant ministries.
Responsible to:	Lead Pastor
Supervises:	Volunteer ministry leaders and teams
Classification:	Full-time salaried exempt
Evaluation:	Performance will be evaluated annually by the Lead Pastor in accordance with this job description.

KEY RESPONSIBILITIES

Pastoral Leadership

- Serve as a visible pastoral presence, providing prayer, encouragement, and pastoral care to children, students, families, and ministry leaders.
- Participate in worship services, special services, and prayer ministry.
- Support the Lead Pastor, collaborate with staff, and attend staff meetings, leadership gatherings, and ministry planning retreats.
- Other duties as assigned.

Children and Student Ministries

- Provide unified direction for both ministries in alignment with the church's beliefs, mission, vision, and values.
- Take direct leadership of one ministry while coaching and supporting a designated leader for the other.
- Oversee age-appropriate biblical teaching, curriculum, gatherings, and ministry experiences that help children and students follow Jesus and grow in the Spirit-filled life.
- Help children and students learn to pray, understand Scripture, exercise discernment, and use their gifts to serve others.
- Coordinate transitions from children's ministry into student ministry and connect both age groups to the wider life of the church.

Volunteer Leadership Development

- Recruit, train, schedule, and support volunteer ministry leaders and teams.

- Delegate meaningful responsibility and provide regular coaching, prayer, feedback, and encouragement.
- Develop emerging leaders and sustainable teams for both ministries.

Family Partnership and Outreach

- Build trusting relationships with parents and caregivers through clear communication, pastoral support, and practical resources for nurturing faith at home.
- Create welcoming environments for new children, students, and families, with thoughtful follow-up.
- Develop and maintain relationships with local schools
- Develop opportunities for outreach, service, and relationships across generations

Ministry Administration and Safety

- Oversee ministry calendars, budgets, supplies, and communication in collaboration with staff and volunteer leaders.
- Implement church policies for screening and training volunteers, check-in and release, appropriate boundaries, supervision, and responding to safety concerns.
- Coordinate with church safety leadership to maintain safe environments and emergency procedures.

QUALIFICATIONS

Spiritual and Character Qualifications

- A growing personal relationship with Jesus Christ and a clear calling to pastoral ministry.
- A heart for children, teenagers, and families; a life marked by integrity, humility, and servant leadership.
- Agreement with the church's statement of faith, mission, vision, and values, including its Spirit-filled beliefs and practices.

Experience and Skills

- Ministry leadership experience with children or students preferred, whether on staff or as a high-level volunteer.
- Demonstrated ability to develop volunteers and oversee both ministry areas.
- Ability to teach Scripture clearly and engage children or teenagers in age-appropriate ways.
- Strong organizational, communication, and relational skills; proficiency with Google Workspace or similar tools.
- Ability to balance personal ministry involvement with team leadership, administration, and pastoral care.
- Successful completion of required background checks and church screening procedures.

Education

- Bachelor's degree in ministry, theology, biblical studies, or a related field preferred.
- Equivalent ministry experience and training will be considered.

ACCOUNTABILITY

- Attend all worship services, and other events of church as time allows.
- Give a tithe (Lev. 27:3, Prov. 3:9, 2 Cor. 9:7).
- Pursue personal development through conferences, reading, and networking.
- Attend reviews to discuss job performance in regard to goals and objectives.

WORK SCHEDULE

- Full-time position.
- Regular Sunday and Wednesday responsibilities required.
- Flexible weekday schedule based on ministry needs.
- Regular evening ministry responsibilities and additional events, camps, or retreats as scheduled.