



Next Gen Pastor

Status: Full-Time

Reports To: Executive Pastor of Operations

Direct Reports: Mercy Kids Coordinator (and future Next Gen staff/volunteers)

Position Summary

The Next Gen Pastor provides vision, leadership, and oversight for Mercy Road's ministries serving children, students, and young adults. This role serves as the primary leader of Mercy Students while also supervising the Mercy Kids ministry and helping develop a clear discipleship pathway from birth through young adulthood.

The Next Gen Pastor will recruit, equip, and develop leaders who create environments where the next generation can encounter Jesus, build authentic community, and take meaningful steps in their discipleship journey.

Primary Areas of Responsibility

Student Ministry Leadership (60%)

- Lead the vision, strategy, and execution of Mercy Students.
- Develop weekly student gatherings, discipleship environments, and special events.
- Recruit, train, and develop student ministry volunteers.
- Build relationships with students and families.
- Provide pastoral care and spiritual guidance to students.
- Create pathways for students to move toward baptism, serving, discipleship, leadership, and church planting.
- Partner with parents as the primary spiritual influencers in their students' lives.

Young Adult Ministry Development (20%)

- Rebuild and develop a sustainable Young Adult ministry.
- Identify, recruit, and develop volunteer leaders.
- Create discipleship and community opportunities for young adults.
- Develop a long-term leadership structure that can be led by volunteers and emerging leaders rather than relying solely on staff leadership.
- Create clear transition points from student ministry into adult discipleship.

Next Gen Leadership (10%)

- Provide leadership and supervision to the Mercy Kids Coordinator.

- Conduct regular coaching and development meetings.
- Ensure healthy volunteer recruitment, onboarding, and retention systems.
- Oversee safety policies and procedures for all Next Gen ministries.
- Work with church leadership to create a cohesive discipleship pathway from birth through graduation.

Church-Wide Leadership (10%)

- Participate in staff meetings and church leadership initiatives.
- Lead an Outpost.
- Support church-wide events and ministry efforts.
- Occasionally teach, preach, or provide ministry leadership as requested.

What Success Looks Like

After 12-24 months:

Students

- Healthy and growing student attendance.
- Increasing percentage of students connected to groups and serving.
- Strong volunteer leadership team.
- Students regularly taking spiritual next steps.

Mercy Kids

- Mercy Kids Coordinator is thriving and growing as a leader.
- Volunteer teams are fully staffed and healthy.
- Safety and ministry systems are functioning effectively.

Young Adults

- Consistent Young Adult discipleship environment established.
- Volunteer leadership team developed.
- Clear pathway exists for graduating seniors.

Leadership

- Families experience a seamless Next Gen pathway from birth through adulthood.
- Leaders are being developed rather than ministries being staff-dependent.