

MOUNT PLEASANT CHRISTIAN CHURCH

JOB DESCRIPTION

Next Gen Pastor/Director | MOUNT PLEASANT CHRISTIAN CHURCH

POSITION TITLE: Next Gen Pastor/Director —
Indy Southeast Campus

EFFECTIVE/REVISED: July 1, 2026

STATUS: Full Time Exempt

REPORTS TO: Indy Southeast Campus Pastor

Our Mission

We Reach not yet believers with the love of God. (Evangelism)

We Raise disciples who are becoming more like Jesus every day. (Discipleship)

We Release people to live boldly for Him right where they are. (Missional Sending)

{Reach: Matthew 28:19–20 (NLT) Raise: Ephesians 4:12 (NLT) Release: 2 Corinthians 5:20 (NLT)}

Our Vision

We are a movement of people who love boldly, grow daily, and live on mission... right where we are. A church where not yet believers find hope, and followers of Jesus find purpose.

{Acts 2:42–47}

01. Summary of Position:

The Next Gen Pastor/Director helps Mount Pleasant Christian Church fulfill its mission by leading next generation ministry (birth through 12th grade) at the Indy Southeast campus, so that not yet believers find hope and followers of Jesus find purpose from their earliest years. With a primary emphasis on Sunday morning children's ministry programming and a clear mandate to build a healthy, sustainable student ministry (grades 5–12), the Next Gen Pastor/Director provides spiritual leadership, develops a deep volunteer and leader pipeline, partners with parents as the primary disciple-makers of their children, and creates safe, welcoming, gospel-centered environments where the next generation is reached, raised, and released to live boldly for Jesus right where they are.

02. Duties:

Reach

- Support the church's mission to reach not yet believers with the love of God by creating safe, fun, and welcoming Sunday morning children's ministry environments where guest families experience the love of God and want to return.
- Lead age-appropriate gospel presentation and evangelism across birth–12th grade, helping every child and student understand and personally own their faith.
- Own the guest family experience such as dependable first-time check-in, follow-up, and connection so new families take a clear and welcoming next step.
- Partner with the Campus Pastor and central Next Gen team to drive measurable growth in children's and student ministry attendance and engagement.
- Take personal ownership of the Great Commission.

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02. Duties: *(continued)*

Raise

- Build a healthy, sustainable student ministry (grades 5–12) anchored in consistent small groups and discipleship that is designed to outlast any single leader, personality, or program.
- Develop a leadership pipeline that recruits, trains, develops, and deploys volunteers and student leaders to serve with dignity, compassion, and excellence.
- Equip and resource parents as the primary disciple-makers of their children through a clear discipleship pathway from birth through graduation.
- Disciple children and students toward a personal decision to follow Jesus and to publicly declare that decision through baptism, in full alignment with MPCC's baptism pathway and theology.
- Collaborate with the Campus Pastor and ministry teams to align Next Gen programming with campus priorities and the broader MPCC Next Gen vision.

Release

- Release students into leadership and service on serve teams, in their schools, and across the campus and community.
- Provide camps, retreats, and mission experiences that move children and students from belief toward bold, missional living.
- Partner with families to send the next generation out to live on mission right where they are.
- Champion the cause of Next Gen ministry both privately and publicly.

Sustain

- Sustain ministry through excellent stewardship of people, systems, communication, child-safety practices, and resources so Next Gen ministry remains healthy, unified, reproducible, and effective.
- Own and continually strengthen child safety and security (background checks, check-in/check-out, room ratios, and volunteer screening) protecting every child and student with excellence.
- Steward the Next Gen budget, calendar, curriculum, and ministry spaces with wisdom and operational readiness.
- Build clear systems and communication rhythms with staff, volunteers, and parents.
- Other duties as assigned by the Indy Southeast Campus Pastor.

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03. Characteristics:

- Christ follower with a heart for the next generation and their families.
- Willingness to collaborate and foster a team environment.
- Strong, reproducible leader who builds teams and develops other leaders.
- Self-motivated and organized.
- Energetic and enthusiastic.
- Consistent pursuit of personal and professional growth.
- Commitment to serve with excellence.
- Problem solver.
- Strong communication skills both interpersonally and corporately with children, students, parents, and volunteers.

04. Preferred Experience/Qualifications:

- A growing, personal relationship with Jesus Christ.
- Ministry experience in children's and/or student ministry (paid or volunteer).
- Bachelor's degree in ministry, education, or a related field, or equivalent ministry experience.
- Proven ability to recruit, build, and lead volunteer teams.
- Strong organizational and administrative skills (calendar, curriculum, communication, spreadsheets / church management software).
- Familiarity with child-safety best practices and check-in systems (e.g., Church Center / Planning Center) preferred.
- Ability to relate to and communicate with children, students, parents, and volunteers.

05. Staff Expectations:

- Solid understanding of Scripture.
- Faithful in weekend worship attendance.
- Involvement in ministry outside of specific area.
- Practice Christian stewardship through the giving of regular tithes and offerings.
- Be willing to assist with and perform responsibilities outside of your ministry area.
- Personal acceptance and alignment with MPCC's vision and mission.
- Membership at MPCC preferred.

This job description is not designed to cover every job requirement. Mount Pleasant reserves the right to change job duties at any time.