

FIRST BAPTIST CHURCH FERNANDINA BEACH

Job Title: Next Gen Pastor (Youth & Family Ministries)

Reports to: Executive Pastor

Job Purpose

- Provide vision, leadership, and execution for a thriving Next Gen ministry (kids, students, families) that drives discipleship, engagement, and measurable growth.
 - Build intentional pathways to reach unchurched students and families, creating environments where they connect, belong, and grow in their faith.
 - Collaborate with pastoral, ministry and staff leaders to align Next Gen strategy with the overall mission of creating disciples and hitting growth goals of the church.
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Duties and Responsibilities

- Communication of biblical messages for the purpose of making disciples of Christ in alignment with Baptist Faith and Message.
- Develop and execute a clear, scalable strategy for Next Gen ministry growth, including attendance, volunteer pipeline, and discipleship pathways.
- Create systems that increase student and family engagement, retention, and first-time guest follow-up.
- Equip leaders and communicate effectively in large and small group environments, delivering engaging, relevant, and biblically sound teaching.
- Coach, train, mentor and empower those in the pastoral calling pipeline.
- Accountable for tracking clear metrics (attendance, salvations, baptisms, volunteer growth, small group participation).
- Cast vision that mobilizes students, parents, and volunteers toward active participation and ownership.
- Own the full Next Gen ministry calendar, ensuring high-quality, well-executed weekly services, events, and environments.
- Design and lead impactful experiences (camps, retreats, outreach events) that drive spiritual growth and connection while creating more disciples.
- Build, train, and multiply a strong volunteer leadership team with clear roles, expectations, and accountability.
- Manage ministry budget with a focus on stewardship, impact, and growth initiatives.
- Select and implement relevant, engaging curriculum that connects families.
- Partner cross-functionally to create dynamic worship tailored to students.
- Collaborate across ministries to integrate students into broader church community.
- Build strong relationships with students and parents, provide leadership, care, and consistent communication.
- Actively contribute to staff culture, leadership alignment, and initiatives.
- Drive discipleship, innovation and continuous improvement within the Next Gen ministry.

Qualifications

- Demonstrates a vital, growing relationship with Jesus Christ and alignment with biblical leadership standards.
 - Doctrinal, methodological, and philosophical alignment with Baptist Faith & Message, as well as Pastoral leadership.
 - Meets biblical qualifications of Church leadership (1 Timothy 3:1-13).
 - Passion for reaching and discipling the next generation in a rapidly changing culture.
 - Commitment to the mission, vision, and worship philosophy of FB First.
 - Maintain healthy leadership of own family, leading them to engage in the larger ministry of the Church.
 - Proven ability to lead, grow, and scale teams and ministries.
 - Strong relational intelligence with students, parents, and volunteers across diverse backgrounds.
 - Ability to engage and lead across multiple generations and demographics.
 - High ownership mindset with strong execution and follow-through.
 - Comfortable leveraging technology, social media, and modern tools to reach and engage students.
 - Strong planning and execution of events, services, and ministry environments.
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Note

We prioritize spiritual health, family, personal growth, and authentic community. Active participation in a small group, men's ministry or consistent discipleship relationship is expected. Our desire is for staff members to nourish their relationship with Jesus Christ while helping build a culture of unity, accountability, and mission-driven impact.