



FAMILY MINISTRIES

# NextGen Pastor Job Description

Updated: February 2022

**Status:** Full Time

**Reports to:** Spiritual Life Director

**Salary Scale Starts at:** \$46,500-\$57,000

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## Summary

The NextGen Pastor is a member of the Family Ministries team that will help WMBC reach and guide the next generation with a focus on teens and their families. As the NextGen Pastor you play a pivotal role on our staff team in being their voice and advocate, supporting parents to be the primary spiritual leaders of their homes, discipling and developing leaders, and providing overall leadership and direction for our Student Ministries. The mission of the NextGen Pastor is ultimately to lead the next generation to passionately love and follow Jesus Christ through the power of the Holy Spirit.

## Responsibilities

### General

- **Be an active and contributing member of the WMBC Staff Team and Family Ministries Team (FMT)**
  - i. Contribute to WMBC staff initiatives throughout the year, such as fall kick-off, volunteer appreciation month, staff retreat, etc.
  - ii. Be prepared for weekly WMBC staff meetings
  - iii. Be prepared for weekly FMT meetings, as well as weekly check-ins with the Spiritual Life Director
  - iv. Contribute to FMT initiatives throughout the year, such as FM Milestones, FM Orientation, FM retreats, etc.
  - v. As part of the FM Team, provide support to other members where needed
  - vi. Occasionally service lead on a Sunday morning, with opportunity for preaching
  - vii. Take on personal spiritual growth and professional development
  
- **Think more than a program, reach a generation**
  - i. Critically think how WMBC is engaging teens and how we can better invest in them
  - ii. Be an advocate and voice for teens at the staff level
  - iii. Connect with teens inside and outside of a programming night (ex. Sunday mornings, at High School, in homes, etc.)
  - iv. Connect and partner with parents to support them in their role as the primary spiritual leader of their teen(s)
  - v. Dream up ways to provide spiritual growth opportunities outside of programming nights (ex. missions trips, SOAR, serving opportunities, conferences, discipleship and evangelism opportunities, etc.)
  - vi. Focus on transitioning and program development for grade five and sixes into Student Ministries in collaboration with the FMT
  - vii. Connect with other local Youth Pastors for the purpose of relationship building and professional development

### Student Ministries (SM)

- **Create, develop, and program Student Ministries**
  - i. Create programming for weekly Junior High (JH) and High School (HS) nights, including retreats
  - ii. Plan and execute a ministry calendar for SM
  - iii. Be a regular teacher in SM and schedule volunteers/staff for teaching when needed
  - iv. Coordinate and organize worship
  - v. Develop an active leadership team at the student level
  - vi. Plan and execute parent nights for the purpose of training and equipping
  - vii. Manage SM budget lines
  
- **Be a leader and discipler of your volunteers and teams in Student Ministries**
  - i. Be present to provide leadership at weekly JH and HS ministry events

- ii. Connect individually and with JH and HS teams for the purpose of relationship building, encouragement, training, and discipleship
  - iii. Oversee recruitment of new leaders and ensure there is a plan in place for them to be oriented and trained in their role
  - iv. Appreciate JH and HS teams
- **Communicate with volunteers, parents, and the WMBC community**
    - i. Send weekly messages to volunteers, communicating programming, schedules, training/encouragement, and other news
    - ii. Provide contact information to volunteers to communicate with their students and parents
    - iii. Update WMBC News on a weekly basis and utilize the Communications Director for updating social media, website, and app
    - iv. Partner with parents by sending monthly parent emails, communicating the monthly teaching focus, schedules, and provide resources to help support them

### **Qualifications and Attributes:**

- Leader of Leaders - Able to develop and lead volunteer teams who in turn lead the ministry.
- Highly Organized - Able to plan and communicate details, and pull off events in an organized fashion.
- Public Speaker – Experience in communicating to teens and adults.
- Creative and Resourceful - Able to dream up ways to engage kids and teens and bring others in to help get it done.
- Team Player - Thrives in a team environment and enjoys collaborating with others on projects.
- Flexibility – Able to adapt, take necessary risks with a team, and move at a fast pace.
- Tech skills - Work efficiently within a PC environment and quickly learn new software and features.
- Other Relevant Skills – Writing, editing, good listener, time management.

### **Education and Experience**

- Post-secondary education in a related field is an asset
- Experience leading Student Ministry environments within a local church
- Experience in leading ministry, teams, or people
- Experience with Microsoft Office, ProPresenter, Church Management Software, and online file storage

### **Character and Behavioural expectations**

Perfection is not expected; growth is. Some of the characteristics expected of WMBC Staff include:

- Committed to a growing, dynamic, and personal relationship with Jesus. Includes personal spiritual practices such as reading God's Word and having an active prayer life.
- Humility and a strong desire to continue learning and growing both professionally and personally.
- Committed to the larger Church family and maintaining unity. Models life lived within community.
- Fierce commitment to honesty and truth in both leadership and personal life.
- Prioritizes healthy relationships with family, including spouse if married.
- Prioritizes healthy relationships with others outside of the ministry, such as close, meaningful, friendships.

### **Confession of Faith**

All WMBC staff shall be in full agreement with the WMBC Mission, Vision and Values, as well as the Canadian Conference of Mennonite Brethren Churches Confession of Faith.