



## Next Generations Pastor 2.0

*“...Future generations will hear about the wonders of the Lord.” Psalm 22:30*

### **JOB SUMMARY:**

The Next Generations Pastor (NGP) is called to provide primary pastoral leadership by influencing, encouraging, reaching and teaching *the families of the next generations*, which covers the spectrum from babies to young adults in their late 20's.

As the primary leader, this individual will be responsible for the visioning, equipping and implementing of programs, initiatives, events that engage the families of the next generations in order to fulfill the mission of our church: *Leading People to Follow Jesus, Love God, Love Others*; and the vision of our church: *becoming a church that loves like Jesus*.

### **Core Values:**

- Externally focused yet internally strong when reaching the next generations
- A holistic approach distinguished by the 5 marks of a healthy church: *Belong, Grow, Share, Serve and Worship*
- Equip and empower the members of The Journey Church to effectively engage and minister to the next generations.
- Embrace attitudes of fun, creativity and experimentation.

### **REPORTING RELATIONSHIPS:**

The oversight of the NGP will be carried out by the Lead Pastor and General Manager of Ministries (GMM). Together they will strive to provide care, encouragement and mentoring. Specifically the Lead Pastor will work with the NGP in developing vision and strategic approaches. The GMM will specifically work with the NGP by creating accountability on intended outcomes and networking.

## DUTIES AND RESPONSIBILITIES:

### A. Pastoral

1. **Friendship:** Encourage the development of Christian friendships based on trust and acceptance.
2. **Positive:** Seek to build positive attitudes toward others in the church and its leaders.
3. **Self Development:** Be committed at developing oneself as a trustworthy, teachable, trained and talented team player.
4. **Pro-Active:** Initiates vital connections that leads to greater integration between the next generations, their families with the entire church family.
5. **Shepherding:** Encourages those who are serving in next generations ministries to grow deeper in their relationship with God through regular worship, mentoring relationships, journey groups and personal spiritual practices that leads to growth, service, healing and connection.
6. **Generalist:** Fulfills pastoral duties when called upon, including but not limited to, preaching, pastoral care and visitation, funerals, etc.

### B. Leadership

1. **Visionary:** Develop a comprehensive ministry strategy that is consistent with The Journey Church's vision, mission, and values. This ultimately leads families with children, youth and young adults into beliefs, actions and character of becoming fully devoted followers of Christ through activities, encouragement, friendships and age appropriate spiritual disciplines. The goal is to engage them into the journey of becoming fully devoted followers of Christ. This will be accomplished strategically within present structures all the while leading change where needed.
2. **Evangelistic:** Reach out to the next generations in our community for the cause of Christ. Identify leaders who can effectively carry out missional ministry to those outside the church family within our wider community.
3. **Equipping:** Recruit, train and coach the next generations ministry leaders and workers, ensuring that individuals are serving in areas that align with their passions, abilities and spiritual gifts. Provide a clear path for individuals who are interested and wanting to serve in next generations ministries. Ability to build and maintain teams to work in an emotionally healthy ministry environment.
4. **Expressing:** Consistently communicate the vision for next generations ministries in a way that is inspirational and energizes the church toward mobilization.
5. **Embracing:** Seek consistent opportunities to integrate children/youth/young adults into serving opportunities both within The Journey Church and through our compassion ministries.

6. **Measure:** Monitor the effectiveness to the families of the next generations through agreed upon measurable outcomes. This will take place through direct inspection and solicitation of input from staff, ministry leaders and workers in a spirit of openness and humility.

### C. Curriculum/Programming

1. **Engage:**
  - a. Develop or adopt curriculum, teaching, worship and programming for weekend services that is inviting, exciting and energy-filled for children of all ages to help them learn the practical, relevant teaching and application of the Bible.
  - b. Develop a weekly youth engagement experience that creates a critical connection for Grade 6 -12 youth. Provide other supplemental experiences that are both outreach and/or spiritual growth.
  - c. Develop a comprehensive plan designed to strengthen family life as well as teaching and equipping parents as the primary spiritual trainers of their children.
  - d. Research, produce and implement discipleship resources and experiences.
2. **Enfold:** The value of the arts, recreation and technology is incorporated into next generations ministries in age-appropriate ways.
3. **Ensure:** All volunteers within next generation ministries are child safe certified with all necessary background checks, volunteer applications and reference checks completed.

### D. Administrative

1. **Protect:**
  - a. Oversee all necessary and appropriate policies and procedures to ensure next generations ministries functions in an organized and safe manner.
  - b. Ensure that all facilities being used are done so in a respectful way and that all facilities are well-maintained.
2. **Plan:** Develop and manage the annual budget for next generations ministry in accordance of The Journey Church's financial policies and procedures in cooperation with the General Manager of Ministries.
3. **Present:** Attend all required meetings.

## CHARACTER TRAITS, SKILLS, EDUCATION and EXPERIENCE

- **Character Traits and Skills:**

The Journey Church is looking for a Pastor with 3 key virtues: **Humble, Hunger and Smarts**.<sup>1</sup> These virtues are to be expressed within a biblical framework of the gospel ministry.<sup>2</sup>

- **Education:**

The ideal candidate would have an undergraduate degree and preferably a seminary or Master's degree. Otherwise, a candidate may be considered if they're willing to complete their education to a satisfactory level.

- **Experience:**

Proven ability to lead and develop leaders, build teams and cast vision. Ordained or willing to pursue ordination with the **Canadian Baptists of Atlantic Canada** (<http://baptist-atlantic.ca/>).

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<sup>1</sup> *The Ideal Team Player* by Patrick Lencioni. These 3 virtues described by this author of organizational health is a helpful summary of what we are looking for in this pastoral team leader.

<sup>2</sup> These virtues when put into the context of local church gospel ministry leads to the following implications for the pastoral leader. Here is a more detailed list of those implications when considering the call for this position.

1. A growing relationship with and love for Jesus; be a worshipper of God in their personal life that reflects itself through a humble spirit. A strong commitment to the authority of Scripture and open to the practice of the gifts of the Holy Spirit. A sense of call to the mission, values and vision of The Journey Church. A genuine self awareness of their own journey of faith, healing and maturity where their measure of success rests on the grace of God and grace with others.
2. A trustworthy person demonstrated through Character, Competence, Concern, and Communication. Would be noted for sensitivity, alertness, humor, personal growth, and intelligence.
3. Appreciates how vision, caring for others, risk assessment and administration must all be held in a dynamic tension.
4. A commitment in developing a personal healthy family life through modeling, support and appropriate boundaries.
5. Has a pastor/shepherd gifting and heart, demonstrated by a love and respect for people as they shepherd staff and ministry leaders in their leadership and walk with God. A contagious love and passion for children, youth and young adults and have the ability to work well with adults.
6. Must have a desire to nurture and encourage young talent and gifts as the next generation grows into a personal understanding of their God-given purpose in life.
7. A self-starter and self-motivated to plan ahead and multitask while striving to carry out responsibilities with energy, timeliness and integrity.
8. An appreciation of culture, current technologies and open to creativity.
9. Values strong communication skills, both verbal and written.