



**Position:** Next Gen/Student Pastor

**Reports to:** Senior Pastor

**Direct Reports:** LP Kids Director, Student Ministry Coordinator, HUGS Director

**Status:** Exempt

**Last Revised:** December, 2023

### **Mission**

To lead healthy next generation ministries including LPStudents, LPKids, HUGS (special needs) and Young Adults. Provide strategic oversight and organizational leadership through systems and processes that influences children, students, and families to find Jesus and to take their next step in following Jesus.

### **Primary Objectives**

- Lead the systems and teams that influence students to find/trust Jesus and follow Jesus.
- Cultivate and maintain healthy volunteer systems and culture.
- Create and maintain positive transitions into and through student ministry and into LifePoint Church.
- Lead effectively as a member of our staff and pastoral team.

## **Responsibilities**

### **Spiritual Formation for Students**

- Students attend student programming and return.
- Students find Jesus (trust in Jesus).
- Students take their next step of spiritual growth.
- Students become actively engaged in LifePoint.

### **Healthy Volunteer Systems and Culture**

- Volunteers are recruited, trained, retained, and launched for ministry.
- Volunteers feel cared for and adequately prepared.
- Volunteers grow in their relationship with Jesus and with LifePoint.

### **Next Gen Ministry Leadership and Management**

- Partner effectively with parents to influence the spiritual lives of families, children, and students.
- Lead the Student Ministry Coordinator to maximize personal/professional growth, to align with LifePoint strategies and to create effective programming and responsibilities for middle and high school.
- Lead the LPKids Director and HUGS (special needs) Director to maximize personal/professional growth, to align with LifePoint strategies and to create effective programming and responsibilities for our LPKids and HUGS ministries.
- Lead the Next Gen staff team toward unity and effectiveness in alignment with LifePoint Church philosophy, values, and strategies.

## **Staff Responsibilities**

- To embody our staff values of:
  - Pursue Unity: choosing “we” instead of “me.”
  - Build Trust: extending trust and being trustworthy.
  - Lead Yourself: committed to personal integrity and continual improvement.
  - Exercise Ownership: accepting responsibility for outcomes and mission.
  - Develop People: investing in and creating opportunities for others.
- Plan an annual calendar and lead within time, budget, and people resources.
- Align personal and professional life to expectations for staff according to LifePoint policies.

## **Pastoral Leadership:**

- Pastoral availability for conversations, shepherding, and guidance.
- Conduct weddings, funerals, or other pastoral needs (especially in relation to young adults).
- Respond positively to other duties or needs as assigned.

## **Qualifications:**

- Management – able to manage individuals and teams toward a common goal.
- Team Creation – able to identify, recruit and train individuals to create ministry teams.
- Communication – clearly and articulately speaks and writes without being overly verbose or talkative, consistently maintaining this standard in all forms of communication. Able to communicate one on one and to small or large groups.
- Teamwork – reaches out to peers and cooperates with supervisors to establish an overall collaborative working relationship.
- Ability to develop people – coach people in their current roles to improve performance and prepare them for future roles.
- Strong relational IQ – shows sensitivity to and awareness of how people are responding and relating.
- Enthusiasm – exhibits authentic excitement over work. Has a can-do attitude.
- Administration – strong attention to detail.
- Personal Growth – able and willing to continue to self-teach and learn new skills that will develop professional, technical, personal, and spiritual skills.

## **Spiritual Criteria:**

- Faith – trusts in Jesus Christ, has a heart for the local church, has a growing relationship with Jesus Christ, and a passion to help others find and follow Jesus.
- Doctrine - fully agrees with the doctrinal perspective of LifePoint Church.
- Attends, supports, and is an active participant at LifePoint Church.
- Demonstrates pastoral giftedness.

## **Education and Experience**

- Bachelor’s Degree Required.
- Minimum of 7 years of experience as a staff member in a church environment.
- Successful track record of ministry leadership in student or kid’s ministry.
- The successful individual will also possess a working knowledge of Microsoft Office, database, and other related applications.
- Working knowledge and experience with social media platforms.