

BETHANY CHURCH

NextGen Pastor

Preschool • Children • Students • Young Adults • Families

Position	NextGen Pastor	Status	Full-Time
Team	Lead Team / NextGen Department	Salary Range	\$70,000 - \$80,000

About the Position

Bethany Church is seeking a dynamic, relational, and visionary leader to serve as our NextGen Pastor. This role provides strategic leadership and oversight for Bethany's next-generation ministries, including preschool, children, students, and young adults, helping the next generation find and follow Jesus.

The NextGen Pastor will lead the overall vision, strategy, alignment, and health of Bethany's NextGen ministry department. This includes providing leadership to the preschool, children's, and student ministry directors, while also helping shape ministry to young adults and families. As a Lead Team position, this role will contribute to the broader vision, strategy, and direction of Bethany Church while ensuring that next-generation ministries are aligned with Bethany's mission, values, and discipleship pathway.

This leader will work closely with staff and volunteers to create a unified, thriving, and multigenerational approach to family ministry. The role will focus on developing leaders, strengthening ministry systems, supporting parents, creating excellent ministry environments, and building a clear vision for how Bethany disciples the next generation from birth into adulthood.

About the Ideal Candidate

The ideal candidate is a passionate follower of Christ who aligns with Bethany's statement of faith and has demonstrated experience leading healthy and impactful next-generation ministries. They are a strong communicator, relational leader, strategic thinker, and developer of people who can lead both staff and volunteers with clarity, humility, and vision.

This candidate has a clear philosophy of next-generation and family ministry and understands the importance of partnering with parents, equipping leaders, and creating age-appropriate ministry environments where kids, students, young adults, and families can encounter Jesus and grow as disciples.

The ideal candidate is a team player who can lead at both the departmental and organizational level. They are able to build trust, develop staff, align ministries, manage resources responsibly, and help create a culture of spiritual formation, leadership development, and outward-focused ministry. Key attributes include humility, initiative, emotional maturity, teachability, strategic thinking, and a heart for seeing the next generation follow Jesus.

Desired Experience & Abilities

- Seminary degree preferred, or equivalent ministry experience.
- Proven experience leading next-generation ministries in a church setting.

- Experience leading staff, developing teams, and overseeing ministry leaders.
- Strong understanding of preschool, children's, student, young adult, and family ministry.
- Ability to create and implement a unified vision and strategy across multiple ministry areas.
- Strong teaching, communication, and relational skills.
- Ability to recruit, equip, and develop staff and volunteer leaders.
- Skilled in planning and overseeing ministry environments, events, camps, retreats, and mission opportunities.
- Ability to partner with parents and equip families for discipleship at home.
- Experience managing budgets, ministry calendars, systems, and resources responsibly.
- Ability to contribute to the broader leadership and strategic direction of the church as part of the Lead Team.

Position Responsibilities

The NextGen Pastor provides leadership, vision, and oversight for ministries that help preschoolers, children, students, young adults, and families find and follow Jesus. This role focuses on discipleship, leadership development, ministry alignment, and building a healthy NextGen team and culture.

- **Lead & Develop** - Provide leadership, coaching, and support to the preschool, children's, student, and young adult ministry areas. Develop staff and volunteer leaders who are spiritually healthy, missionally aligned, and equipped to lead effectively.
- **Set Vision & Strategy** - Create and champion a unified vision for NextGen and family ministry that aligns with Bethany's mission, values, and discipleship pathway.
- **Build Alignment** - Ensure that preschool, children's, student, young adult, and family ministries are working together with shared language, clear transitions, and consistent ministry philosophy.
- **Equip Families** - Develop ministry strategies that partner with parents and guardians as the primary spiritual influencers in the lives of their children and students.
- **Teach & Communicate** - Provide biblical teaching and pastoral leadership in NextGen environments as needed, and occasionally in broader church settings.
- **Plan & Oversee** - Give oversight to key NextGen ministry environments, events, camps, retreats, mission trips, leadership training, and family ministry initiatives.
- **Strengthen Systems** - Build healthy ministry systems for volunteer recruitment, onboarding, training, safety, communication, curriculum, event planning, and leadership development.
- **Engage & Shepherd** - Build meaningful relationships with kids, students, young adults, parents, volunteers, and staff, fostering a welcoming and discipleship-driven ministry culture.
- **Lead the NextGen Team** - Lead regular NextGen team meetings, provide direction and accountability, and help the team work together with clarity and unity.
- **Serve on the Lead Team** - Contribute to the overall leadership, culture, strategy, and direction of Bethany Church as a member of the Lead Team.
- **Manage Resources Wisely** - Oversee NextGen ministry budgets, calendars, events, and resources with wisdom, clarity, and stewardship.

Salary Range

Salary range for the position is \$70,000 - \$80,000.