



NextGen Pastor

Position Title: NextGen Pastor

Supervisor: Executive Pastor

Position Type: Full-Time, Salary, Exempt, Ministerial

Position Location: PaulAnn Church Campus

General Summary

The NextGen Pastor is a Lead Team (Executive Level) position that provides direction and leadership for ministries from Middle School through College & Young Adults. This role is responsible for vision and oversight of the NextGen team, developing young leaders, and building a strong culture of discipleship, engagement, and spiritual formation among students and young adults.

Job Duties & Key Responsibilities

Student Ministries

- Provide oversight for High School & Middle School ministries.
- Teach and preach regularly in student and/or weekend environments.
- Partner with parents in the discipleship of their students, offering support, communication, and resources to help students grow in their faith.
- In collaboration with the NextGen staff, plan and lead student ministry events (retreats, camps, mission trips, outreach opportunities, etc.), ensuring consistency and shared culture across all age groups.
- Work with the Family Ministry staff to ensure consistent discipleship and milestone pathways as students transition from one stage of development to the next.
- Provide ongoing mentorship and hands on support to the Student Pastor.

College & Young Adults

- Oversee the development of a growing College & Young Adult ministry.
- Help shape one of our current worship services to engage young adults—serving as host, occasional teacher, and culture-builder.
- Create intentional connection opportunities (connection events, worship gatherings, etc.) that foster community and spiritual growth.
- Support and guide Community Life Groups (CLGs) for college students and young adults, organizing groups and developing leaders.

Qualifications:

Education and/or Experience (must have one or more of the following)

- Bachelor's Degree (B.A. or B.S.) preferred
- Seminary degree (M.Div. or equivalent) and/or biblical counseling training a plus
- 5 years related experience and/or training preferred



- Equivalent combination of education and experience

Knowledge & Skills

- Strong teaching and preaching ability.
- Excellent communication and follow-through skills, able to clearly communicate with teams, parents, and leaders to ensure alignment and clarity.
- Proven ability to build teams, develop leaders, and cultivate a healthy volunteer culture.
- Good pastoral and relational skills, with the ability to connect with and disciple students and young adults.
- Demonstrated ability to cast vision, build culture, and implement ministry strategy.

Personal Characteristics

- A passionate Christ-follower who is spiritually mature, trustworthy, humble, and teachable.
- Meets the qualifications of a church leader as set forth in God's Word (1 Timothy 3:1–7, Titus 1:5–9, 1 Peter 5:1–4).
- A dynamic and engaging presence—energetic, approachable, and able to connect naturally with the next generation.
- A collaborative team player who thinks strategically for the whole church, across ministries and generations and contributes positively to a healthy staff culture.
- Action-oriented, responsible, organized, and thorough.
- Demonstrates integrity, discretion, and accountability as a member of the staff team.
- Full agreement with and commitment to the theology, mission, values, and worship culture of PaulAnn Church.