



Fountain Springs Church

JOB DESCRIPTION

Position: NextGen Pastor

Reports to: Brendan Krismer | Executive Pastor

The Win:

To champion the mission of Fountain Springs Church by leading, developing, and aligning all NextGen ministries (Birth–High School) so that children, students, and families are discipled into lifelong followers of Jesus and effectively integrated into the life of the church.

Key Result Areas:

- 1) Leadership, management, and accountability of NextGen staff and key volunteer leaders.
- 2) Spiritual formation and discipleship effectiveness of children, students, and families.
- 3) Volunteer recruitment, development, and retention across all NextGen ministries.
- 4) Strategic alignment of NextGen ministries with the overall vision, values, and growth goals of Fountain Springs Church across all locations.

Responsibilities:

- Provide visionary, pastoral, and strategic leadership to all NextGen ministries (Kids, Preteens, Middle School, High School).
- Lead, coach, and develop paid staff, interns, and key volunteer leaders, fostering a healthy, high-capacity team culture.
- Partner with parents and caregivers to equip them as the primary spiritual influencers of their children.
- Oversee curriculum, environments, programming, and events that are age-appropriate, engaging, biblically grounded, and mission-focused.
- Establish and monitor measurable goals related to attendance, engagement, volunteer health, and spiritual milestones.
- Collaborate with church leadership to ensure seamless integration between NextGen ministries and weekend services.
- Manage NextGen budgets, policies, and safety procedures with excellence and accountability.
- Represent NextGen ministries publicly through teaching, communication, and pastoral presence as needed.

Qualifications:

- Aligned with the beliefs, mission, vision, and values of Fountain Springs Church (required).
- Minimum of 5 years of leadership experience in children's, youth, or NextGen ministry, preferably in a large or growing church context (required).
- Bachelor's degree in ministry, theology, education, or a related field (preferred).
- Proven experience leading teams, developing leaders, and managing complex ministry systems (required).



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Ideal Candidate Qualities:

- Humble, Hungry (motivated toward mission), and Smart (high EQ).
- Strong leadership presence with the ability to inspire and align teams.
- Shepherd's heart with a passion for discipleship and family ministry.
- Strategic thinker who can build systems that scale with growth.
- High relational capacity with staff, volunteers, parents, and students.
- Adaptable, resilient, and energized by a fast-paced, large-church environment.

Work Schedule:

This is a full-time, salary position. A typical work week is Sunday – Thursday, but can include some evenings, Fridays, and Saturdays as needed.

Physical Demands:

Must be able to stand and sit for long periods of time and work in a loud, fast-paced work environment.