



Position: **NEXT GEN PASTOR**
Department: **NEXT GEN MINISTRY**
Date Revised: **MARCH 23**
Position Status: **FULL-TIME**

MISSION:

To love and lead people to a life-changing connection with Christ.

VALUES:

- Fun – We believe that having a good time together matters!
- Impactful – We're committed to making a positive difference together in Jesus' name!
- Growing – We are always moving toward God's best!
- Creativity – We want to be imaginative, original, innovative and artistic for God's glory!
- Accepting – We understand that we're all a work in progress, so all are welcome here!
- Passionate – We insist on expressing enthusiasm and lively excitement about life in Christ!
- Supernatural – We desire to encounter the presence of God and engage our spiritual gifts!

PURPOSE:

The mission of Centerpoint Church is to love and lead people to a life-changing connection with Christ. The Next Gen Pastor [NGP] is a full-time pastoral position to help Centerpoint achieve its mission – specifically with Children's Ministry, Youth Ministry, Young Adults, and families! The Next Gen Pastor's primary role is to reach, equip, and deploy the Next Generation to faithfully pursue God's call on their lives! The NGP serves as a Senior Leadership Team member to give leadership and management to Youth, Children's, Young Adults, and Family Ministries. The NGP will serve as the primary pastor and advocate for spiritual vitality and wholeness within the family unit at Centerpoint Church. The NGP will be responsible for leadership and implementation of all family-related programs and the management of the children's, youth, and young adult staff (paid and volunteer) for Centerpoint. The NGP will establish the direction and implementation for all family ministries at Centerpoint Church – in keeping with the Lead Pastor's vision. The NGP will provide accountability, ensure clear communication of processes and procedures between each ministry, and be a resource to both ministry leaders and volunteers. The NGP will provide oversight to CPKIDS, CPYOUTH, CP Young Adults, and all family-related ministries, groups, and outreach ministries with a special emphasis on recruiting, training, and developing leaders and volunteers who will intentionally serve in the Ministry at Centerpoint Church.

ACCOUNTABILITY:

The NGP will be a qualified LMC of the Free Methodist Church and a licensed minister of Centerpoint Church. The NGP will be directly accountable to the Executive Pastor. The NGP will be a member of the Senior Leadership Team. The NGP will be a team player, and will work in cooperation with other Pastoral staff and Ministry leaders within the church. The NGP will receive an official annual review from the Executive Pastor, as well as several periodic review assessments throughout the year. The NGP will also acknowledge and submit to the leadership of the Lead Pastor and the church Board of Administration.

FIT:

An exceptional NGP for Centerpoint Church is an upbeat, positive, authentic, loving, energizing, and inspiring person who is a team builder, a strong leader, a developer of people, spiritually wise, and an

effective manager. This leader will have at least 5-10 years of Pastoral experience. This person will have at least 5 years of speaking experience with a proven track record of being a gifted communicator. This person has a love for people and loves to see them discover, develop and live in the love of Jesus. This person loves to see families come alive spiritually and learn to live united in the power of the Holy Spirit and the presence of God. This person loves leading multiple teams, managing projects, and making heroes. This person will have a grace-filled disposition to minister with love and tact to families, parents, staff, and volunteer team members in a way that builds people up. This person is responsible and reliable, godly, teachable, and prayerful.

The WIN

Centerpoint Church has the best children's ministry, youth ministry, & families ministry in the region, impacting thousands of families, kids and youth with powerful discipleship and revival, and so that families *love* bringing their kids and students to CP, and so that families are learning to engage as disciples and make disciples while growing in spiritual & relational health & wholeness!

KEY RESULT AREAS WITH RESPONSIBILITIES:

1- Family Ministries Department - Children's, Youth, & Families Leadership

Provide leadership and management for Children's, youth & families departments

1. Participate in the Senior Leadership Team (SLT) providing integration and direction to CP Ministries from your area of responsibility and oversight.
2. Establish the CPKIDS, CPYOUTH, CPFAMILY departments as a cohesive, integrated coworking Ministry Area with a team culture aligned with the Centerpoint vision, culture and Ops Code through regular, periodic Ministry Area team meetings, rallies, and communications.
3. Establish and maintain clear communication flow to and from your direct reports.
4. Direct your leadership team in building teams of volunteers to execute ministry.
5. Develop and manage ministry area budgets for adequately resourcing the work including personnel, capital planning.
6. Ensure all managerial functions are being implemented with managers and staff in your areas; this includes items such as: time-card system management, administrative forms processing, HR forms processing, Incident report forms usage, receipts management, CP Link and calendaring usage, etc.
7. Align all leaders and teams with the vision, mission, and values of Centerpoint by keeping it as a priority talking point within the team.
8. Facilitate any upward communication needed by youth, children's and family ministries leaders to the broader SLT or to the DLT regarding any administrative, collaborative, spiritual, programming, or interpersonal issues.
9. Facilitate regular (bi-weekly or more) clear flow of communication and information from the DLT and broader SLT to the youth, children's and family ministries leaders as needed so that all are in the know about any administrative, collaborative, spiritual, or programming issues.
10. Align all leaders with a heart of unity with the overall team through engagement, relationship, celebration and collaboration where possible.
11. Streamline and provide clarity in internal communications processes and procedures to ministry leaders and volunteers by making information clear, accessible, and applicable to aid in effective ministry.
12. Ensure that the Next Gen Ministries department is taking responsibility for the proper use, management, and maintenance of the rooms and resources of the department.

13. Plan with and support the teaching team

2- Children's Ministry

Ensure that Centerpoint has a fun, safe, spiritually impactful, volunteer-powered Children's Ministry & Kids Care

1. Give leadership to CP KIDS staff so that Centerpoint Church has a healthy, vibrant CP KIDS department
2. Provide leadership and direction to CP KIDS so that they carry out the general vision and direction for children's ministry at Centerpoint Church under the visionary leadership of and in alignment with the Lead Pastor.
3. Give direction to our CP KIDS department that will empower them to provide, in particular, fantastic children's ministry for our weekend services that is inspiring, safe, fun, Biblically grounded, spiritually developmental, and age-appropriate.
4. Give direction to CP KIDS that will empower the department to carry out and provide a cost effective CP KIDS CARE ministry for activities and requests beyond weekend services.
5. Ensure that children's ministry practices and protocols are in compliance with applicable child care requirements and laws.
6. Providing spiritual oversight, vision-casting, strategic development, and coaching for CPKids team members
7. Ensure that CP KIDS is fully staffed with qualified, trained, inspiring godly leaders who develop volunteers and teams.
8. Provide leadership and direction in effort to provide concurrent CPKids services that are consistent in quality at all weekend worship services.
9. Give accountability for the responsible management and staffing of CP KIDS, including personnel management which optimizes cost control (minimizing unnecessary OT, overstaffing, etc. while providing stability to workers and to the programs) and maximizes outcomes.
10. Give accountability and management to the CP KIDS Pastor and CP Kids Manager for the recruiting, development, training and care of all CP KIDS volunteers.
11. Be present for all Centerpoint services/activities or appoint a designated, responsible leader to be present.
12. Be available to minister personally in any of the ministry environments of CP KIDS in weekend services or other times to lead by example and to create a positive, personal sense of love and care between the NGP, the ministry teams, and the kids.
13. Implement processes and protocols to ensure the safety of the children and youth to prevent any possibility of abuse or neglect.

3- Youth Ministry

Lead so that Centerpoint has a vibrant, impactful, growing, volunteer-powered youth ministry

1. Elevate the CP YOUTH ministry team so that Centerpoint Church has the best Youth Ministry in the region, impacting thousands of youth with powerful discipleship and revival, and families love bringing their students to CP to both weekend and midweek services.
2. Inspire, develop, and coach our CP Youth Pastor and CP Youth department staff and leaders so that CP YOUTH reaches the lost and disciples the students of Centerpoint families to be Jesus-centered, Biblically-grounded, Spirit-filled world-changers who love and lead people to life-changing connection with Christ!
3. Give leadership to our CP Youth Pastor and CP Youth staff so that a Centerpoint Church has

a healthy, vibrant youth ministry department

4. Provide leadership and direction to CP Youth Pastor and CP Youth staff so that they carry out the general vision and direction for youth ministry at Centerpoint Church under the visionary leadership of and in alignment with the Lead Pastor.
5. Give direction to CP YOUTH department that will empower them to provide a CP YOUTH ministry that will impact thousands of youth with powerful discipleship and revival
6. Give direction and accountability to CP YOUTH staff that will result in both quantitative and qualitative growth - growth in number of students reached and gathered, growth in the number of youth connected in small groups, and growth in quality of discipleship
7. Ensure that youth ministry practices and protocols are in compliance with applicable requirements and laws.
8. Ensure that the programs and ministries of CP YOUTH are carried out with excellence, volunteer engagement, spiritual depth, Biblical foundation, and physical safety.
9. Providing spiritual oversight, vision-casting, strategic development, and coaching for CP YOUTH team members
10. Provide direction to CP Youth Pastor and CP Youth staff to achieve alignment with priorities and CP planning.
11. Provide spiritual oversight, strategic development, and vision-casting for Youth teams to fulfill the mission of the church and execute excellence in ministry objectives.
12. Develop and monitor communication pathways between youth teams and other ministries to ensure fluid operations and coordination of resources.
13. Implement processes and protocols to ensure the safety of minors to prevent any possibility of abuse or neglect.
14. Provide leadership and direction in effort to provide concurrent CP YOUTH services, as possible, and as appropriate, that are consistent in quality at all weekend worship services.
15. Give accountability for the responsible management and staffing of CP YOUTH, including personnel management.
16. Give accountability and management to the CP Youth Pastor for the recruiting, development, training and care of all CP YOUTH volunteers.
17. Provide Pastoral Leadership Coaching for our Youth Pastor

4- Families

Develop leaders and programming for a volunteer-powered family ministry

Oversight, development, and management of Families. Support and develop: MLT and volunteers to run ongoing family related group ministries and outreach ministries.

1. Design family ministry programming to meet the needs in all areas of our CP families. In an effort to bring families together (Parenting, Discipleship, Fun, etc.)
2. Create opportunities where CP families are learning to engage as disciples and make disciples while growing in spiritual & relational health & wholeness
3. Provide administrative planning and organization for the Centerpoint Families groups, outreaches and ministries.
4. Carry out family ministry through volunteers who are being coached and developed
5. Decide on or develop teaching content to encourage and support family health, and utilize it in videos, workshops or seminars as appropriate to strengthen CP families.
6. Develop experiences that can contribute to family joy, health and wellness such as festivals, game days, etc. as appropriate, given the flow of the overall church calendar
7. Provide pastoral oversight for baby dedications, in collaboration with the Lead Pastor and the

Director of Experiences & Communications.

8. Provide accountability and focus for any new ministry development and policies pertaining to all family related ministries.
9. Oversee development of and routine implementation of the ministry budget for family ministries

5- Young Adults

Establish and give guidance to a vibrant Centerpoint Young Adults ministry

1. Engage a young adult leadership team to carry the YA ministry
2. Work collaboratively with young adults to carry out life-giving YA ministry
3. Work to establish a YA Leadership Team
4. Lead and Coach our CP YA Leader
5. Serve alongside YA ministry as needed - speaking, coaching, etc.
6. Provide strategic oversight and vision planning for our YA Ministry
7. Develop a YA ministry that seamlessly assimilates our graduating High School youth into YA and the life of our church.
8. Provide meaningful, fun, and community driven experiences for our YA at CP
9. Develop a strategic plan for assimilating our YA into the life of the church
9. Monthly directional meetings with our YA directors
10. Attend YA nights and events when possible

6- Church-wide

Engage in church-wide ministry to build up the Body of Christ as needed

1. Engage in doing teaching, training and speaking as needed for various ministry settings
2. Will be on rotation for our Sunday teaching team
3. Work collaboratively with SLT to accomplish goals
4. Participate in staff team-building events such as getaways to a conference or planning day
5. .Participate in other all-church events in collaboration with the staff team – i.e. CP Celebration, MLT, Connecting Point Lunch, Seek Nights, other fellowship events.
6. Come to any periodic Management Team meetings prepared to report on highlights of the Centerpoint Families ministry, including any problems or issues
7. Be available as a Minister on Duty, ready to minister to people who come on to Centerpoint Church needing spiritual care.
8. Participate in Worship Center in-service activities such as Teaching, Hosting moments, offering, baptism, reels, communion etc.
9. Be available to officiate weddings and funerals as a minister of Centerpoint Church
10. Other duties as assigned.

CLASSIFICATIONS:

Agree to the following details of employment

1. This is an at-will employment agreement, with a common understanding and hope that the commitment will be year-to-year.
2. This is a job that will require walking, talking, use of electronics such as radios and computers, lifting of up to 25 lbs.
3. This is a job in which there will be an expectation of familiarity with and use of software such as Microsoft Word, Excel; Planning Center; CCB, and others.

POSITION EXPECTATIONS

TIME This position is a Full-Time, exempt. As a Pastor/Director level leader, it is your responsibility to fulfill the expectations of this role, the execution of assignments to all your direct reports, and ensure collaboration with other departments and ministry areas through clear communication. This level of leadership should expect to invest the time needed to ensure success of the church and its mission including over half of your weekly time being on-site.

CONDITIONS

- Employees will be members of the local church and amenable to the values and doctrine of the Free Methodist Church
- Commit to embracing and demonstrating the values of the church
- Commit to working as a team with people and departments
- Be respectful and kind in all your dealings with staff, volunteers and the people we serve
- Be present at weekend services
- Develop your unique voice within the team
- read and agree to abide by the policies of our Employee Handbook