

JOB DESCRIPTION

Job Title: Next Generation Pastor

Job Status: regular, full-time, exempt

Job Level: Lead Team

Ministry Area: Next Generation

Reports to: Executive Director

Reports to this Position: Mentor Development Director, Program Director, Operations Manager.

Last Updated: September 14, 2011

Position Summary: As a member of the Lead Team, to provide pastoral leadership, management, and strategic direction to Next Generation program.

Position Responsibilities:

1. To Provide Strategic Oversight & Evaluation to the Next Gen Program
 - a. To oversee environments where all participants – students, volunteers, and staff - can pursue the struggle of becoming fully alive in God.
 - b. To introduce efficient processes that nurture the long term sustainability of the Next Gen program.
 - c. To identify, support, and implement an adolescent spiritual development process consistent with the mission and values of Church of the Open Door.
 - d. To lead through an annual evaluation process which identifies areas to improve and areas to direct resources, consistent with the strategic plan of Church of the Open Door.
2. To Train, Develop, and Shepherd Next Gen Staff
 - a. To provide resources which help each staff member continually improve in their respective roles.
 - b. To monitor sustainability of workload, hours worked, and program capacity
 - c. To implement team building experiences which build trust
 - d. To discern growth areas for specific staff members and invite them into growth.
3. To Oversee the Recruitment & Training of Volunteers (i.e. mentors & mentor coordinators)
 - a. Ability to cast vision to Open Door for the spiritual formation of adolescents.
 - b. Capacity to train volunteers to help students pursue the struggle of becoming fully alive in God.
 - c. To create efficient and sustainable systems which allow for long-term sustainability of mentoring.
4. To Collaborate with Parents of Teenagers within Open Door.
5. To be an active member of the Lead Team, which include the duties below:
 - a. Attending Weekly Lead Team Meetings.
 - b. Working on cross-functional teams as assigned by Lead Team.
 - c. To perform pastoral duties (weddings, funerals, and other sacerdotal duties).
 - d. To provide weekend pastoral presence in gathering place and various weekend responsibilities (announcements, teaching, etc).

Essential Skills and Experience:

- Decisiveness – The ability to be self-motivated and to gather the information needed to make decisions.
- Vision – To carry and communicate a compelling vision for Next Gen.
- Culture Creator – Proven ability to lead teams that engage students and young adults .
- Collaboration – Willingness to work with & learn from others in order to carry out common goals.
- Adaptation – The ability to embrace change & lead others towards it.
- Volunteer Development – To create unique roles for volunteers to lead according to their gifts.
- Member of Church of the Open Door (or willing to become a member)
- Ministerial licensing (or go through licensing programming through Open Door).
- Supervisory Experience
- Bachelor’s Degree or four or more years of closely related experience.

Organizational Commitment:

Seek to know, understand, support and fulfill the purpose, vision and values of Church of the Open Door.
 Genuine, visible relationship with Jesus Christ; qualities of an elder as described in I Timothy 3.

Physical demands and work environment:

Employee must be able to move freely throughout the building. *Note: reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*