



**Job Title:** Next Generation Pastor

**Reports To:** Lead Pastor

**Employment Type:** Associate Pastor, Full-Time, Exempt (40 hours per week)

**Location:** Delaware Grace Church in Delaware, OH (on-site)

**To Apply:** Please apply through our website [here](#).

**Main Contact:** Wesley Nottingham (wesnottingham@delawaregrace.org)

#### **Purpose:**

The mission of Delaware Grace Church is to be a church family who is ***growing together to live like Jesus by learning, connecting, serving, and multiplying.*** The Next Generation Pastor advances this mission by equipping and discipling the next generation and their families to know and follow Christ.

#### **Schedule:**

A normal ministry week includes five (5) workdays, one of which is Sunday. Even so, ministry often extends beyond standard office hours for relational engagement, outreach, and events. One weekday (in addition to Saturday) will be granted as a day off in coordination with the Lead Pastor. While most hours are conducted on-site, the pastor is encouraged to utilize appropriate flexibility for off-site ministry and family balance, which should be coordinated with the Lead Pastor.

#### **Position Summary:**

The Next Generation Pastor provides relational and spiritual leadership for birth through grade 12 at Delaware Grace Church. This position directly leads DG Students (grades 6 to 12) and supports the Grace Kids (ages Birth to grade 5) volunteer leadership team. The pastor emphasizes discipleship, leadership, and partnership with parents who are the primary spiritual influencers at home, as well as utilizes volunteer teams to fulfill ministry responsibilities: including recruiting, training, and supporting those volunteers. This role serves a multigenerational church averaging 120–200 weekly attenders, with an active volunteer-led students and children's ministries.

This role serves as part of the pastoral team and contributes to the mission of Delaware Grace, building a cohesive discipleship pathway from childhood through young adulthood. The pastor will cast vision for how to serve families in the community by growing Delaware Grace's next generation ministries.

#### **Key Responsibilities:**

##### **DG Students (70% Focus) (grades 6 to 12):**

1. Lead and teach DG Students weekly gatherings, fostering a Christ-centered and welcoming environment.
2. Create biblical and age-appropriate teaching series, discussion groups, and worship experiences.
3. Build consistent pastoral relationships with students and parents through discipleship and mentoring.
4. Organize student events, retreats, and service opportunities that develop faith and community.
5. Recruit and coach adult and student volunteers to serve as small group leaders, worship leaders, and mentors.
6. Provide pastoral care and biblical guidance to students and their families.

##### **Grace Kids (30% Focus) (ages Birth to grade 5):**

1. Identify, support, and equip the Grace Kids Core Leader Team to lead Sunday programs effectively.
2. Help ensure the selection and implementation of engaging, gospel-centered curriculum.
3. Maintain consistent communication with parents and provide simple family discipleship tools.
4. Coordinate smooth transitions between Grace Kids and DG Students age levels.

**Family and Community Engagement:**

1. Host at least two family or parent engagement events per year, such as workshops or family nights.
2. Build visible relationships through churchwide and community activities.
3. Partner with Grace Family Daycare and Preschool to connect families to church life.
4. Develop relationships with local schools and student organizations to extend ministry presence beyond church walls.

**Pastoral and Administrative Responsibilities:**

1. Ensure all volunteers are properly screened, trained, and spiritually supported.
2. Participate in the broader pastoral life of the church, including occasional preaching (around 8 times per year), pastoral guidance, and ceremonies.
3. Collaborate with staff on churchwide projects and community outreach.
4. Manage DG Students and Grace Kids ministry budgets with wise stewardship and transparency.
5. Provide periodic ministry reports with goals, outcomes, and volunteer growth metrics.
6. Develop systems for multiplying leaders, intentionally equipping volunteers and identifying emerging student leaders to carry ministry forward.
7. Ministry effectiveness will be evaluated annually based on volunteer engagement, student discipleship participation, parent feedback, and alignment with church mission.

**Core Competencies and Qualifications:**

1. Demonstrated ability to build teams and equip volunteers for sustainable ministry.
2. Deep and growing relationship with Jesus Christ, with integrity and humility.
3. Clearly exhibits the spiritual and character qualifications of an elder as found in 1 Timothy 3:1-7 and Titus 1:5-9 as well as the Fruit of the Spirit in Galatians 5:22-23.
4. Proven capacity to connect with students, children, and parents relationally and spiritually.
5. Strong organizational and communication skills for planning and execution.
6. Pastoral heart with maturity, self-awareness, teachability, and accountability.
7. Ability to handle and apply God's Word accurately, accessibly, and without compromise.
8. Alignment with Delaware Grace Church's theology, mission, and the Charis Fellowship of Churches.
9. Willingness to pursue ordination within the Charis Fellowship and participate in district gatherings.

**Education and Experience:**

1. Bachelor's degree in ministry, Biblical Studies, or related field required.
2. Graduate theological training preferred, such as a Master of Divinity or equivalent.
3. Minimum three years of ministry leadership experience with youth or family focus, paid or volunteer.
4. Track record of volunteer recruitment and team-building.

**Ministry Fit at Delaware Grace**

This role strengthens our mission to be growing together to live like Jesus by connecting families to the life of the church and developing lifelong followers of Jesus through discipleship. In our congregational context (120 to 200), the Next Generation Pastor is a highly relational leader who thrives in hands-on ministry, team collaboration, and family discipleship.

As ministry grows, this position may expand to include direct leadership development of staff or interns across next-generation ministries.