



Job Title: Next Gen Pastor

Reports To: Lead Pastor

Position Type: Full-Time, Salaried

Location: Ascent Church, Virginia Beach, VA

Position Summary:

The Next Gen Pastor will provide visionary leadership, oversight, and strategic direction for all ministries serving children, students, and their families (birth through high school). This leader will develop a holistic discipleship strategy, build and lead high-capacity teams, partner with parents, and cultivate a Christ-centered culture that reaches and equips the next generation to follow Jesus for a lifetime.

Key Responsibilities:

Vision & Strategy

- Passionate about creatively reaching families and raising up the next generation. Develop and implement a Next Gen ministry strategy aligned with the church's mission, vision, and values.
- Strategic thinker with a pastoral heart and a hands-on leadership style. Provide direction and support to Kid and Student ministries, ensuring a cohesive and unified discipleship pathway.
- Stay informed on cultural and ministry trends affecting the next generation and adapt strategies accordingly.

Leadership & Team Development

- Lead and develop a team of staff and volunteers across all age-group ministries (early childhood, elementary, middle school, high school).
- Recruit, train, and empower volunteer leaders and ministry teams to shepherd the next generation effectively. Oversee and raise up staff members as ministries grow.
- Provide ongoing coaching and leadership development to ensure team health and excellence.

Ministry Oversight

- Ensure each age-specific ministry (Kids, Students) is effectively structured, staffed, and resourced to fulfill its purpose. Oversee curriculum selection and teaching content.
- Ensure the safety, security, and operational excellence of all Next Gen environments and programming.

Collaboration & Communication

- Partner with the leadership team to integrate Next Gen ministry into the broader life of the church.
 - Collaborate with other pastors and departments for unified church-wide initiatives.
 - Maintain clear, timely, and effective communication with parents, staff, volunteers, and church leadership.
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Qualifications:

- A deep, personal relationship with Jesus Christ and a passion for the spiritual formation of children, students, and families.
 - Bachelor's degree; Master's or Seminary degree completed or in progress preferred.
 - Minimum 5 years of leadership experience in Next Gen / Family Ministry and proven ability to lead and manage teams, develop leaders, and scale ministries within a larger church (500+ attendance).
 - Strong theological foundation and excellent communication and organizational skills.
 - High emotional intelligence, relational aptitude, and a collaborative spirit.
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Work Schedule & Expectations:

- Full-time (40 hrs/week), including Sunday services, staff meetings, and mid-week programming.
 - Regular evening and weekend responsibilities as required.
 - Participation in church-wide events and pastoral duties as needed, including pastoral care such as weddings and funerals.
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How to Apply:

Please submit your resume, a cover letter sharing your heart for Next Gen ministry, and three references to **info@ascentchurch.net**.