



Next Generation Pastor's Role Description
Rice Road Community Church
Status: Full-time Position

Mission, Purpose, Method (Strategy) and Values

MISSION: To be multiplying disciples.

PURPOSE: We exist to help people follow Jesus.

METHOD (Strategy): To **CONNECT** with people, helping them...
DISCOVER faith in Jesus,
GROW in their faith,
SERVE Christ and others by...

VALUES: Love Jesus and live like Jesus, in the world but not of the world (Galatians 1:10).



THE IMPORTANCE OF THESE ROLES

At RRCC, we believe that children and youth may be the next generation of our society, but they are also the church now. As a result, they need the same developmental attention any other person in the church receives, if not more!

Children (0-Grade 6)

The children's ministries include the Nursery (0-3), J.A.M. Session (Sunday School for those J.K. to grade 6), and a midweek program for those grades 1-6. We want to ensure that our children have a firm footing in their knowledge of the Scriptures, which guide them to accept Jesus as their Lord and Saviour.

Students (Jr. High – 12&13; Sr. High 14-18)

We want to see students be prepared to make four decisions when they graduate from high school prayerfully:

1. What does God want me to do with my life?
2. Where does He want me to prepare?
3. Where am I going to live while preparing?
4. Where will I go to church to grow in my faith and serve Christ while I am there?

It is paramount to equip students to live for Christ with an eternal focus now and for the rest of their lives.

The children and students need a Pastor to spiritually guide and equip them for life, guided by Christ, at home, church, school, and community.

RESPONSIBILITIES

Children's Ministries (J.A.M. – Jesus and Me)

- Find and train the following people to run the children's programs
 - J.A.M. Nursery Overseer (Sunday)
 - Servant Helps (adults and students 12+)
 - J.A.M. Session Overseer (Sunday)
 - Administrator
 - Servant Teachers
 - Servant Teachers' Helpers
 - Servant Sign-in / Sign-out Helpers
 - Tech Booth Servants
 - J.A.M. Sensory Overseer (Sunday)
 - Servant Support Helpers
 - J.A.M. Squad Overseer (Midweek Program)
 - Administrator
 - Servant Leaders
 - Servant Sign-in / Sign-out Helpers
- Identify a curriculum that will help us equip the children spiritually for life.
- Meet with those in these programs quarterly.

Student Ministries

We are looking at developing a healthy students' ministry that will be divided into two groups, as the current group only consists of students ages 11-15.

- Find and train the following people to run the Student Ministries programs
 - Jr. High Ministry (UTURN)
 - UTURN Servant Leaders (adults)
 - UTURN parents to provide rides to events
 - Sr. High Ministry (INTENSE)
 - INTENSE Servant Leaders (adults and teens)
 - INTENSE parents to provide rides to events
- Meet monthly with the leaders from each Student Ministry program.
- To plan out Bible Studies and events three months in advance.
- To develop a mission mindset by creating opportunities for our students to experience.

Parents / Guardians

- Communicate often and well with parents about what their children are being taught and provide them with tools to help the conversations at home reinforce what they are learning.
- Providing suggested activities, they can do with their children to help them grow in their faith and family.
- Provide monthly updates on events that will take place in the upcoming three months.
- Provide permission forms with all the details needed for upcoming offsite events.

KEY PERFORMANCE INDICATORS

The Next Generation Pastor will be evaluated using the following four metrics:

1. How well does the Pastor work with the Lead Pastor, the RRCC Staff, the Board, and those they minister to?
2. The students' spiritual growth, evidenced by salvations, baptisms, missions (locally, nationally, and internationally), and leadership development.
3. Numerical growth by seeing more children, students and their families attend RRCC's services and ministries.

STRENGTHS AND SKILLS

- Highly organized, administrative, and dependable.
- They follow Christ and exemplify what it means to love and serve like Jesus.
- Demonstrates the ability to think, plan, and act strategically and relationally.
- They are teachable and willing to grow as their roles evolve.
- Proficient at using Microsoft Office and Gmail and willing to learn other necessary tools to accomplish one's responsibilities.
- They are a self-starter who thrive in a team environment.

THEIR TEAM

- This position reports to the Lead Pastor.
- They are accountable to the RRCC Elders' Board.
- They serve as a part of the RRCC Staff.
- Those who support their role enable them to equip others to expand the work of the ministry.

PERSONAL RESPONSIBILITIES

While not explicitly related to the job, here are some personal responsibilities of everyone on staff at RRCC.

- Maintain God-ordained priorities by putting Jesus Christ first, their spouse second (if applicable), their children third (if applicable) and the ministry fourth.

- To uphold RRCC’s Mission, Purpose, Method (Strategy) and Values
- To be loyal to the staff of RRCC and always protect the church’s unity.
- Demonstrate a Christ-like attitude through all interactions with staff, congregation, servants, and guests.
- Invest in and invite the lost to know Jesus.
- To preach between 4-8 times per year.
- Meet with the Lead Pastor on a weekly scheduled basis.

THEIR SCHEDULE

- This position is a full-time position, 40 hours/week.
- They must fulfill a schedule like the one below each month.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Church	Elder’s Meeting	Jr. High Bible Study	Sr. High Bible Study			
Church		Jr. High Bible Study	Sr. High Bible Study		Jr. High Event	
Church	Jr. and Sr. High Leaders’ Meeting	Jr. High Bible Study	Sr. High Bible Study			
Church		Jr. High Bible Study	Sr. High Bible Study		Sr. High Event	

- Occasional travel for conferences and training events may be required.

EXPECTATIONS

- Sound theologically, holding to a position of Biblical Inerrancy.
- Uphold’s content of the FMCiC Manual, including our Articles of Religion (Statement of Faith).
- If not ordained, they will work towards being ordained with the FMCiC.
- If ordained with a denomination other than the FMCiC, they will transfer their credentials to the FMCiC.

COMPENSATION

- This position pays \$62,400/annum (\$30/hr, 40 hrs/wk), including vacation pay.
- A vacation allotment of four paid weeks/year is provided.
- The week between Christmas and New Year is offered as a “shutdown” week that is not included in the employee’s vacation allotment.
- RRCC will pay half of your medical and dental benefits.
- RRCC will match your retirement savings between 3-6% of each paycheck.
- RRCC will compensate you for your mileage at the current government rate.