

Associate Pastor, Discipleship and Next Gen Ministries

Job Title: Associate Pastor for Discipleship and Next Gen Ministries

Reports To: Senior Pastor

Position Type: Full-Time

Job Overview

The Associate Pastor for Discipleship and Next Gen Ministries will partner with the Senior Pastor to advance the mission of Ridgefield Baptist Church (RBC): to make disciples of Jesus Christ who glorify God, grow in grace, and go on mission. This role focuses on leading discipleship efforts across the congregation, with a special emphasis on the spiritual development of the next generation, including children, youth, and young adults.

We envision our Next Gen Ministries to be a place our young people would **love** to spend time, have fun, learn, build friendships, invite friends, and feel fed spiritually, biblically, relationally, and emotionally. In the current moment, the challenge is often not that our students lack access to biblical content but rather good guides and role models to help lead them through the content and help them become disciples of Jesus wisely, warmly, and through relationship. RBC envisions our youth ministries filled with multiple well-trained volunteer staff building safe, encouraging relationships with young people as they model the Gospel lived out in everyday life. When students grow to adulthood, our desire is those same relationships continue to encourage them as they find their own footing as adult Christ-followers. Finally, our Next Gen Ministries must focus outwardly, offering “Come and See” opportunities with the goal that many students may meet Jesus and grow toward maturing faith in the Gospel.

Primary Responsibilities

1. Discipleship and Spiritual Growth

- Develop and oversee a comprehensive discipleship pathway that aligns with RBC’s vision, from new believers to mature followers of Christ.
- Provide pastoral care and leadership for adult discipleship programs, including small groups, Bible studies, and mentoring.
- Train and equip lay leaders to lead discipleship initiatives, fostering a culture of spiritual growth and multiplication.
- Preach and teach as needed, supporting the Senior Pastor in Sunday worship services and other teaching opportunities.
- Lead at least one small group on a regular basis.

2. Next Generation Ministries

- Provide vision, leadership, and strategic oversight for children’s, youth, and young adult ministries.

- Recruit, train, and support ministry leaders and volunteers, ensuring a safe, Christ-centered, and engaging environment for next-generation participants.
- Develop programs and events that encourage faith formation and spiritual growth among children, youth, and young adults.
- Lead with a heart for evangelism across different ages and a diversity of viewpoints to create openings to share the Gospel organically and opportunistically.
- Facilitate smooth transitions for students between age groups (e.g., children to youth, youth to young adults).

3. Leadership and Collaboration

- Collaborate with church staff, ministry teams, and volunteers to integrate discipleship and next-generation priorities into the broader life of the church, including intergenerational ministries.
- Assist in overall pastoral duties, including preaching, teaching, counseling, and visitation, as needed.
- Work closely with parents and guardians to equip families as the primary spiritual influencers of their children.
- Partner with the Next Gen Ministries of other partners in the Gospel, such as Converge churches and other local and regional ministries.

4. Administrative and Organizational Support

- Oversee budgets for discipleship and next-generation ministries, ensuring resources are allocated effectively and responsibly.
- Ensure compliance with church policies, particularly regarding the safety and protection of children and youth.
- Regularly evaluate the effectiveness of discipleship and next-generation programs and policies and adjust strategies as necessary.

Qualifications

- A deep, personal relationship with Jesus Christ, marked by spiritual maturity and a commitment to the authority of Scripture.
- Bachelor's degree in ministry, theology, or a related field (master's degree preferred).
- 3+ years of ministry experience, including leadership in discipleship and/or next-generation ministries.
- Strong preaching, teaching, and communication skills.
- Proven ability to recruit, equip, and lead teams of volunteers.
- A heart for evangelism and discipleship and a desire to disciple believers of all ages.
- Ability to relate well to children, youth, and young adults while engaging and partnering with parents.
- Proficient in organizational skills, including event planning, volunteer coordination and development, and ministry strategy and implementation.

- Agreement with RBC's Doctrinal Statement and willingness to abide under its covenant and work as governed by its bylaws, policies, and governance.

Key Competencies

- Visionary leadership and a passion for making disciples.
- Strong interpersonal skills with a pastoral heart for shepherding people.
- Collaborative mindset, willing to work with staff, church leaders, and volunteers.
- Creative and strategic problem-solving abilities.
- A willingness to embrace and promote the unique culture and values of Ridgefield Baptist Church.

Working Conditions

- This is a full-time, salaried position requiring weekend and evening availability.
- The Associate Pastor will work on-site at Ridgefield Baptist Church and in the Ridgefield community, with some flexibility for remote work as ministry needs allow.

Application Process

Interested candidates should submit the following:

1. A cover letter outlining your qualifications and ministry philosophy.
2. A detailed resume or CV.
3. References (minimum of three, including one pastoral reference).
4. Links to or samples of any recent sermons or teachings, if available. Video preferred.

Applications with the above attachments should be sent to **rbcstaffapplications@gmail.com**.