

May 22, 2024

Mitchell Road Presbyterian Church is looking for a full-time Next Generation Director/Pastor. We are excited about the new opportunities that are before us. Please find the job description as well as application questions attached to this cover letter.

Mitchell Road Presbyterian Church is a PCA church located in vibrant Greenville, SC. The community of Mitchell Road is strong and healthy. Since MRPC's inception there has been a multi-generational church with a strong focus on missions and missional living, both globally and locally. Due to the growth of our ministry, we are looking for an individual who can help us strategize, organize, and give long term vision for our Next Generation.

We are accepting applicants now through August 2024, unless a candidate is identified earlier. Resume with completed application, inquiries, or questions can be directed to Shannon Outen at [souten@mitchellroad.org](mailto:souten@mitchellroad.org).

Thank you for your interest in our church!



Mark Reed  
Executive Pastor



## MITCHELL ROAD PRESBYTERIAN CHURCH

### Position Description

**TITLE:** Next Generation Director

**REPORTS TO:** Executive Pastor

#### HR & LEGAL CLASSIFICATIONS

<b>FLSA Status</b>	Exempt	<b>DOL Status</b>	Full-Time	<b>Pay Type</b>	Salary
<b>FLSA EE Class</b>	Professional	<b>DOL Fact Sheet #</b>	17D	<b>Ministerial Exception</b>	Yes

#### ULTIMATE GOAL / OBJECTIVES OF POSITION:

To gather and disciple the next generation by equipping and empowering them to live on mission for Jesus Christ.

#### PRIMARY RESPONSIBILITIES / ESSENTIAL FUNCTIONS (include percentage of time):

- Target and minister to the “20-somethings” in, on, and around MRPC (singles, young marrieds, and couples with small children; into early 30’s as well) 50%
  - Seek ways to reach or build communities to pursue the unchurched and de-churched next generation.
  - Teach the church, session, staff, and leadership about the trends and idea formations in Next Gen culture and thought.
  - Pursue those outside the Church who have deconstructed their faith.
  - Assess what a team (future staff, volunteers, etc.) looks like to minister to and engage with this demographic efficiently and effectively – then organize that team for action.
  - Track college students through their college days.
  - Help assimilate college grads (back) into the life of the Church.
  - Aid teens who are going directly from HS into a job/trade/career to launch into the working world as well as stay connected to the local church, seeing a place for themselves and their friends/co-workers here, in community.
  
- Oversee the Youth Ministry & Staff, as well as MR Kids Ministry & Staff 20%
  - Work toward a scope & sequence plan for birth through college as a Next Gen Team.
  
- If the candidate is ordained/ordainable in the PCA, then various responsibilities will be involved including, but not limited to, teaching, preaching, weddings, funerals, counseling, visiting, and meeting with folks seeking conversations about MRPC and/or Jesus. 20%
  - Other strengths, giftings, and individual passions can work into this 20-percent.
  
- Attending various staff meetings and other collaborative proceedings. 10%

## **REQUIREMENTS / QUALIFICATIONS / EXPERIENCE NEEDED:**

- Bachelor's Degree
- If Pastor, MDiv; Ordained/Ordainable in the PCA
- 5 years of supervisory experience
- Detail-minded but a huge relational heart for people in these stages of life (0-~35 yrs old)
- Able to speak into the lives and hearts of people, with grace, compassion, firmness, and a certain winsomeness that draws folks to the Lord
- Ability to creatively lead in the oversight of ministry programs, involving increasing delegation
- Able to communicate in a positive, clear, and firm manner
- Able to resolve conflict and solve problems
- Knowledge of multiple social media platforms
- Knowledge of the challenges and opportunities facing Millennials and Gen Z, with the ability to engage them with the hope of the Gospel

## **STAFF AND VOLUNTEERS WHO REPORT TO YOU (TITLES):**

\* Sr. High Pastor

\* Next Gen Curriculum and Instruction Director

\* Jr. High Director

\* MR Kids Director

## **WORK ENVIRONMENT & PHYSICAL DEMANDS:**

This job operates in a professional office environment with moderate noise and light traffic. The role routinely uses standard office equipment such as computers, phones, photocopiers, filing cabinets, fax machines and requires the ability to work in a confined space while sitting or standing for extended periods of time. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

## **DISCLAIMERS:**

The position description design does not cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee. Other duties, responsibilities, and activities may be assigned (or changed) at any time with or without notice. The XP will be looking for the candidates' strengths, giftings, and passions beyond this position description and will factor those into the primary responsibilities listed, as able.

**Mitchell Road Presbyterian Church, Greenville, SC  
Questionnaire for Next Generation Director/Pastor – May—August 2024**

**What draws you to young adults?**

**What are the ways you see yourself shepherding 20-somethings? 30-somethings?**

**Give me a couple of challenges facing Gen Z, and how you would move into that space with them.**

**Give me a couple of challenges facing (younger) Millennials, and how you would move into that space with them.**

**Describe some opportunities you envision for Gen Z and (younger) Millennials to participate in the life of the church.**

**In ministry contexts, what drains you? In ministry contexts, what gives you life?**

**What role do you tend to take as part of a team? How might you envision a team of volunteers coming alongside you in ministering to Young Adults?**

**Talk about your supervisory experience: how long and over whom? Describe a conflict you worked through in a supervisory role and how it ended. What would be your style in overseeing MR Youth staff (6 full-time) and MR Kids staff (1 full-time, 5 part-time) as you support them in their mission?**

**What other area(s) would you like to see yourself adding to the Next Generation Director Job Description and what percentage of your time might you dedicate to that area/role/responsibility?**

**What strengths would you bring to a large Church Staff and Body?**

**This Next Generation Director role requires a self-starter. Give me an example of your creativity and ingenuity at work in the context of a Church Staff and Body.**