



# Harvest Staff Job Roles

## INTERNAL MINISTRY OPPORTUNITY

### Next Gen Pastor

|                               |                                                            |
|-------------------------------|------------------------------------------------------------|
| <b>Position Title</b>         | Next Gen Pastor/Director                                   |
| <b>Ministry Area</b>          | Next Generation Ministries—Birth Through Young Adults      |
| <b>Employment Status</b>      | Full-Time, Salaried, Exempt                                |
| <b>Reports To</b>             | Lead Pastor or Executive Pastor/Designated Ministry Leader |
| <b>Location</b>               | Northeastern Pennsylvania                                  |
| <b>Compensation</b>           | Commensurate with experience                               |
| <b>Anticipated Start Date</b> | Jan 2027                                                   |

## Opportunity Overview

Harvest Church is seeking a spiritually mature, relationally strong, and strategically gifted leader to provide pastoral and organizational leadership for ministries from birth through young adulthood. This role will unify HarvestKids, APEX Student Ministries, College Ministry, and Young Adults into one connected discipleship pathway while equipping Team Leads, coordinators, and volunteers to carry out day-to-day ministry.

## Primary Responsibilities

### 1. Lead a Unified Next Gen Discipleship Strategy

- Align every ministry stage with Harvest's mission, vision, Connect Path, Assemblies of God doctrine, and pastoral direction.
- Ensure each ministry uses engaging, age-appropriate, biblically grounded teaching and discipleship plans.
- Provide clear direction while equipping Team Leads and volunteers to lead effectively within each ministry stage.

### 2. Develop Leaders and Healthy Ministry Teams

- Recruit, equip, coach, care for, and develop Team Leads, coordinators, volunteers, and emerging leaders.
- Establish consistent recruitment, screening, onboarding, training, accountability, and leadership-development practices.
- Develop healthy ministry teams and sustainable volunteer pipelines united around Harvest's mission and vision and shaped by prayer, humility, accountability, unity, and servant leadership.

### 3. Strengthen Transitions, Systems, and Growth Readiness

- Build intentional transitions from HarvestKids through APEX, College and Young Adults, and into adult discipleship and ministry involvement.
- Establish consistent safety, communication, parent-partnership, calendar, budgeting, planning, and evaluation systems.
- Evaluate ministry health and prepare teams, facilities, budgets, and structures for continued growth.

## Preferred Qualifications

- A clear pastoral calling, a vibrant relationship with Jesus, and agreement with Assemblies of God doctrine and Harvest's mission and direction.
- Relevant experience leading children, students, young adults, families, or a multi-stage Next Gen ministry.
- Proven ability to develop leaders, oversee ministry teams, build volunteer pipelines, and lead through others.
- Strong biblical teaching, discipleship, strategic planning, communication, organization, and conflict-resolution skills.
- Spiritual and emotional health, humility, integrity, relational wisdom, sound judgment, and teachability.



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- Appropriate education, ministry training, or equivalent experience; Assemblies of God credentials or willingness to pursue appropriate credentialing as determined by Harvest.

### Leadership and Ministry Expectations

- Lead with conviction, compassion, humility, sensitivity to the Holy Spirit, and faithfulness to biblical teaching.
- Maintain appropriate pastoral boundaries and ensure strong child, student, volunteer, and ministry-safety practices.
- Collaborate with church leadership, address concerns biblically, develop others, and support the Lead Pastor's ministry direction.
- Steward resources faithfully and actively model prayer, generosity, discipleship, servant leadership, and healthy participation in Harvest Church.

### Schedule and Commitment

- Full-time pastoral position with regular Sunday, evening, and weekend ministry responsibilities.
- Participation in camps, retreats, conferences, special events, volunteer training, and other ministry activities may be required.
- Specific office, hybrid-work, travel, and pastoral on-call expectations: TBD.

### How to Express Interest

Harvest staff members, ministry leaders, partners, and others connected to Harvest who sense a possible calling to this role are encouraged to prayerfully consider the opportunity.

Please submit a resume, cover letter, personal testimony, statement of pastoral calling and ministry philosophy, three references, and current credential information if applicable.

All candidates will complete the required interview, reference, background-screening, and safety processes.

Application deadline: TBD.

**Submit materials or questions to [careers@Harvestnepa.org](mailto:careers@Harvestnepa.org)**