



## THE OPPORTUNITY

Canyon Del Oro Bible Church, located in Tucson, Arizona, is a dynamic and welcoming church with a rich 48-year history. The church has grown and modernized in the past decade, moving toward a more contemporary style while maintaining strong theological roots. With an average attendance of 550-600 in two services, Canyon Del Oro Bible Church is experiencing steady growth and is committed to deepening its outreach to younger generations.

The church places a strong emphasis on a cohesive pipeline of ministry that spans from birth to young adulthood, with the goal of building resilient faith that lasts even as kids age out of the ministry. Canyon Del Oro is committed to leadership development, discipleship, and creating an environment where leaders are raised up within the church. The church is looking for a NextGen Pastor to oversee a growing team and lead all programming related to young people, including children, middle school, high school, and young adults.

## THE COMMUNITY

Tucson, Arizona, is a beautiful and vibrant city nestled in the Sonoran Desert, offering a unique blend of natural beauty, cultural diversity, and modern amenities. Known for its warm climate, outdoor recreational opportunities, and relaxed atmosphere, Tucson is an ideal location for those who love the desert landscape and enjoy a slower pace of life compared to major urban centers.

With a growing population and a variety of cultural and recreational activities, Tucson is perfect for individuals or families seeking a welcoming community with a mix of city conveniences and scenic surroundings. The city boasts a rich arts scene, excellent food culture, and plenty of outdoor activities, including hiking, biking, and camping in nearby national parks and mountain ranges. Tucson's diverse community also means there are plenty of opportunities to engage in local events, volunteerism, and community-building.

Living in Tucson offers a peaceful yet active lifestyle, with easy access to nature and a variety of cultural experiences. The city's welcoming atmosphere and affordable living make it an attractive place for both young professionals and families to settle down and thrive.

## THE CANDIDATE

The ideal candidate for the NextGen Pastor role at Canyon Del Oro Bible Church is a dynamic, charismatic leader with a passion for shepherding young people and growing them in their faith. This person should have strong leadership experience in ministry, ideally having overseen staff and managed programming on multiple levels (children, teens, young adults). They should be someone who is comfortable in a pastoral leadership role, leading with vision while also remaining hands-on with high school and middle school programming when necessary.

The candidate should be capable of developing and executing a strategy to ensure that young people are not just entertained, but are deeply engaged with Scripture, the church community, and the mission of God. They must be able to cultivate a vibrant, fun, and safe environment for youth while also promoting biblical truth. A person who can bring excitement, energy, and vision to the ministry will thrive in this role.

# THE QUALIFICATIONS

- Age: 25-45 years old, though there is flexibility based on experience.
- Experience: At least 5 years of ministry experience, ideally with leadership experience in youth or children's ministry (not necessarily staff, but ministry experience is required).
- Education: Undergraduate degree required, graduate degree preferred, but not mandatory.
- Leadership: Ability to oversee and lead staff at multiple levels, including Children's Ministry, Youth Ministry, and Young Adults.
- Relational & winning personality: Personable and engaging, with the ability to connect with young people and adults alike.
- Biblically Sound: Must be doctrinally sound with a firm understanding of Scripture. Must be able to navigate cultural issues biblically and avoid being wishy-washy on doctrinal matters.
- Visionary & Imaginative: A dynamic leader who brings excitement and vision, while also being hands-on and willing to build relationships with teens and young adults.
- Strengths: Engaging, relational, and able to bring energy to all age groups.
- Biblical and Cultural Clarity: doctrinal clarity and ability to engage with cultural issues in a biblically faithful manner.

