

The Youth Pastor will assist the Senior Pastor in promoting the spiritual development and Christian education for young adults, youth, and children in achieving the mission of the church.

Ministry Area/Department	Pastoral Staff
Position Title	Youth Pastor
Accountable To	Senior Pastor
Ministry Target	Children, youth, and young adults in the church and surrounding community
Position Is	Fulltime Professional Staff
Minimum Educational Requirements	Graduate of a Bible or Christian College with degree in Theology, Christian Education, or Bachelor's degree from an accredited four year College or University with three years pastoral experience. Ordained by a church affiliated with Southern Baptist Convention.
Spiritual Gifts	Pastor /Shepherd, Encouragement, Teaching, Discernment
Talents or Abilities	Minimum of 3 years of experience working with children, youth, and young adults desired Self-Starter Able to motivate and lead
Best Personality Traits	Energetic/Vibrant, Outgoing, Friendly, Compassionate
Passion For	Seeing young people grow in Christ

Type of Employment

1. **Doing ministry/preparing for ministry:** This is a full-time position with approximately forty hours per month participating in meetings and training in addition to pastoral duties.
2. **Time Off:** Two days off during the week coordinated with the Senior Pastor to accommodate a flexible schedule with youth events, emergencies, holidays and special occasions.

Responsibilities/Duties

1. Lead the youth ministry (70% of full-time commitment)

- Lead Sunday school and Wednesday night youth group.
- Teach and mentor youth on biblical principles.
- Provide pastoral care and spiritual direction on an individual basis to include home visits with the students and/or their parents.
- Participate and attend student activities such as sports, graduation ceremonies, and other extracurricular activities. Be involved in student led school groups such as Fellowship of Christian Athletes (FCA), See You At the Pole, Fields of Faith.
- Identify the needs and interests of teens within the church and community.
- Plan and develop programs for the youth ministry providing a balance of spiritual, leadership, and social growth opportunities.
- Identify and provide ministry outreach and mission opportunities for teens.

- Plan, coordinate, implement, and evaluate educational conferences, seminars, retreats and workshops as needed.
- Periodically evaluate existing programs to determine effectiveness.
- Develop and maintain open communication between the Youth Staff and the parents of the teens.
- Develop and maintain the Youth staff by enlisting, training, equipping, and motivating leaders for Middle School and High School students.

2. Oversee and Assist Children's Ministries (20% of full-time commitment)

- Provide ministry direction to leaders of the following church organizations and services – Nursery, Children's Sunday school, AWANA, Children's Church, and VBS.
- Recommend educational materials, equipment, supplies, and building space for the above groups.
- Develop special education projects and study programs for leadership groups, such as Sunday School teachers, AWANA leaders, etc. as needed.
- Be available as needed for meetings with teachers/leaders to pray, develop strategy, and plan and promote ministry events.
- Assist in recruitment and training of volunteers as needed.
- Provide pastoral care and spiritual direction on an individual basis.

3. Oversee and Assist College Student and Young Adult Ministries (10% of full-time commitment)

- Develop and maintain a College Student and Young Adult Ministries by establishing a leadership group.
- Provide ministry direction to leaders of the College Student and Young Adult Ministries.
- Network with other local churches to create and maintain spiritual and social opportunities for college students and young adults.

4. Administrative Duties (Part of primary responsibilities)

- Prepare and present reports pertaining to the related ministry areas at Church Council and Church Business Meetings.
- Prepare and submit an annual budget for areas of responsibility. Ensure an annual budget is submitted for all other ministry areas responsible for.
- Ensure that background checks are completed by the Youth Protection Team and are on file for those working with children and youth.
- Conduct and submit to Senior Pastor annual performance evaluation of all ministry activities responsible for.
- Participate in weekly Staff meetings.

5. Other Duties

- Actively participate in the scheduled worship services fulfilling duties as assigned by the Senior Pastor.

- Preach and lead services (including weddings, funerals and baptisms) when the Senior Pastor is ill, out of town, or in other emergency situations.
- Attend conferences and participate in educational training events as appropriate.
- Promote development of Christ honoring children and youth music arts, in consultation with the music director.