

Parker's Cove Baptist Church

Youth Pastor Job Description

Role: Youth Pastor

Status: Full-time

Accountability: Senior Pastor/Deacons

The Youth Pastor will work with the mission and vision of the church to provide pastoral oversight to children, teens and young families. Through leadership, discipleship and programming the Youth Pastor will work across our Children's, Junior High and High School programs. As well, the Youth Pastor will disciple and equip young families as they raise their families.

1. Characteristics:

- Exhibits the spiritual gift of leadership, organization, faith and evangelism
- Is passionate about the Word of God and prayer
- Is a mature leader, confident and secure in himself
- Has a desire for excellence for the glory of God
- Is a self-motivated individual who works effectively with all ministry teams and makes every effort to be a team player
- Has a walk with God that attracts others and demonstrates the fruit of the Spirit
- Loves people; is empathetic and socially skilled
- Understands the unique challenges faced by students and young families
- Must have a passion for the lost
- Is passionate about facilitating spiritual growth in students
- Is passionate about discipling young families
- Is seeking to be a mentor and be mentored

2. Qualifications:

- Be aligned with the Church's Statement of Faith and Church Constitution
- Born-again believer, baptized by immersion
- 3 years of relevant youth experience
- Have Biblical training in youth ministry and meet the qualifications set forth in 1 Timothy 3:1-7 and Titus 1:5-9
- We prefer that our Youth Pastor be married and have a healthy relationship with his wife and children that is pleasing to God and sets a good example for others. However, we are seeking God's man for this position and are willing to consider single applicants.
- Provide a police check as per our child safety policy

3. Responsibilities

- 40% of time devoted to Youth Group Ministry. (grade 6 to grade 12)
- 30% of time devoted to Children's Ministry (aged 3 to grade 5)

- 20% of time focused on young families with an emphasis on fellowship, discipleship and building relationships to equip young families in their marriages and as they raise their families.
- 10% of time to personal growth, continuing education, conferences, classes, challenging books, etc..
- Provide overall direction and coordination for the planning and execution of all children and youth ministry.
- Develop short and long term plans for ministry growth and evangelistic effectiveness.
- Provide teaching for all youth classes, either personally or with first hand direction to teachers.
- Disciple young people in their faith and to fulfill the Great Commission both within the church and the community. This will be done through weekly children's and youth programs and through special events.
- Provide opportunities for youth to have exposure and experience in mission or ministry both within and outside of our church settings.
- Organize, recruit, train, motivate, and oversee the children and youth volunteer leaders through regular team meetings and specialized training.
- Encourage the youth to participate in the church ministry as a whole (e.g., worship, evangelism, small groups, etc.).
- Be open to hospitality at home, particularly to youth.
- Participate in Sunday worship services (may include leading services, exercising talents)
- Preaching on a regular basis (minimum 12 times per year).
- Make and maintain positive relationships with leaders in the community (eg. Schools)
- Attend secular functions when opportunity arises to make contact with youth.
- Plan and direct summer day camp ministries. Secure the necessary human resources to meet camp operational needs (speakers, counselors, etc.)
- Carry out other assignments as directed by the Senior Pastor/Deacons

4. Accountability

- Will meet with the Senior Pastor on a weekly basis (as mutually determined) for support, direction, evaluation and challenging.
- Will be subject to the Deacon Board for evaluation based on job description.
- Will give a year end report detailing activities for the year which will be published in the church's annual yearly reports.

5. Vacation

- Fourteen days per year for the first three years; Twenty-one days on the fourth and following years. Times and schedules may be arranged and negotiated with the Deacon board.

Expectations of Youth Pastor

Many times our expectations of others are not clear and this often leads to confusion and frustration. It happens in marriages and other relationships, including that of the Pastor and church. Expectations that a church has for its Pastor sometimes go beyond what are stated in a job description. Most often these expectations are not in writing. It is simply assumed that the Pastor “knows” about them. This is not always the case. Thus when the Pastor fails to meet an expectation, tension arises and can develop into an issue.

1. The Youth Pastor and Administration:

- The Youth Pastor is expected to attend church meetings deemed necessary by the Deacon Board.
- The Youth Pastor may be expected to act as moderator or as a resource person at meetings.

2. The Youth Pastor and Teaching:

- The Youth Pastor is expected to shepherd, advise, mentor and work closely with the children/youth ministry leaders concerning children/youth ministry activities.
- The Youth Pastor may attend seminars, conferences and other training approved by the Deacon Board to support his continued learning.

3. The Youth Pastor and Social Issues:

- The Youth Pastor involvement in community issues will be determined via Senior Pastor and Deacon discussions.

4. The Youth Pastor and Evangelism:

- The church does not expect evangelistic crusades; however, opportunities may arise that the Youth Pastor may wish to make use of.
- The Youth Pastor is expected to be involved in the church’s evangelism.
- The Youth Pastor is expected to give “alter calls” as he feels lead.

5. The Youth Pastor and Preaching:

- Decisions about the pulpit ministry belong to the Pastors and Deacons.
- The Pastor may have opportunity on occasion to preach elsewhere with approval of the Deacon Board.
- The Deacon Board with support of the Pastors are expected to arrange for pulpit supply.
- The Youth Pastor will be expected to preach from the pulpit a minimum of 12 times per year.

- The preferred Bible translation to be used from the pulpit is King James, New King James or close affiliate.

6. The Youth Pastor and Leadership:

- The Youth Pastor is expected to work in close collaboration with the Deacon board regarding church leadership.
- The Youth Pastor is permitted to delegate to others as deemed necessary by the Deacon board/ Senior Pastor.
- The Youth Pastor is expected to create and implement vision in the church in collaboration with the Deacon board.

7. The Youth Pastor and Counseling:

- The Youth Pastor is expected to counsel youth on spiritual matters.
- It is recommended counseling situations not related to spiritual matters be referred to professional counseling.
- The Youth Pastor is expected to perform baptism and church membership information sessions for any youth wishing to be baptized. This task should not be delegated to others.

8. The Youth Pastor and Worship:

- At present the Youth Pastor is not expected to lead all aspects of a worship service, but circumstances may arise where occasionally this may be required in the future.
- The Senior Pastor and/or Youth Pastor will choose the song selection and the order of service for the upcoming Sunday. This order should be prepared in paper format, ready and open for negotiation with the worship team during worship team practice.
- There is room for flexibility and creativity in planning a worship service.

9. The Youth Pastor and Visitation:

- The Youth Pastor is expected to visit on a regular basis, families that would or could be involved in children and youth ministries.
- Lay-people are encouraged to visit as much as possible.

10. The Youth Pastor and Community Involvement:

- The church's emphasis on ministry is both in the community and in the church.
- The Youth Pastor is encouraged to become familiar with the community and gain a report with un-churched people. This can be helped by visiting local businesses, introducing yourself and letting people know who you are and how you can help.

11. The Youth Pastor and Dress Code:

- The Pastor is expected to dress in respectable attire at all church events.

12. The Youth Pastor and Family:

- It is expected that a Youth Pastor would take time for himself and family.
- The Youth Pastors wife is expected to be supportive of church ministries.
- The Youth Pastor is encouraged to be open to hospitality at home, particularly to youth.

13. The Youth Pastor and Work Time:

- The Youth Pastor needs to be able to balance work time and free time keeping in mind the typical work week of ministry workers (volunteers) and the amount of time they volunteer at the church. And contribute to greater or at least equally to them.
- Arrangements for vacation (amount of allotment and scheduling of time off) will be worked out with Deacon board.
- Arrangements for time off during the week between Christmas and New Year's will be worked out with Deacon board.
- There needs to be ongoing flexibility on the part of the Youth Pastor and Deacon Board regarding the Youth Pastor's days off each week.

14. The Youth Pastor and Camp Ministry

- The Youth Pastor will be responsible for (with the help of the summer day camp team) organizing, coordinating and leading all summer day camp and summer teen weekend activities. Including finding counselors/speakers and working with other church volunteers to carry out a summer day camp program at the church. Early preparations should be started no later than January for the upcoming season.

15. The Youth Pastor and Funerals

- The Youth Pastor is not expected to perform funerals but may be asked by the Senior Pastor to help provide support/counseling to the grieving family/friends.

16. The Youth Pastor and Crisis Visitation

- It is expected that the Youth Pastor with guidance and support from the Senior Pastor would maintain a crisis visitation ministry to families directly or indirectly involved in various ministries of the church.