



### **Youth Pastor Job Description:**

Permanent Full Time

Reports to: Lead Pastor and Elders

### **Calling**

Be able to express an awareness of being called into pastoral ministry.

Demonstrate a stable, mature Christian Walk

Fulfill the responsibilities outlined in Ephesians 4:11-12, Acts 6:2-4 and 1 Peter 5:2-3

Exhibit the fruit of the Spirit, Galatians 5:22-23

### **Job purpose**

- To Develop, implement, and oversee all aspects of the youth ministry program for grades 5-12, including weekly meetings, Bible studies, discipleship groups, and outreach events.
- To work alongside the Family Life Pastor in ensuring that parents are valued, equipped and involved in the discipleship process of students.
- To be Pastorally responsible for the spiritual growth, discipleship, and well-being of students in grades 5–12.
- To develop and lead youth programs, mentoring students, equipping volunteers, and partnering with families to build a strong foundation for lifelong faith.
- To grow in pastoral abilities, understanding and skills.

### **Duties And Responsibilities**

- To live out the qualities of an elder (1 Timothy 3:1-17, Titus 1:5-16)
- Model a Christ-like lifestyle, both in and outside the church, serving as a mentor and positive example for the youth and broader congregation.
- **To provide Spiritual leadership by:**
  - Building relationships with youth, providing spiritual guidance, mentorship, and a safe, supportive environment for questions, doubts, and growth.
  - Partnering with parents and guardians, equipping them for discipleship at home through open communication and resourcing between church and home.
  - Modeling and creating a culture of servant leadership.
  - Modeling a vibrant and authentic relationship with Jesus Christ in word and deed.
  - Leading weekly youth worship gatherings, Bible studies, and small groups.
  - Teaching biblically sound, relevant messages that engage and challenge students to grow in their faith.
  - Providing spiritual counseling and prayer support for youth and their families.
- **Program Development and Oversight:**
  - Plan, organize, and execute youth group meetings, outreach events, retreats, and when applicable mission trips.

- Develop a yearly calendar of youth activities that fosters spiritual, relational, and personal growth.
- Provide leadership to and oversee the Quiz Meet (Bible Quizzing) ministry for grade 6-12 students as well as the volunteer team.
- Continue to foster relationships with youth ministries in our city as well as in our district of churches through retreats, joint events and citywide events.
- Encourage youth participation in the wider church body through intergenerational worship, service, and fellowship.
- **Volunteer Recruitment and Training:**
  - Recruit, train, and empower adult and student volunteers to serve in youth ministry.
  - Provide ongoing encouragement, resources, and accountability for ministry volunteers.
  - Uphold safe practices and policies to ensure the well-being of all participants by working alongside the Safety and Risk Management Committee (SRM).
- **Administrative Duties:**
  - Maintain accurate records of youth participation, volunteer information, and event details.
  - Develop and adhere to an annual youth ministry budget.
  - Ensure all background checks and safety training are current for volunteers and staff working with minors.
  - Prepare ministry reports and updates for church leadership as requested.
- **Approximate use of time:**
  - Program development 25%; Program execution 25%; Presence with students outside of program events 20%; Training (Personal/Others) 15%; Staff/team 10%; Personal/other 5%.
  - This position does require evening and weekend work. (events, retreats, camps etc.)
- **Staff and Church Leadership Partnership:**
  - Work collaboratively with the church leadership and staff to align youth ministry with the overall mission and vision of Grace Bible Church.
  - To submit to and partner with the Elders in ministry
  - To be a good team player on the staff team.
  - To promote our 4P's in each ministry
  - Completed Criminal Record Check
  - Completed SRM Training. Date \_\_\_\_\_
  - Complete Professional Development courses.

### Skills to succeed

- A passion for Christ:
  - Deeply committed and growing personal faith in Jesus Christ.
  - Be a disciple maker
- Be able to express an awareness of being called into pastoral ministry.
- Education:

- Bachelor's degree or diploma in theology, youth ministry, or a related field preferred; relevant ministry experience will be considered.
  - Willingness to pursue professional development.
- Ability to teach:
  - Strong knowledge of Scripture and ability to communicate Biblical truths in a relatable and engaging way.
- Leadership, organizational, and interpersonal skills.
  - Good people skills to work with a wide range of ages
  - Vision casting skills for each ministry
- Interpersonal Skills:
  - Be approachable
  - Able to connect with people of a wide variety of ages and backgrounds
  - Proven ability to work collaboratively with others and foster a team environment
- Administrative skills:
  - Experience in planning and executing events, retreats, and mission trips
  - General computer and technology skills
- Remain aware of current youth culture, trends, and issues, seeking creative ways to connect faith to real-life challenges youth face today.
- Other:
  - Tech skills to work with the Audio/visual technology

#### Other Ministry Skills and Opportunities

- Skills and experience in being part of a worship team. Could be vocals, musician, lead, tech etc.
- Potential to grow into overseeing the Young Adults ministry.
- Skills and experience in being part of ministry to children through Sunday school, VBS, day camps etc.
- Working knowledge of audio/visual technology.

<b>Approved by:</b>	<i>Signature of the person with the authority</i>
<b>Date approved:</b>	<i>Date upon which the job description was approved</i>
<b>Start Time:</b>	<i>When the position begins</i>
<b>Review Time:</b>	<i>When will a ministry or personal review occur</i>
<b>Reviewed:</b>	<i>Date when the job description was last reviewed</i>