

Youth Pastor Job Description

Qualifications: The Youth Pastor shall exhibit...

- Confidence in God's Call to this role (Eph 4:11; 1 Tim 3:1; Acts 20:24)
- Competency to do this job (2 Tim 2:15; 1 Cor 12:18; Gal 1:14-18)
- Character of humble growth (Phil 3:10-14; Rom 7:14-8:4, Gal 5:22-25; 1 Tim 3:1-7)
- Confirmation of the role by those he serves (Acts 6:3, 13:1-3; 1 Thess 2:4-12)
- Care-giving as a shepherd for Jesus' flock (Acts 20:28; 1 Pet 5:2-4)
- Consistency (perseverance) for the task (Gal 6:9; Lk 9:51, 62; 2 Tim 4:7)
- Chemistry of unity with the Senior Pastor and Overseers (Jn 17:21; Rom 12:3-8; 2 Tim 1:2)

These concerns will be answered as well as possible prior to an initial hire. These concerns will be re-evaluated at least once a year in a formal evaluation by the Senior Pastor, who in turn will discuss the evaluation with the Overseer Board. The goal of an evaluation is for the benefit of the Youth Pastor to increasingly develop a likeness unto Christ (Rom 8:29; Gal 5:22-25), to continue to improve in this particular role (Phil 3:12-14; Eph 4:11), and to experience ongoing encouragement (Mt 25:21).

It is further expected that the Youth Pastor...

- Be ordained with Converge North Central (or be able and expected to work toward ordination).
- Be in full agreement with the Doctrinal Statement of Converge North Central, and with all Beliefs, Values, Policies and Procedures of Grandview Baptist Church.
- Be directly accountable to the Senior Pastor (or in absence of a Senior Pastor, to the Chair of the board of Overseers).
- Be committed to growing:
 - As a personal follower of Jesus
 - As a husband and father (if applicable)
 - As responsible for managing his lifestyle, schedule, and relationships

Job Description Responsibilities and approximate time allotments

These categories are not listed as Priority order. Each category is of equal importance. Listing here is estimated time allotment with understanding that percentages and focus are open to change. The Senior Pastor or Overseers may request other duties not listed on this primary role job description. Attendance at Overseer meetings (etc); and personal involvement in Bible studies (etc.) are assumed as normal church involvement and do not fit within the confines of a job description.

Similar to the call of "equipping" (Eph 4:12) that is expected of the Senior Pastor, the Youth Pastor is expected to disciple, develop, and deploy (delegate) others within the Church body to serve and lead in youth and young adult ministries. During this ongoing process, the Youth Pastor will often be the primary teacher and leader while other qualified individuals are getting involved.

Student Ministry 70%

Focus on evangelizing and discipling teens

1. Supervise and organize programs and activities for Jr and Sr High Youth Groups (weekly events as well as service projects, retreats, etc.). Supervision and Organization may be delegated to those whom the Youth Pastor is developing and equipping as lay leaders. The Youth Pastor will often be the primary 'doer'; however to maximize ministry and make

use of God's call and gifting upon others, he must continue to lean toward oversight, equipping and training of other leaders.

2. Build and develop a Youth Ministry Team of volunteer youth workers (recruit, train, equip, mobilize, and direct). Hopefully this will include some parents.
3. Direct teaching of weekly ministry opportunities.
4. Develop and work toward a plan to reach unchurched youth of our community
5. Communicate with parents (and to the church at large when appropriate) as to youth events and activities. Means to such are varied (eg. App, bulletin, handouts, email, twitter, Web site).
6. Build relationships with students as may be appropriate, beyond the confines of church events. NOTE that interaction via phone, email, visiting at events, etc. are all subject to Grandview Policies that gain permission from parents, and protect both Leaders and Students from inappropriate relationships. Must be able to relate to and counsel students through the current cultural climate.
7. To a reasonably manageable extent, connect with parents. Parents are responsible for the spiritual and social development of their children. The Youth Pastor and other youth leaders are the support and assistance team.
8. In cooperative planning with the Senior Pastor, help oversee Youth-Led Worship services.
9. Make and follow a budget for the Youth Ministry; turning in reports according to the policies for accounting just as required of other Ministries.

College Ministry 15%

Focus on evangelizing and discipling college students

1. Participate and Teach in Laker Life college ministry
2. Develop relationships with a view toward growing spiritual life and skills

Outreach, Communication, Church Mission Expansion 5%

Focus on overall church expansion

Involvement in ministry areas that broaden information and appeal of Grandview (in some cases, a leadership role). Examples are Fall Festival, Sweet Corn Days, the Outreach Committee, Social Media platforms, other media platforms.

Worship Ministries 5%

Focus on continual improvement of our Worship Ministries

Pastoral Presence/Relationships 5%

Focus on representing Grandview from a pastoral perspective

Occasional hospital visits, shut-in calls, lunches, funerals or weddings, fill pulpit, etc. This category would also include serving at a Christian camp or conference.