



## Youth Pastor: Role Description

### POSITION OVERVIEW:

The Youth Pastor is the primary shepherd for the Middle School and High School ministries of First Baptist Church of Junction City (FBCJC). They initiate, oversee, and evaluate all aspects of discipleship within these ministries. As a minister of the Gospel of Christ, they strive to raise up Christ-centered youth who will impact the church, the community, and the world in His name.

**DIRECTLY REPORTS TO:** Senior Pastor

### PURPOSE

**MISSION:** To be new creations who help others become new creations (Matt. 28:18-20; 2 Cor. 5:17)

**VISION:** To cultivate life transformation that people may passionately know, show, and share Christ's love (Phil. 3:8; Matt. 5:16; Rom. 10:14-15)

**YOUTH STRATEGY:** Develop and direct Middle School and High School ministries to fulfill the heart of the FBCJC mission and vision.

### QUALIFICATIONS AND CHARACTER

1. Affirmed by the church (FBCJC) as a recognized member and leader of the church body.
2. Willingly submits to the FBCJC mission, vision, theological views, and Membership Covenant, as taught in the Membership Class.
3. Strong personal commitment to the Lord and definite call to serve Him
4. Clear passion, gifting, and training to meet ministry requirements.
  - a. Prefer at least 2 years experience in youth ministry
  - b. Prefer a Bachelor degree or higher, not required
5. Self starter and the ability to cast vision
6. Demonstrates integrity, humility, and flexibility
7. A team player who develops teams
8. Excellent interpersonal, time management, and communication skills
9. A vision for youth and families, with the self-discipline and commitment to pursue that vision.

### RELATIONSHIP TO THE CHURCH

1. The Youth Pastor is first and foremost accountable to the Lord Jesus Christ; secondly to the Spiritual Leader Board, including the pastor. Day to day accountability will be to the Senior Pastor.
2. The Youth Pastor is expected to attend and participate in weekly staff meetings, monthly board meetings when directed or requested, and Sunday services. Other meetings may be required as ministry leaders see fit.
3. The Youth Pastor needs to model servanthood to the body, conforming to the patterns of 1 Timothy 3:1-7.
4. The Youth Pastor will have performance and ministry "fit" evaluations after three months, six months, and one year. Annual performance evaluations will be done after the first year of service. Evaluations will be conducted by the Senior Pastor and other appointed leaders. The results will be communicated to the Youth Pastor by the Senior Pastor.

### RESPONSIBILITIES

#### General Responsibilities

The Youth Pastor is responsible for all ministries to Middle School and High School students. This

includes Sunday Bible classes, weekly activities, retreats, outreach, discipleship, and special programs. They will provide overall direction, goal-setting, strategy, administration, evaluation, and planning for all youth ministries.

#### Specific Responsibilities

1. To recruit, train, and oversee the Middle School and High School volunteer teams.
2. To coordinate planning with the AWANA and College ministries to ensure continuity of ministry from entering to exiting the youth ministry program.
3. To provide communication and counsel for parents of youth.
4. To communicate with the Senior Pastor and Spiritual Leader Board ministry goals, evaluations, problem solving, and prayer support.
5. To communicate regularly with the church family regarding the progress of youth ministry.
6. To reach out to area campuses through personal contact, volunteer work, and outreach programs that will attract and minister to unchurched students.

#### General Pastoral and Administrative Responsibilities

1. To strive to fulfill the mission and vision of FBCJC through the youth ministry and continuing to evaluate the youth ministry in light of the mission and vision.
2. To participate in worship services as requested and according to gifting.
3. To oversee all administrative functions for youth ministry including promotion, long term planning, and budgeting.
4. To remain professionally current in one's areas of leadership and ministry through reading, studying, consulting, training, seminars, and conferences. To make spiritual growth a priority through regular personal Bible study, prayer, service, and occasionally through retreating.
5. Leaders may perform other related duties as assigned or negotiated to meet the ongoing needs of FBCJC.

#### **BENEFITS AND COMPENSATION**

1. Compensation package, including salary, housing allowance, insurance, and retirement will be considered annually by the Board, with final approval by the church body.
  - a. In recognition of your previous years of employment with FBCJC the board has chosen to grant you "two years" toward benefit status. This means that at the time of being hired in August 2019, you began year 3. **(REV. January 2020)**
2. Paid time off (PTO) is based on the total years in ministry at FBCJC. Pastors are given 2 weeks for the first 5 years served and increases in one-week increments for every additional five years served up to 4 weeks total of PTO.
  - a. In recognition of your previous years of employment with FBCJC the board has chosen to grant one additional week in your first year (3 weeks total). At the end of year 1, PTO will revert to 2 weeks according to the above schedule. **(REV. January 2020)**
3. Paid holidays are: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day