

YOUTH PASTOR JOB DESCRIPTION

JOB TITLE: Youth Pastor

JOB TYPE: Full-Time, Salaried

SUPERVISORS: Executive Pastor of Ministry

GENERAL JOB DESCRIPTION

The Youth Pastor of Discover Church is a committed Christian leader with a passion for reaching and discipling students with the Gospel of Jesus Christ. The ideal candidate is an experienced pastor who demonstrates a shepherd's heart, strong biblical teaching, relational leadership and a commitment to developing the next generation of Christ-followers.

The Youth Pastor will provide spiritual leadership to students, parents, volunteers and leaders while working collaboratively with the Executive Pastor of Ministry and church staff to create a healthy, growing and unified student ministry. This individual will recruit, develop and lead both volunteer and staff leaders while cultivating a ministry that equips students to know Christ, grow in their faith, discover their purpose and impact their world.

The Youth Pastor will champion the mission, vision, values and culture of Discover Church and serve as a positive ambassador of the church both within the congregation and throughout the community.

MINIMUM QUALIFICATIONS

- Proper ministry training for this position is required.
- Bachelor's Degree in Ministry, Biblical Studies or a related field from an accredited institution is preferred.
- Minimum of three years of successful ministry experience is preferred.
- Demonstrated experience leading, coaching and supervising volunteers; experience overseeing paid ministry staff is preferred.
- Strong biblical teaching and preaching ability.
- Ability to develop ministry systems, strategic plans and annual ministry goals.
- Holds, or is willing to obtain, ministerial credentials with the Assemblies of God.
- Possesses a valid driver's license and reliable transportation.
- Ability to successfully pass a criminal background check.

GENERAL QUALIFICATIONS

- Demonstrate a mature and growing relationship with Jesus Christ, reflecting Christlike character and spiritual maturity.
- Demonstrate a passion for evangelism, discipleship and developing the next generation.
- Live a lifestyle consistent with the biblical qualifications for church leaders (1 Timothy 3:1–13; 2 Timothy 2; Titus 1:5–9).
- Demonstrate integrity, humility, teachability, emotional maturity and servant leadership.
- Demonstrate wisdom in decision-making, conflict resolution and pastoral care.
- Understand and fully support the vision, mission, values and doctrinal beliefs of Discover Church.
- Demonstrate excellent written, verbal, interpersonal and organizational communication skills.
- Demonstrate the ability to lead, supervise, coach and develop both paid staff and volunteer leaders.
- Demonstrate the ability to recruit, train, equip and retain healthy ministry volunteers.
- Demonstrate the ability to lead people from diverse generations, ethnicities and socioeconomic backgrounds.
- Demonstrate strong administrative and planning skills while maintaining attention to detail.
- Demonstrate the ability to work collaboratively with church staff and ministry teams.
- Protect confidential information and exercise sound biblical judgment.
- Effectively utilize technology, social media and digital platforms to communicate and engage students and parents.
- Team player and team builder who promotes unity throughout the church.

MARRIAGE & FAMILY EXPECTATIONS

- If married, the candidate's spouse is expected to actively support and be engaged in the life, mission and ministry of Discover Church.
- The candidate's marriage and family life should reflect biblical values and model a healthy Christian home.
- Demonstrate healthy personal boundaries and biblical priorities by leading well at home while faithfully serving the church.

CHARACTER EXPECTATIONS

- Maintain a life above reproach in conduct, speech, finances, relationships and personal integrity.
- Demonstrate loyalty, unity and support for the Lead Pastor, Executive Team and vision of Discover Church.
- Model humility, servant leadership, generosity and faithfulness.
- Guard the unity of the church by practicing biblical communication and healthy conflict resolution.
- Lead by example both on and off the church campus.
- Continue to grow personally, spiritually and professionally through ongoing learning and leadership development.

DUTIES AND RESPONSIBILITIES

- Provide overall leadership and oversight of the Youth Ministry.
- Help lead the church's efforts to minister to students and their families.
- Reach unchurched students in the community, engage them with the Gospel and connect them to the life of Discover Church.
- Build a thriving culture of discipleship that helps students grow spiritually and become lifelong followers of Christ.
- Recruit, train, develop, coach, supervise and care for volunteer leaders and any assigned paid ministry staff.
- Develop student leaders who actively serve within the church and their communities.
- Provide pastoral care, mentoring, counseling and spiritual guidance to students and parents, as appropriate.
- Build strong relationships with parents and equip them as the primary spiritual influence in their student's life.
- In consultation with other Youth Pastor(s) and Executive Pastor, develop and manage the annual Youth Ministry budget.
- Develop a comprehensive annual teaching calendar that reflects the full counsel of God's Word while addressing the spiritual, emotional, physical and relational needs of students.
- Plan and oversee camps, retreats, conferences, mission trips, outreach events and special student ministry events.
- Ensure all youth ministry environments comply with Discover Church's child protection and safety policies.
- Maintain effective communication with students, parents, volunteers and church leadership through appropriate communication platforms.
- Collaborate closely with the other Youth Pastor(s), Kids Pastor, Young Adults Pastor and other church ministries to provide seamless ministry transitions.
- Participate in weekend services, church-wide events, staff meetings, leadership meetings and other ministry assignments as requested.
- Develop and execute a strategic ministry plan that supports the overall vision and mission of Discover Church.
- Be available to preach, teach and serve in other church ministries as needed.
- Utilize church management software and planning tools to organize ministry, communication, scheduling and volunteer systems.

EVALUATION

- Receive an annual written performance evaluation from the Executive Pastor.
- Ministry effectiveness will be evaluated based on spiritual leadership, disciple-making, volunteer development, leadership growth, organizational effectiveness, stewardship of ministry resources, teamwork and accomplishment of established ministry goals.
- The Lead Pastor reserves the right to revise, add to or modify this job description and ministry responsibilities as needed.
- The Executive Pastor, in consultation with the Lead Pastor, will oversee annual competency reviews and evaluate progress toward ministry objectives.
- It is considered both a privilege and a calling to serve the Lead Pastor, the leadership team and the congregation of Discover Church. A servant's heart is an essential quality for this position.
- The Youth Pastor is expected to faithfully support and advance the mission, vision and values of Discover Church while representing Christ with excellence in every area of ministry.