

Youth Pastor Role Description

Purpose of Role

The purpose of the Youth Pastor role is to lead, disciple, and shepherd middle and high school students, helping them develop a personal and growing relationship with Jesus Christ. The Youth Pastor equips students to live out their faith and integrates them into the life and mission of Oak Grove Church in alignment with its stated theology.

Primary Responsibilities

1. Student Ministry Leadership

- Working closely with the Senior and Pastoral staff, this role focuses on building a vibrant, Christ-centered youth ministry that encourages students to discover and deepen a relationship with Jesus.
- Plan, lead, and oversee all youth (grades 5-12) gatherings (weekly services, small groups, events).
- Create a welcoming, engaging, and spiritually formative environment for students, teaching biblical, relevant lessons aligned with church doctrine
- Develop a clear discipleship pathway for youth, encouraging students to grow in prayer, scripture, and service in the Kingdom of Jesus.

2. Volunteer Development

- Recruit, train, and lead a team of adult volunteers
- Provide ongoing support, encouragement, and accountability for leaders
 - Must be focused on certain protocol among adult staff and volunteers that would not give place accusation; be the advocate for the reality of integrity.
- Foster a healthy, unified leadership team culture

3. Pastoral Care for Students & Families

- Build relationships with students and their families
- Provide guidance and support during personal or spiritual challenges
- Partner with parents to reinforce spiritual growth at home

4. Outreach & Growth

- Develop strategies to reach unchurched students in the community
- Encourage students to invite friends and engage in evangelism
- Plan outreach events, retreats, and mission opportunities

5. Integration into Church Life

- Help students feel connected to the broader church body. Provide to the church Board insight into the needs of the youth ministry with the partnership of the Pastoral staff
- Encourage intergenerational relationships and service opportunities
- Coordinate with church leadership on events and ministry alignment
- Prepare and deliver the message at least 2 times per year to allow the church body to realize the quality of Biblical presentation that we are providing to our youth.
 - Perhaps the development of a Youth Sunday would be the best way to facilitate that opportunity. That Youth Sunday would allow our teens to take a larger part in the service as well for those Sundays.

6. Administration & Communication

- Manage youth ministry calendar, scheduling, and communication
- Oversee budget for youth ministry in coordination with church leadership
- Maintain clear communication with parents, students, and church leadership
- Participate in (from a Youth Department focus) regular staff meetings, planning, and church-wide initiatives.

Working Relationship

- **Reports to and works with:** Senior Pastor and Church Board (as appropriate to role)
- **Collaborates with:** Senior Pastor, Pastoral staff, church staff, and volunteers
- **Leadership Principle:** Pastors report to and work with the board, while collaborating with one another in ministry.
- **Independent of Succession.** This role does not carry with it the responsibility of succession by proxy to the position of Senior pastor in the event of the absence of the Senior pastor as well as the Associate Pastor. The role of Youth Pastor comes with a responsibility to the youth department alone. In the event of the absence of the Senior and Associate Pastors, the role of church leadership should remain in the care of the Board Chairman and Advisory Board so that the ministry to the youth will not be affected.
- **Work with the church website admin.** This is to maintain a vibrant and current Youth department presence on the website