



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

### **Qualifications:**

1. Testimony of saving faith in Jesus Christ and a life consistent with that testimony.
2. Has qualifications of an elder, according to I Timothy 3:1-7; Titus 1:5-9; 1 Peter 5:1-3.
3. A calling to serve the Lord and his church in the area of student & worship ministries.
4. Full agreement with and supportive of doctrinal statement of HEFC, as well as her bylaws.
5. Full agreement with and supportive of the “Theological Affirmations for Heartland Pastors and Elders”.
6. Compatibility with philosophy of ministry of the Senior Pastor and Church and loyal to the staff and leadership of the church.
7. Must be self-motivated and organized.

### **Student Ministry Responsibilities:**

1. Reaching students (6<sup>th</sup> – 12<sup>th</sup>) with the gospel and bringing them to maturity as disciples of Jesus Christ.
2. Recruit, train and build teamwork in the youth leadership team, parents, helpers, student leaders, and any interns to produce disciples of Christ.
3. Cast and implement the vision of HEFC; challenge students and their parents to come to Jesus, to follow Him with joy, and to serve Him with passion.
4. Communicate with the students and parents to keep them informed of activities and more through today’s social media methods.
5. Ability to teach God’s word in a relevant way.
6. Ability to create a positive and respectful atmosphere within ministry
7. Ability and passion for ministering to the family unit seeing parents as the primary shepherds of their children
8. Lead weekly youth ministry events designed to produce faithful disciples.
9. Plan events, retreats, and conferences. Work with office staff and leadership team to make these events happen.
10. Oversee 7<sup>th</sup>-8<sup>th</sup> grade Bible Instruction Course and Administer Sunday School for Jr. High and Sr. High Students
11. Develop relationships with students and adult leaders in and outside the church, including attending some community events
12. Must be able to manage the youth ministry budget.

### **Professional:**

1. Bible college, college, or seminary education; or willingness to receive biblical and theological training suitable for pastoral ministry.
2. Proven track record of being able to multiply effectiveness through building teams.
3. Experience as a youth pastor preferable, but not required.
4. Licensed in the EFCA or a willingness to do so.

**Time Commitment:**

1. 50 hours per week.
2. Comp time is built based on weekend/late night events, with the expectation that this time will be taken off later.
3. Set parameters to ensure an adequate balance of time with wife and family; to ensure this adhere to a maximum of four evenings/week doing ministry.

**Supervision:**

1. Directly accountable to the Family Ministries Pastor; meet on weekly basis
2. Participate in Staff meetings.
3. Under overall supervision of the Senior Pastor & Elder Board

**Compensation:**

1. Competitive financial package.
2. 401K contribution
3. Expense account
4. Medical and dental insurance coverage provided
5. Paid time off for Holidays, vacations and sick time

## ***Youth Pastor Priorities***

### **1. Study/Prepare/Teach Students– 15 hours**

#### **a. Come – Evangelism**

- *Study/teach from the Scriptures on how to effectively reach unchurched students with the Gospel. Jonah 1-4; Luke 15; John 3-4; Acts 17, Romans 1-16, etc. What is the Gospel, how do I present this effectively, how do I share this with my friends, how do parents share the Gospel with their children.*

#### **b. Follow – Discipleship**

- *Study/teach from the Scriptures on how to effectively build a daily walk with God, including Bible reading, prayer, witnessing, and obeying God in all things; train parents in how to disciple their children. Genesis 1-50; Deuteronomy 28-34; Proverbs 1-9; Matthew 5-7; John 1-21; I-II Peter, etc.*

#### **c. Serve – Leadership Development**

- *Study/teach from the Scriptures on how to effectively serve Christ in every arena of life, including how to discover and use your spiritual gifts, how to study the Scriptures, how to identify correct and incorrect worldviews, and how to impact others for Christ. Daniel 1-6; I Corinthians 1-16; Ephesians 1-6, Philippians 1-4; I & II Timothy, Titus, etc.*

## 2. Strategize/Organize/Administer Students – 15 hours

### a. **Come – Outreach**

- *Strategize/organize ministry to effectively reach students who are spiritually lost. Create and implement evangelistic events, create and implement evangelistic training for students to effectively reach their friends with the Gospel.*

### b. **Follow – Discipleship**

- *Strategize/organize ministry to effectively teach students how to grow in their Christian walk. Create small groups of student and mentoring relationships to help students grow; strategize with parents and your student leadership team on how to do this; create and implement discipleship events & create and implement teaching opportunities to effectively ground our students in the Word of God.*

### c. **Serve – Leadership Training**

- *Strategize/organize ministry to train students to go deep in their Christian walk; strategize and train your parents and student leadership team to do this effectively; create small groups and mentoring relationships for students who show leadership potential; instill in them a fire and passion for God.*

## 3. Interact/Visit/Counsel Students– 20 hours

### a. **With Those Who Don't Know Jesus**

- *Interact/build relationships with unchurched students in the schools and communities; share the love of Christ when doors open to do so; build relationships with community leaders and serve the community in ways that build relationships with lost people; build relational bridges with them.*

### b. **With Those Who Know Jesus**

- *Interact/build relationships with students in the youth group and their parents, helping them to obey Christ in every area of their lives; model for them a life of dependence on Christ; show them how obedience to Christ leads to a happy, purposeful, fulfilling life.*

### c. **With Those Who Serve Jesus**

- *Interact/build relationships with your student leadership team and students who desire to serve the Lord in various ways; develop student leaders and train them to serve Christ in meaningful ways.*

