

GRACE BAPTIST CHURCH

White Salmon, Washington

Youth & Family Pastor

(Approved by Elders, July 9th, 2026)

Position Title:	Youth & Family Pastor
Reports To:	Lead Pastor (day-to-day) Elder Board (doctrine, vision, major decisions)
Classification:	Full-Time, Exempt
Location:	White Salmon, WA
Compensation:	\$95,000 – \$100,000 total package (salary + retirement benefit)

About Grace Baptist Church

Grace Baptist Church in White Salmon, Washington is a theologically conservative, Elder-led, congregationally affirmed Baptist church associated with Church Venture Northwest. We are a gospel-centered community committed to expository preaching, biblical discipleship, and reaching every generation with the truth of Scripture.

Grace Baptist is in a healthy season of intentional transition. Our Lead Pastor of 15 years is moving to a Pastor Emeritus role, and we have hired a new Lead Pastor who is beginning in late summer 2026. This is a meaningful moment to join a stable, rooted church with a purposeful vision for the next generation.

We are led by an Elder Board who, in plurality, safeguard the church's spiritual health and doctrinal integrity. The pastoral staff serve as elders among elders — teaching, equipping, and shepherding — working in concert with the Elders to shepherd the church toward our mission and vision.

Purpose of the Youth & Family Pastor Role

This pastoral role brings Jr. & Sr. High youth ministry leadership while providing pastoral oversight and strategic leadership for all Youth & Family ministries — building a unified discipleship system, developing leadership teams, and equipping families from nursery through young adulthood.

Accountability Structure

Day-to-Day:	Reports to the Lead Pastor for ministry direction, planning, and execution
Doctrinal Oversight:	Accountable to the Elder Board for theological integrity and doctrinal alignment
Major Decisions:	Significant budgetary and structural changes would involve Elder Board review and approval
Collaboration:	Works closely with church staff, ministry leaders, and the biblical counseling team

The Y&F Pastor operates with initiative and ownership within his ministry area, bringing major decisions and strategic plans to the Lead Pastor and Elders before implementation. This is a closely aligned pastoral partnership — not a siloed lane.

Current Ministry Scope

Core Ministries	Program Ministries	Family & Support Ministries	Event Ministries
Nursery (0-3), Children's Church (Ages 3–3rd Grade), Sermon Drawing Ministry, Children's Sunday School (Ages 3-6 th Grade), Jr. & Sr. High Sunday School, Jr. & Sr. High Youth Group	AWANA, Kids Club	Gather Group (Home School Co-op Ministry), Foster & Adopt Support Ministry	Vacation Bible School (VBS), Festival of Light, Mission To Mexico (M2M)

Note: Many of the ministries listed above are currently led by dedicated lay leaders and served by many volunteers. The Y&F Pastor, for the most part, is stepping into an existing, active ministry team – the role is primarily one of oversight, development and support, not ground-up construction.

Primary Responsibilities

1. Youth Group & Student Ministry Programming

- Initially provide “hands on” leadership to weekly Jr. (6-8) & Sr. (9-12) High Youth Groups — teaching, preparation, and relational engagement
- Planning and coordinating youth events, retreats, and seasonal programming
- Work toward training individuals who can also take on leadership responsibilities in these ministries
- Overseeing (or occasionally leading as needed) Jr. & Sr. High Sunday School

2. Student Shepherding & Relational Discipleship

Personally engage in as well as build leadership teams who can:

- Build authentic, gospel-centered relationships with junior high and senior high students
- Walk alongside students and their parents through challenges, questions of faith, and life transitions
- Identify and intentionally invest in students, fostering their emerging leadership potential
- Cultivate student ownership, outreach engagement, and peer discipleship

3. Pastoral Care for Families

- Provide pastoral presence and care for families, with particular attention to those with children and youth
- Offer counseling for parenting and youth issues (1–2 hours/week maximum; complex cases referred to the biblical counseling team)
- Support pre-marital and marriage counseling pathways as needed

4. Ministry Development, Oversight & Volunteer Leadership

- Build relationships and provide ongoing shepherding, coaching and leadership development for ministry leaders and teaching teams through regular meetings, classroom visits, and year-round ministry engagement
- Evaluate and strengthen each ministry for spiritual effectiveness, organizational health, and alignment with a unified discipleship strategy consistent with the church's mission and vision

- Develop and maintain ministry structures, leadership roles, systems and standard operating procedures that support healthy, sustainable, and reproducible ministry
- Recruit, train and multiply ministry leaders, while developing them toward increasing ownership of ministry. The Youth & Family Pastor is primarily responsible for developing leaders, not personally executing every ministry
- Oversee and support ministry leaders in ministry strategy, volunteer recruitment, training, scheduling, and key ministry decisions
- Develop, implement, and oversee child protection policies and ministry best practices, including background checks, adult-to-child ratios, age and grade placement guidelines, and standards for appropriate parental involvement in ministry environments
- Serve as the primary pastoral resource for family ministry leaders by providing operational support, biblical guidance, mediation, and resolution for volunteer, student, and parent matters, while remaining an accessible point of contact for time sensitive ministry needs
- Maintain an active pastoral presence during major ministry events (e.g., VBS, Festival of Light) by serving alongside ministry leaders, engaging families, and providing an onsite presence for operational, relational, and spiritual needs

5. Family Discipleship & Curriculum Strategy

- Develop and oversee a unified, cyclical discipleship pathway from Nursery through young adulthood by regularly evaluating and strengthening curriculum with ministry leaders to ensure gospel clarity, theological faithfulness, age-appropriate instruction, and alignment across all family ministries.
- In collaboration with the Lead Pastor, develop family-equipping ministries and resources, including parenting classes, marriage enrichment, premarital preparation, and support for students transitioning from high school to adulthood.

6. Teaching, Vision & Elder Alignment

- Provide pastoral oversight for the teaching in Youth Group, Sunday School, and other student environments
- Communicate Y&F ministry vision and philosophy clearly to the congregation
- Develop and present annual ministry vision, organizational structure, and budget to the Elder team
- Report regularly to the Lead Pastor and Elders on ministry health, engagement, and strategic opportunities
- Job description/responsibilities to be carefully and graciously evaluated on a regular basis with the Lead Pastor and Elders for ongoing support, encouragement, and growth.

Phased Ministry Development

The Elders recognize that building a comprehensive youth and family ministry takes time. This pastor will be given the runway to develop these systems in phases:

Phase	Focus	Key Priorities
Phase 1	Foundation (Year 1+)	Revitalize and lead midweek youth ministries (Grades 6-12); Build relationships with students and families; clarify ministry framework and leadership roles across the current scope of Y&F ministries; identify and train key volunteer leaders;
Phase 2	System Building (Year 2+)	Align all curriculum and teaching environments; develop parenting, marriage, and pre-marital pathways; build initial leadership pipeline; launch foundational family equipping programs
Phase 3	Expansion (Year 3+)	Fully integrated birth-to-adulthood discipleship model; layered leadership with leaders developing leaders; measurable student, family, and outreach growth

Qualifications

Character & Faith (Required)

- Meets the biblical qualifications for an elder as outlined in 1 Timothy 3 and Titus 1
- Demonstrates a vibrant, growing personal faith and consistent Christian walk
- Embraces and affirms the Statement of Faith of Grace Baptist Church
- Committed to an Elder-led model of church governance
- A genuine, demonstrated love for teens and families

Education (Preferred)

- Seminary/Bible college degree or certificate program or similar (i.e. CVNW Convergence)
- Demonstrated commitment to ongoing theological education and personal study

Experience (Preferred)

- 3–5 years of pastoral or ministry experience with youth and/or families
- Demonstrated experience building relational ministry with students
- Experience leading and developing volunteer ministry leaders

Skills & Competencies

- Genuinely relational — equally comfortable leading a youth group and sitting with a struggling parent
- Effective teacher and communicator in both formal and informal settings
- Organized, self-directed, and capable of managing multiple ministry areas simultaneously
- Ability to recruit, equip, and multiply volunteer leaders across diverse ministry environments

Weekly Rhythm & General Expectations

- Serves with the Elder team as an Elder among Elders according to the process prescribed in the bylaws
- Structured office/preparation time for teaching, planning, and communication
- Weekly Youth Group gathering (Jr. & Sr. High)
- Purposeful presence at key ministry events: AWANA, VBS week, Festival of Light, retreats, and others
- Accessible to students, families and ministry leaders/volunteers outside formal programming

Compensation & Benefits

Grace Baptist Church is committed to honoring this role with a compensation package that reflects the full scope of the ministry and the cost of living in the White Salmon, WA area.

Total Package:	\$95,000 – \$100,000 (salary + benefits)
Housing Allowance:	Included within total package; designated per IRS clergy guidelines
Health Benefits:	TBD
Retirement:	5% employer match
Ministry Expenses:	Budget for programming, events, books, and professional development
Relocation Assistance:	Considered for out-of-area candidates; discussed upon offer

How to Apply

Interested candidates should review and complete the CVNW placement form and return to CVNW through their placement process. A code can be provided for the application to be provided solely to Grace Baptist Church.

We welcome candidates who are earlier in their ministry journey and looking for a role with both immediate responsibility and long-term investment.

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