



## Youth Pastor Position Results Description

**Supervisor:** Brian Montague, Executive Community Pastor

### Position Overview:

The Full-Time Youth Pastor is a visionary and relational leader who owns the full scope of Youth Ministry at Bridgewood — vision, culture, weekly programming, volunteer development, family engagement, and outreach — for students in grades 6–12. This is a role for someone with a genuine passion to build, disciple, and grow — someone equally devoted to deepening the faith of students already following Jesus and to pursuing those who have never walked through our doors.

### Position Type:

- Salaried, Full-Time (40 hours/week)
- Paid Time Off (PTO) according to the Employee Manual

### Qualifications:

- **Christian faith, aligned values, & a healthy spiritual life** — a deep love for Jesus, a genuine commitment to follow the Holy Spirit, beliefs that align with Bridgewood's mission, and a personal faith that is actively growing and accountable.
- **Proven leadership experience**, ideally in youth ministry, with demonstrated ability to lead and develop others.
- **Passion to disciple & reach** — equally energized by discipling students already following Jesus *and* by pursuing students who are not yet in the faith.
- **A builder's mindset** — develops culture, grows volunteer teams, and creates systems.

### Primary Responsibilities:

#### 1. Vision & Culture

- Own and steward a clear vision for Youth Ministry that aligns with Bridgewood's mission and discipleship pathway — raising up youth to know Jesus, ask the two questions, and recognize and respond to His voice and presence.
- Cultivate a ministry culture where every student from grade 6–12 feels genuinely known, spiritually challenged, and eager to bring their friends.
- Develop and execute a yearly ministry plan that includes weekly programming, retreats, mission trips, outreach events, and leadership development.
- Actively participate in the Bridgewood staff team, contributing to a healthy, Christ-centered staff culture and attending weekly staff meetings and other staff events.
- Collaborate with the Senior Team to keep Youth Ministry aligned with the church's vision.

#### 2. Wednesday Night Ministry

- Design and lead an engaging weekly Youth Ministry gathering for students in grades 6–12 that includes worship, teaching, small groups, opportunities to serve, and a culture students genuinely want to be part of.
- Pursue ongoing growth as a communicator and teacher, delivering messages that are biblically grounded, age-appropriate, and spiritually engaging for the full 6–12 grade range.

- Ensure Wednesday nights are consistently welcoming to first-time guests and move students toward deeper involvement at Bridgewood.

### **3. Volunteer Recruitment & Development**

- Recruit, train, and disciple a volunteer team large enough and healthy enough to carry the ministry forward.
- Provide ongoing investment, encouragement, and development for volunteers so they grow beyond helpers into leaders.
- Identify and develop student leaders who take ownership in gathering, discipling, and leading their peers.
- Ensure all volunteers complete background checks and required safety training before serving.

### **4. Outreach & Community Connection**

- Build intentional relationships with students outside the walls of Bridgewood – in schools, in the community, through outreach events – with goals of connecting them to Jesus and Bridgewood.
- Foster a ministry culture where students and volunteers naturally invite and welcome newcomers, and where those newcomers are actively followed up with and integrated.

### **5. Events & Retreats**

- Plan and execute annual retreats, mission trips, and outreach events that form students spiritually and create a strong sense of community and belonging.
- Collaborate with the Worship Team, Tech Team, and other ministry areas as needed for special events.

### **6. Family Engagement**

- Maintain clear, consistent communication with parents/guardians to keep them informed and engaged.
- Equip and encourage parents/guardians to be the primary faith influencers in their student's life.
- Foster genuine pastoral relationships with families and provide care as needed.
- Work with the Senior Team to provide support and oversight of student baptisms.

### **7. Ministry Transitions**

- Collaborate with the Children's Director and Pastoral Team to implement intentional transitions from Children's Ministry into Youth Ministry and from Youth Ministry into the wider church body.

### **8. Safety & Security**

- Ensure a consistently safe environment for students and volunteers by upholding all safety protocols, abuse prevention best practices, and emergency procedures.
- Maintain and regularly review secure check-in/check-out procedures for all youth ministry events.

### **9. Financial & Administrative Oversight**

- Develop and manage the Youth Ministry budget with responsible stewardship.
- Coordinate facility reservations, setup/cleanup, and technology needs with appropriate staff.

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**What Success Looks Like in This Role**

*In the first year:* A volunteer team is being actively built and developed. Wednesday nights have a consistent, welcoming culture. Students across grades 6–12 are known by name and are being invited to ask the 2 questions. New students are showing up and staying.

*Over time:* The ministry grows because of systems and culture — not just the energy of one person. Volunteers are multiplying the impact. Families are engaged. Graduated seniors are staying connected to Bridgewood. And students who didn't know Jesus are finding their way in.