

POSITION DESCRIPTION

TITLE: Youth Pastor

CURRENTLY HELD BY: n/a

REPORTS TO: Lead Pastor/Elders

LAST UPDATED: September, 2017



Mission

Northwest Bible Church (NWBC) exists to glorify God by 'celebrating' the gospel, 'connecting' as the church, and 'contributing' to the mission of making disciples of Jesus Christ.

General Description of Duties

The Youth Pastor oversees all aspects of the church's ministry to Jr. High and High School students. He is the point person for students at Northwest, as well as the leader and organizer of all volunteers and functions related to students.

Personal Qualifications

- A Christian living and ministering in submission to the authority of the Scriptures and the Holy Spirit (1 Tim 3:1-7)
- In agreement with NWBC's Statement of Faith and willing to abide by the Mission, By-laws, and employment policies of NWBC
- A demonstrated knowledge, understanding, and capacity to teach the Scriptures (preference will be given to Seminary or Bible School degree)
- Willingness to seek and receive direction and guidance from those in authority over him with a spirit of submission and love
- If married, candidate's spouse should have the desire and ability to interact and relate with youth in support of the ministry

Responsibilities

- Execution of weekly gatherings for Junior High and High School. "I am the 'project manager' for students coming together corporately."
- Execution of weekly connection groups for Junior and High School. These are likely to be broken up along age or gender lines.
- Driver of the overall Vision, Culture, and Development for student ministry.
- Recruits and develops new volunteers, leaders, and teams to be part of this ministry. "I'm the lead and primary facilitator, but I'm always involving others."
- Is a primary and trusted voice in the ongoing spiritual formation of students, parents, leaders, and key ministry personnel.
- Creates an environment where students feel welcomed, pursued, loved, and accepted; a place where they want to bring their friends.
- Establishes both a vision for, and a presence in, many of the local junior high and high schools; as a means of drawing new students and their families to Northwest.
- Establishes clear and effective channels of communication with parents and families, promoting healthy relationships, trust, and ongoing engagement.
- Presents a clear and compelling picture of the gospel through teaching, discipleship, and worship, and lives it out in a way that teaches others to do the same.
- Strategically uses social media as a platform to engage students, parents, and families.
- Is a 'creative developer' in terms of promoting all aspects of student ministry.

- Provides additional church-wide leadership by being present and leading together as a team with the rest of the Northwest leaders.
- Other responsibilities as delegated by the Elders of Northwest

Supervises/Oversees

- Volunteer Teams and Leaders (i.e. Worship, Campus, Connection Groups, Sundays)
- Student Leaders (i.e. most likely upper classmen who are engaged in and owning ministry)
- Potential future youth interns (i.e. recent grads/college students who are being raised up)

Define the win: what does success look like?

- Northwest's student ministry is Spirit-filled, God-centered, hospitable, and formative.
- Northwest becomes known for the quality and character of its student ministry and is contributing to the broader conversations about student ministry in Tucson.
- Northwest has an established presence on school campuses and is proactively influencing unchurched students and families toward the gospel as a result.
- Northwest is identifying and raising up next generation ministry leaders.
- Northwest's student ministry is gospel-centered, emphasizing the great truths about God and teaching students how to walk with Him.
- Northwest's student ministry events are marked by energy, creativity, fun, and worship, where students and their friends are experiencing 'life' together.
- Parents and families are fully engaged in all that's happening in Northwest's student ministry. Many are even coming to Northwest because of the student experience
- I'm personally recruiting, developing, and empowering volunteer leaders and teams
- I'm humble, teachable, passionately pursuing Jesus in every part of my life and ministry
- I'm honest, authentic, repenting of pride and sin in my own heart and with others I trust
- I'm exhibiting the fruit of the Spirit and setting a pace spiritually for the rest of the body

How will I be evaluated?

- On the quality and growth of Northwest's student ministry (by the Elders)
- On my teamwork and submission to the leadership of the elders (by the Lead Pastor)
- On my relationships with students, parents and development of future leaders (by the Lead Pastor)
- On my heart, character, and leadership ability (assessment by those I'm leading)

Expectations and Compensation

- 40-50 hours per week
- Salary & Benefits as per Compensation Guidelines
- 3 Weeks Vacation Per Year
- Flexibility for outside ministry as approved by Elders

Development

- Seek out and establish regular engagement with men who you can pray with, be challenged by, confess to, and apply the gospel with; men who really know and love you.
- Drink deeply from and even memorize many of the Psalms, gospels, and pastoral epistles and be able to articulate their many implications for students today
- Pursue theological and pastoral formation as advised by the Elders of Northwest