

Youth Pastor

Hillcrest Baptist Church



Job Description

The Youth Pastor is responsible for overseeing all aspects of the Youth Ministry at Hillcrest Baptist Church so that students can come to know Jesus as their Lord and Savior, be discipled in spiritual growth, and use their gifts to serve the Lord within the church.

Accountability

Reports to the Executive Pastor

Position Responsibilities & Vision

Oversee three areas of responsibility:

1. Discipleship

- Create and execute a long-term church-aligned vision for Hillcrest Baptist Church's youth ministry.
- Lead and organize effective youth programs implementing fellowship, worship, biblical teaching, discipleship, and evangelism, as well as ministry and mission opportunities.
- Disciple the youth and young adults into a personal relationship with God in both large group and smaller relational environments.
- Coordinate Sunday curriculum for youth (grades 7-12) and recruit youth leaders to assist with weekly teaching and mentoring the youth.
- Select curriculum to teach in both Discipleship Training and Wednesday evening services for youth.
- Provide parents with continuing education and training in the area of raising their youth.
- Stay current with youth ministry practices by reading, attending youth leadership conferences, etc.
- Mentor and develop members of the youth ministry family who sense a call to ministry vocations.

2. Outreach

- Share the gospel with lost youth and lost parents on an ongoing basis, both individually and corporately.
- Plan and implement a youth evangelism strategy for the church, ensure evangelism is a goal of all youth programming, and coordinate continuing training in soul-winning for all members of the youth ministry family.
- Grow the youth ministry by creating attractive and compelling environments/events to which our youth can invite their non-Christian friends.
- Equip high school students to defend and share their faith in school and public settings.
- Coordinate the training of youth to serve as missionaries on their school campuses.
- Network with other evangelical youth leaders in the community to support youth in starting and strengthening school campus ministries and to coordinate events designed to evangelize and disciple youth.
- Build connection/presence with the primary schools that are represented in the church.

- Liaison with outside community organizations, people, and resources that relate to youth ministry.
- Provide opportunities for members of the youth ministry to be directly involved in missions and ministry in the church, locally and globally.
- Conduct home visits of families of youth who visit HBC.

3. Ministry and Administration

- Serve as an integral member of the pastoral ministry team and give full support to the vision and leadership of the Senior Pastor.
- Collaborate with the Children's Director and College & Career Ministry to provide seamless assimilation for individuals entering or transitioning from the ministry.
- Know, and be involved with the personal lives of the young people (either directly or through the youth team). For example, visit homes, attend school events, and make hospital visits.
- Promote an environment where students feel connected to each other as a church family.
- Integrate youth ministry into all phases of church life to create a culture that is intentionally intergenerational, striving to unite with and complement other church ministries.
- Promote the unity, direction, and vision of Hillcrest Baptist Church.
- Coordinate to ensure Christian youth experience authentic worship personally, with the youth group.
- Ensure any personal social media footprint reflects Godly character and Christian values.
- Maintain and monitor Youth Ministry social media accounts to ensure consistent communication and engagement.
- Ensure training and regular involvement of youth in church ministry.
- Annually reevaluate youth ministry goals.
- Work in concert with the gifts and talents of other staff members and maintain a strong teamwork mentality.
- Coordinate space utilization in youth ministry and make recommendations concerning building and remodeling needs.
- Propose and manage the Youth Ministry budget. Be prudent and judicious with resources.
- Maintain a well-planned, carefully balanced program throughout the year in coordination with the church calendar of events.
- Ensure that the Child Protection Policy is understood and followed in all youth ministry settings.
- Provide training to volunteers regarding our Protection Policy.
- Perform other duties as assigned by the Senior Pastor and or Executive Pastor.

Spiritual Gifts & Passion Areas

- Teaching
- Leadership
- Shepherding
- Administration

Personal Qualifications

- Thriving prayer life.
- Must continually meet the qualifications of I Timothy 3:1-7 & Titus 1:6-9
- Must demonstrate a clear call to vocational ministry.
- Must be in complete agreement with our statement of faith (The Baptist Faith and Message 2000)
- A continual pursuit of integrity and a commitment to living above reproach.
- Humility and honesty in all areas of life, even when uncomfortable.
- Regular observance of spiritual growth disciplines (Bible reading, worship attendance, prayer, tithing, sharing the Gospel, etc.)
- Decisions that are always consistent with the Bible, and the church's mission, and marked by faith and trust in God.
- Embrace and adapt to growth, change, innovation, and creativity.
- Possess an attitude of servant leadership.
- Biblical leadership over spouse and children that models authentic, biblical Christianity.
- A contagious love for others, especially those who are not yet Christians.
- Must pass background check.
- Consistent behavior demonstrating the fruit of the Spirit.
- Affirm and adhere to HBC covenants/bylaws governing the behavior and conduct of HBC staff and leadership.

Evaluation

- The Senior and Executive Pastor will conduct an annual performance review.