

YOUTH PASTOR (CLERGY) – JOB DESCRIPTION

Classification: Full Time Exempt

Reports To: Generational Pastor

JOB DESCRIPTION

The Youth Pastor will provide vision, strategy, programming and development for all Youth Ministry environments for youth ages 6th – 12th grade, including weekend services, summer programming, and special events. The primary goal is to help students develop a relationship with Jesus Christ through community, teaching/preaching, and intentional programming. The Youth Pastor is directly responsible for developing healthy accountability and setting goals for the implementation and development of programming for the spiritual formation of youth and equipping them to own their faith.

RESPONSIBILITIES AND DUTIES

Pastoral Care/Clergy: Provides Pastoral care for students and their families.

- Building and committing to strong relationships with regular opportunities for them to connect with God and others.
- Work closely with the Pastor of Ministry and Operational Development to develop a strategy for reaching and assimilating new students and families.
- Regularly speaks from the pulpit of Summit Christian Center during weekend services including preaching full messages and rotating prayer and praise/welcome messages.
- Develops and maintains relationships with Youth Pastors, schools, and community organizations we serve outside of Summit in order to broaden perspective and gain from their experiences.
 - This will include outreach, service projects, and events that are primarily for the purpose of drawing in our local community.
- Clear ongoing communication to oversight, children, parents and related departments regarding children's activities.

Programming: By developing regular programming with age-appropriate opportunities to learn and interact with God, you're committing to empower the families you encounter with the word of God and practical application in their lives.

- Work with your ministry leads to provide a program that uses curriculum you've selected or written to develop student's faith; incorporating life lessons that are

Biblically based to engage where they are at and plan activities for them, such as games, small groups, summer camps, concerts, volunteer events, etc.

Leadership: Provides leadership and organization in order to support and empower ministry leads to take an active role in their area.

- Includes developing annual calendars, goal setting, planning, budgeting and taking care of the facilities where children meet, and timely reporting to oversight.
- Recruiting, equipping and training team. Continuously inviting others to join the efforts of your team to reach and better serve our students and their family. Maintaining clear roles, operating procedures, and expectations.
- Accountable for training leaders and volunteers on how to manage liability issues involving the care of other's children by overseeing items like permission slips, clear pick-up procedures, and screening of other adults who have contact with the children.

COMPETENCIES

- Oral communication—the individual speaks clearly and persuasively in positive or negative situations, demonstrates group presentation skills and conducts meetings.
- Written Communication—the individual edits work for spelling and grammar, presents numerical data effectively and is able to read and interpret written information.
- Planning/organizing—the individual prioritizes and plans work activities, uses time efficiently and develops realistic action plans. The individual is a highly motivated, self-starter.
- Quality control—the individual demonstrates accuracy and thoroughness and monitors own work to ensure quality.
- Adaptability—the individual adapts to changes in the work environment, manages competing demands and is able to deal with frequent change, delays or unexpected events.
- Dependability—the individual is consistently at work and on time, follows instructions, responds to management direction and solicits feedback to improve performance.
- Culture – the individual understands the culture of youth today and has a passion for youth ministry.

POSITION TYPE/EXPECTED WORK HOURS OF WORK

This is a full-time clergy position. Workdays are Sunday thru Thursday. Days and hours of work are generally Monday thru Thursday 8:30am – 5:00pm & Sunday 8:00am - 1:00pm. Days and hours can vary with special events.

SUPERVISORY RESPONSIBILITY

This position will supervise staff and volunteer leads of the youth ministry. This position will be responsible for hiring/firing, performance evaluations and payroll approval.

WORK ENVIRONMENT

- This job operates in a professional office environment and in an auditorium environment
- Subject to both inside and outside environmental conditions
- Subject to excessive noise, there may be noise to cause the worker to raise their voice in order to be heard above ambient noise level

PHYSICAL DEMANDS/REQUIREMENTS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

- Ability to ascend and descend staircases
- Ability to lift up to 50 pounds, including the lifting of children
- Regularly position self to bend, stoop, kneel, squat or crouch
- Able to extend hands and arms to complete assigned tasks
- Must be able to remain in a stationary (sitting or standing) position for an extended period of time
- Must be able to push or pull objects and carts when needed
- Must be able to move objects horizontally, from position-to-position
- Express and exchange ideas by means of spoken word
- Ability to receive detailed information through oral communication, and to make the discriminations in sound
- Repeat movements and motions of the wrists, hands, and fingers
- Required to have close visual acuity to perform an activity such as, but not limited to:
 - Viewing a computer screen
 - Reading written documents
 - Determining accuracy, neatness, and thoroughness of the work assigned or to make general observations of event structure and layout

TRAVEL

Regular travel is not expected for this position but occasional travel may be necessary.

REQUIRED EDUCATION AND EXPERIENCE

- High school diploma or GED diploma
- 2+ years working directly with children or youth
- Agreement with our church's vision, goals and statement of faith
- A strong walk with God through a growing personal relationship with Jesus Christ
- Teachable with a desire to grow in their faith and abilities

PREFERRED EDUCATION AND EXPERIENCE

- Preferred Experience working for or with non-profit organizations or ministry
- Bachelor's degree (B.A.) in Religious studies, theology or related field
- 2-4 years related experience and/or equivalent combination of education and experience supervising other staff or volunteers
- Ordained as a minister/pastor

ADDITIONAL ELIGIBILITY QUALIFICATIONS

- Must be eligible to work in the U.S.
- Member of Summit Church
- Must pass background and/or checks
- Must adhere to employee handbook