



Job Description

Job Title: Youth Pastor

Purpose of Role

The Youth Pastor provides leadership training, support and oversight to the High School Youth (HSY) Ministry staff and volunteer youth leaders, and provides oversight to the entire Youth Department across all campuses. The person in this role is responsible for the development and implementation of fun and engaging programming and initiatives that support preteens and teens in their emerging life of faith and moral development.

Provides oversight for: Youth staff team (Middle School Pastor, Youth Admin, and Intern), volunteer youth leaders for HSY.

Works as a member of the Pastoral Team.

Intended Outcomes

1. Staff and volunteers stretching and growing in their discipleship and in their leadership and shepherding roles.
2. Youth engaged in safe, brave, fun, culturally-engaged environments where they can explore important faith and life questions in a context and experience of God's love.
3. Parents supported and counseled as they navigate the joys and challenges of parenting teens.
4. Christ-like character developing in youth leaders through training, coaching, mentorship, modelling, feedback, affirmation and prayer.

Key Responsibilities/Equipping:

Leadership (30%)

- Provide oversight and lead the youth department and youth staff (HSY/MSY)
- Keep our mission and core values central in the church & Youth department.
- Recruit, train and lead a team of HSY volunteer leaders.
- Guide and lead the development of a multi-campus youth ministry strategy.
- Provide input and collaborate in church wide planning, vision and projects as appropriate.

HSY Programming (30%)

- Maintain intentional and consistent HSY mid-week & Sunday programming.
- Equip and release staff and volunteers to run the various elements of HSY.
- Provide special events and retreats for HSY students aimed at facilitating community and spiritual growth.
- Support and/or lead youth ministry across all NLCC campuses.

Pastoral Care (10%)

- Provide coaching to the staff under their direction and volunteer leaders, overseeing their spiritual and emotional health.

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Teaching (15%)

- Responsible for the relevant, biblical preaching of God’s word to the Youth.

Professional Development and Community Engagement (5%)

- Maintain personal spiritual development and field expertise by identifying and attending educational seminars, courses and retreats.
- Represent NLCC in the community and within the greater church.

Other (10%)

- Respond to other duties as requested or assigned by your direct report.
- Youth administration and budget oversight.
- Attend required meetings.

Qualifications for Role

Experience

- At least 5 years experience as a Youth Pastor/Director or equivalent.
- Supervisory and Team Building Experience
- Experience creating and managing budget/plan for sizable youth ministry.
- Training, coaching and providing pastoral care for volunteers. Experience leading staff is also a strong asset.

Education

- Degree in Youth Ministry, Christian Education, or similar preferred.
- Bible College or Seminary training an asset.
- Willingness to be credentialed in the BC Conference of Mennonite Brethren Churches within 2 years, if not already.

Core Competencies

- Spiritual maturity – demonstrated patterns of discipleship to Jesus.
- Strong interpersonal and relational skills, especially with youth and young adults.
- Strong leadership development skills.
- Ability to motivate, evaluate, delegate and set goals with staff and volunteers.
- Understanding and experience with cross-cultural interaction, diversity and inclusion as it relates to teens and parents is a strong asset.

Relationships

- **Reports to:** Discipleship Pastor
- **Provides Oversight to:** Youth Department
- **Working in Conjunction with:** Pastoral Team

Status: Full-Time

Last revised: June 2021