Youth Pastor Job Description

Purpose

Rosemont Bible Church (RBC) seeks to fill a part-time position responsible for overseeing all aspects of student ministries Grade 7 – College. The candidate will be primarily responsible for high school programs (7-12) with secondary responsibilities regarding the College and Young Adults’ programs.

Qualifications

The youth pastor must have a love for God, a love for teenagers / young adults, and a pastoral heart to see them grow in their relationship with Christ. In addition, the following are required

General Qualifications

• Meeting the 1 Timothy 3, Titus 1, and 1 Peter 5 qualifications for church leaders
• Commitment to RBC’s doctrine, vision, values, and beliefs
• Pastoral philosophy of equipping and discipling
• Commitment to a team approach to ministry including delegating responsibility to team members
• Strong teacher with a love for God’s word
• Relational style of leadership and ministry
• Joyful spirit and good sense of humor
• Self-starter and able to work without direct supervision
• Experience as a youth pastor in a church with a medium to large sized youth group would be helpful

Specific Qualifications

The youth pastor must have the ability and willingness to:

• Recruit, disciple, and sustain a team of volunteer leaders
• Engage parents as vital partners
• Teach and equip youth and leaders in small and large settings
• Communicate well with parents and come alongside families, especially in times of crisis
• Communicate well with church leaders and members
• Relate to the unique needs of teenagers in today’s culture

Responsibilities

Leading

• Ensure that the youth ministry is functioning in an effective, focused manner
• Recruit, train, and mobilize a ministry team of young adults for the youth ministry
• Follow through with the volunteer screening process to ensure a competent and qualified body of volunteer adults
• Submit an annual budget, with the cooperation of the Youth Council, to the Finance team
• Oversee the expenditures of the budget allocated towards the youth ministries
• Oversee fund-raising efforts for youth ministries trips

“Thus far has the Lord helped us.”

1 Samuel 7:12
Building

- Develop comprehensive, well-balanced biblical instruction and programming for growth opportunities
- Assume the role as primary teacher and provide teaching opportunities to other qualified young adults
- Provide periodic retreat opportunities
- Ensure that competent young adult leadership is available, not only to supervise, but to build relationships at all youth events
- Lead annual or bi-annual youth missions trip, preferably in support of missionaries already supported by RBC
- Demonstrate organizational skills in implementation of ministry

Equipping

- Develop a program designed to equip teens and young adult volunteers to do the work of the ministry
- Provide opportunities for student ministry teams to form
- Provide opportunities for the training and discipling of youth leaders

Other Responsibilities

- Participate in staff meetings
- Keep Elders and staff informed of emergent situations
- Attend Elder Board meetings as an active member when required
- Demonstrate capacity for special events / retreat planning

Miscellaneous

- Sunday morning platform participation
- General pastoral responsibilities shared by the team and other duties as required

Current Ministries

- Friday Night Youth Programs
- Sunday School

Salary

- Salary will be commensurate with training and experience

Contact Information

If you are interested please send your resume and other information by October 15 to dave.brereton@tecsys.com. Please include “Youth Pastor Search” in the subject line of your email.

“Thus far has the Lord helped us.”

1 Samuel 7:12
YOUTH MINISTRY PHILOSOPHY
By Phil Hainaut

**Introduction:** In view of the “Summit” meeting of youth and young adult ministry leaders that Dave Brereton will soon chair on the future of the RBC youth/young adult ministry, he asked me to write a one-pager on some of the philosophical foundations or presuppositions that I have used with the Youth Council to build this ministry at RBC. So here goes... (In this document, I will use the term “Youth” to include both youth and young adults)

1) Being a sub-demographic of the church, we felt that we should basically have the same mission statement as the church, but applied to youth, namely: “To go and make fully committed followers of Jesus Christ of all people groups (particularly applied to youth), starting in our Montreal communities, through worshipping, praying, teaching, caring, serving, and witnessing.

2) We believe that the spiritual development of youth is primarily the responsibility of Christian parents, not the church. We therefore see our role as helpers or partners of Christian parents or spiritual parents of youth with unsaved parents.

3) Since our product is “fully committed followers of Jesus Christ”, our ministry is primarily about discipleship, not “teen-sitting”.

4) We therefore try and make sure that the six elements of discipleship, namely “worshiping, praying, teaching, caring, serving, and witnessing” are reflected in our overall ministry and programming.

5) As much as possible, given the limited time we have with the youth as a commuter church, we try program for and minister to individual youth at their spiritual level, from community youth, to crowd youth, to congregation (church) youth, to committed (Christian) youth, to core youth. That generally translates into outreach, discipleship, and leadership.

6) Because of our limited time with the youth, we decided our main programming would be primarily about discipleship with some outreach events, while developing core youth leaders through participation in the Youth Council and hands-on leadership based on spiritual maturity, giftedness, and passions.

7) We believe that spiritual growth is not something we force on people or produce in them but primarily an individual’s choice and responsibility, based on the work of God in their lives. We therefore expect Christians to desire growth and encourage them to take responsibility for their own spiritual growth. Our role is to support their decisions and help feed their spiritual needs.

8) Therefore personal spiritual disciplines or “holy habits” are modeled, taught, encouraged, and expected for the good of the individual Christian, as the basis of this discipleship ministry.

9) We believe ministry is mostly relational and more caught than taught; therefore we put more emphasis on individual mentoring and small group ministry rather than ministry in large group settings.

10) Our teaching involves modeling, self-discovery, critical thinking, media, peer participation, and group discussion rather than a more one-way imparting of verbal truth as in a seminar style.

“Thus far has the Lord helped us.”
1 Samuel 7:12
11) We believe this education model also applies to leadership. Leaders are formed through teaching and hands-on experience as they are encouraged to actually practice leadership in close relationship with more mature mentors.

12) Our evangelism model involves verbal presentations of the gospel by gifted evangelists after purposeful, long-term, incarnational relationships of love or practical service to the needs of the community or individuals.

13) Since friendship is a major, common, and key value for this age group, programming should take into consideration the need to encourage the formation of deep friendships with peers of the same age and often the same gender.

14) Although spiritual growth to committed or core youth is best accomplished through smaller number ratios, ministry to community, crowd, and congregation youth is best accomplished in larger groups. Splitting ministries into small demographics often kills group dynamics.