



**Reports to:** Executive Pastor

**Employee Status:** Exempt

**Reviewed by:** Executive Pastor

**Review Date:** June 2022

## **Youth Pastor/Director**

### **Full Time**

#### **MINISTRY SUMMARY**

The **Youth Pastor/Director** will create an environment and ministry that promotes positive family values, draws youth into a personal relationship with Christ, and encourages and equips youth to live as wholly devoted followers of Jesus Christ, who let God love them, who love him in return and who love others in Jesus' name.

#### **MINISTRY DUTIES AND RESPONSIBILITIES**

*The following duties are normal for this position. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.*

- To continue to grow in relationship with Jesus Christ, knowledge in the Bible, and expertise of Youth Ministry.
- To effectively communicate the love of Jesus Christ with the youth in the greater Grand Forks area and within the HOPE Church community providing support and leadership and seeking to bring them "one step closer to Jesus Christ."
- To intentionally help and facilitate youth entering into relationship with Jesus Christ and into active discipleship.
- To build relationships with youth and their parents within the HOPE Church community.
- Lead in planning, executing, and evaluation of the entire youth ministry (large and small group activities, social events, mission trips, camps, etc.).
- Recruit, train, inspire, and support leadership/volunteers to serve in the Youth Ministries.
- To teach and/or preach in a variety of settings related to the Youth Ministries.
- To foster and encourage effective transitions to and from the youth ministry into the next stage of life within the church.
- Prepare and administer the annual Student Ministries budget surveying the needs and areas of concern to be included in the ministry.
- As a part of the Ministry Staff Team of HOPE to fulfill various other duties and ministries as assigned.

#### **QUALIFICATIONS**

- To be committed to Jesus Christ and His Church and be committed to excellence in His service.

- Be in agreement with the doctrine, mission, values, and vision of HOPE Evangelical Covenant Church and the Evangelical Covenant denomination.
- To have a solid understanding of the Bible and possess the ability to teach both individuals and large groups.
- To possess familiarity, training, experience, skills, and gifts in a variety of ministry settings related to youth ministry.
- Ability to provide Christian guidance to parents and youth.
- Demonstrate management skills such as organizing, planning, coordinating, directing, delegating, and evaluating.
- To be able to relate to people and communicate, verbally and in writing, in a variety of settings.
- Able to teach effectively in both small and large group settings.
- To possess and utilize leadership skills.
- To function under the standards of the Evangelical Covenant Church's statement on ministerial ethics with a desire to maintain personal godly values.
- To possess familiarity and a growing knowledge of models, resources, and developments regarding all areas of responsibility.
- A minimum of a bachelor's degree or equivalent in ministry experience or a related field.

## **TRAINING & DEVELOPMENT**

The Youth Pastor/Director will receive guidance, instruction, and support from the Executive Pastor.

It is expected that the Youth Pastor/Director to take part in recommended training and development activities, as suggested by the Executive Pastor. It is assumed that training and learning will be an ongoing part of this leadership position.

## **TIME COMMITMENT**

Full-time position: 45-50 daytime hours per week Sunday - Thursday, with occasional evenings; an understanding that more or less hours could be needed during certain peak time periods.

## **WORKING RELATIONSHIPS**

### **Responsible for:**

The lay leadership/volunteers and teams under the ministry areas defined above.

### **Responsible to:**

Lead Pastor, The HOPE Staff Team, Church Council of Elders, the congregation, and ultimately Jesus Christ. Reports to the Executive Pastor.

### **Works closely with:**

The Youth Ministries Team, all church staff, church council, and a variety of church lay leadership.

## **LENGTH OF SERVICE**

The length of service will be for an indefinite period of time.

## **HOPE STAFF TEAM EXPECTATIONS**

- To be present and or participate in adult events and programming as well as attend Sunday services.
- To function as part of a team; working to maintain and develop relationships within the staff, to exercise care in disagreements, and to be supportive of one another on the staff team. Concerns should be communicated in a timely and Biblical fashion with the Pastoral Team and or other appropriate staff supervisor.
- Maintain regular hours determined in cooperation with the Executive Pastor.
- Attend the following meetings:
  - Regular staff meetings
  - Congregational Meetings as scheduled
  - Staff, council, or ministry division retreats as requested by the Lead Pastor or Executive Pastor.
- To live as a part of the community of Hope Evangelical Covenant Church
- To prepare and submit an annual report to the Church Council/Board.
- To be supportive of the Mission, Vision, Values, and general spirit of HOPE Evangelical Covenant Church.
- To maintain appropriate confidentiality in all personal, corporate, and financial matters.
- To assist all the staff in maintaining an atmosphere that is friendly and above reproach. This includes working to protect the reputation of each of the staff and the entire church.
- Provide leadership and operations to specific areas of ministry.
- Keep the Executive Pastor informed of important developments, potential problems, and related information for effective church ministry.
- If requested to surrender the staff position, do so in such a way as to not damage the reputation, ministry, and unity of HOPE Church.

HOPE Church is an Evangelical Covenant Church (ECC) in Grand Forks, ND.