



Pastor of Youth & Young Adults Job Description

I. DEFINITION

The Pastor of Youth and Young Adults shall be a man who will shepherd and disciple the Sr. High students through Young Adults associated with our church family. He will develop leadership to carry out this mission and facilitate personal evangelism efforts with all those involved in youth ministry.

II. QUALIFICATIONS

- A. Personal** - He must be a born again Christian (John 3:1-15) whose character is above reproach (1 Timothy 3:1-7). He must love, nurture and develop the “flock” by word and deed. It is expected that his relationship with his family, his associates, and his friends honors the Lord. His “leadership style” and demeanor should exemplify servanthood. Some spiritual gifts and personal qualities necessary for this position would include (not limited to): leadership, teaching, administration. He should be relational in personality.
- B. Education** - He must be in pursuit of and/or completed at least a college degree with a major or minor in Youth Ministry, Christian Education or the equivalent. Further education in his area of emphasis is preferred. He must have a strong desire and ability to effectively communicate the Word of God.
- C. Ministry Experience** - He should have demonstrated, through on-the-job work experience, the ability and heartfelt desire to love, nurture and minister to young people. He should also have the necessary administrative skills to lead a growing ministry with 100+ kids. It is preferred yet not mandatory that his experiences have been in the local church.
- D. Doctrinal Statement** - The Pastor of Youth and Young Adults must be in full agreement with the doctrinal statement of the Evangelical Free Church of America.
- 1) He must be in full agreement with the constitution, the form of government, and all doctrinal position statements of Sparta Evangelical Free Church.
 - 2) He must also be supportive of the mission statement of the Sparta Evangelical Free Church: *“To empower everyday people to be extraordinary followers of Jesus Christ.”*

III. EXPECTATIONS

A. Overall Responsibilities

- 1) ***Visionary Leader*** – Provide ongoing vision, leadership and direction for the church and those involved in the youth ministry. He will interact with elders and pastors as he seeks the Lord’s direction and ideas that build and enhance the Student and Young Adult ministry.
- 2) ***Plan Implementation*** – He will develop effective strategies to fulfill the ministry definition. These include programs and initiatives that help young people tangibly to

intentionally invest in relationships that foster Christian growth, evangelism, and fellowship. These include:

- a) Planning a wide range of spiritual and social activities to help promote unity as a group, and to keep their interest in the group.
 - b) Growing a family equipping ministry.
 - c) Overseeing and carrying out the administrative activities, organizing and planning long-range goals and ministries.
 - d) Discipling students and young adults by using the Bible correctly and effectively, to maturity in Christ and equipping them to assume leadership responsibilities.
- 3) **Prayer Base** - Commit to a regular life of prayer for our young people, lay staff members, and youth ministry as well as implement a plan for developing a broad-based prayer support team within the congregation for his entire ministry.
 - 4) **Teacher/Discipler** - Actively involved in the teaching ministry of the church with primary emphasis on the senior high youth and secondly on the Young Adults.
 - 5) **Leadership Training and Development** - He will be responsible for identifying, recruiting, training, and discipling strong adult lay-leadership each ministry, emphasizing gender specific life on life discipleship.
 - 6) **Community Service Philosophy** - Facilitate development of community service philosophy that helps students and young adults identify needs, dream of ways to meet them in the name of Christ, and enables them to accomplish this.
 - 7) **Counseling** - Meets the individual needs of the young people and their families through an effective relational ministry, providing counsel and spiritual guidance as needed.

B. Sr. High Ministry Responsibilities

- 1) Prepare and oversee the weekly discipleship meetings.
- 2) Oversee consistent fellowship activities including at least one social outreach a month.
- 3) Organize and oversee special retreats (such as winter retreats, college tours, sports weekends, etc.)
- 4) Lead and direct student missions opportunities.
- 5) Manage contact (visitation, phone, letter, etc.) with students weekly for spiritual follow-up.

C. Young Adult Ministry Responsibilities

- 1) Give active oversight to the Young Adult ministry and provide direction and guidance for the young adults and their leaders.
- 2) Shepherd and develop young adults and their leaders to carry out ministry by meeting consistently for prayer, visioning, planning and evaluating.

- e) Involved in teaching Bible Studies while also equipping young adults gifted in teaching opportunities to serve with their gifts.
- f) Attend and assist with special activities and retreats where and when necessary.

D. Other Pastoral Responsibilities

- 1) Work in harmony with the Director of Children's Ministries providing a seamless discipleship succession of Jr. High students into the Sr. High youth ministry.
- 2) Perform as requested including but not limited to occasional preaching for worship and special services.
- 3) Assist other pastors in your area of gifting and special skill sets.

IV. REPORTING AND EVALUATION

The Pastor of Youth and Young Adults will be accountable to and supervised by Senior Pastor. The performance evaluation of the Pastor of Youth and Young Adults will be reviewed by the Senior Pastor and the Elder Board.