



## Job Description for Youth Pastor

**Our Mission** - To become a Community of Christ-followers that love God and express His love to others (Mark 12:30-31)

**Purpose of Youth Pastor:** To envision and establish ministry for Middle and High School students to grow in their love for God, love for others and to make a difference in our community and world.

### Scope

- Full-Time // Salaried // Exempt (approximately 40-50 hours per week)
- Primary accountability to Executive Teaching Pastor
- Direct Reports: Youth Assistant

### Commitment

- Strive to walk in personal relationship with Christ and exhibit a godly life
- Be a servant leader - A team player with a positive attitude
- Be a member of NRF, attend worship regularly and be personally involved in a Small Group
- Agree to abide by the Staff Conduct Handbook and to teach according to the NRF Mission, Vision, Values and Statement of Faith
- Attend staff meetings and maintain regular hours as agreed upon with the Executive Teaching Pastor including Sunday mornings and Wednesday nights

### Responsibilities

- **Pastor the youth of NorthRidge Fellowship**
  - Develop a personal relationship with as many of the youth and their families who regularly attend NorthRidge as possible
  - Provide pastoral care for youth and their families who are in times of crisis or need
  - Partner with parents in the discipleship of their youth
  - Build into core youth to be leaders who can influence their peers
  - Pray regularly for the youth and their families
- **Lead and pastor the Youth Ministry team**
  - Pastor those who serve on the youth ministry team through relationships, pastoral care and prayer
  - Recruit, equip and develop the youth ministry team
    - Provide training opportunities to develop the heart and skills of the youth ministry team
    - Encourage and show appreciation to the youth ministry team
    - Set and uphold guidelines for the youth ministry team that ensures student safety
    - Provide what is needed to ensure those who serve in youth ministry are able to succeed
    - Maintain a good ratio of adults to students
- **Envision and lead regular programs for Middle and High School**
  - Sunday Morning – *Bible teaching in the context of healthy relationships.*
    - Build a team of people to lead youth small groups on Sunday mornings to be a place for youth to develop healthy relationships with each other and with adult mentors
    - Execute a well thought out plan to teach students the Bible and important Christian teachings over the years students are in the youth ministry
  - Midweek (Wednesday Evening) - *A consistent place for youth to invite their friends to meet Jesus.*
    - Build a team of people to serve midweek
    - Provide teaching focused on growing authentic faith in students in all stages of their journey with Christ
    - Use creativity to bring enough fun to the program that students will want to invite their friends

- Retreats and Events
  - Develop, organize and lead ministry opportunities that engage seekers and develop believers
  - Plan and lead retreats, mission trips and conferences that help students grow together in Christ
- Make a Difference Opportunities
  - Help pioneer ways for NRF to engage and disciple unchurched students in our surrounding community
  - Work with the Global and Community Outreach Pastors to provide opportunities for students to share their faith as they meet needs in our community and in our world
- **Organize and oversee the Youth Ministry**
  - Ensure consistent and clear communication with youth, parents and the church at large regarding youth programs and events
  - Envision and maintain Youth Ministry spaces to be welcoming, fun and effective
  - Organize, maintain, and purchase equipment and supplies necessary for Youth Ministry
  - Create and oversee Youth Ministries budget to maximize ministry impact
- **General**
  - Be a student of church, families and culture to envision ways to propel NRFs ministry forward
  - Collaborate with other ministry leaders to develop integrated family discipleship strategy
  - Network with and support the ministries of NRF church plants and Converge churches
  - Assist, lead or teach in various NRF ministries as needed
  - Participate in whole church initiatives, projects, events and other duties as assigned

#### **Essential Characteristics**

- Shepherd's heart and a genuine love for students
- Strong team-builder and collaborative attitude
- Gifted communicator of Scripture with a passion for reaching youth
- Engaging personality and invitational bent
- College or graduate degree
- Related ministry or professional experience