



BETHANY
community church

Ministry Job Description

Position Title: Pastor of Youth & Young Adults
Department: Family Life Team
Reports to: Executive Pastor of Ministries
Terms: Salary, 40 hours per week

One-Sentence Summary

To support the vision, mission, and values of Bethany Community Church by leading and developing all aspects of the Youth and Young Adult Ministry; raising a generation who know and love Jesus, are changed by Jesus and change others with Jesus.

The Calling (Position Summary)

This role exists to help a generation come full circle; where students and young adults are not only discipled, but become disciple-makers. Through relational discipleship and intentional leadership development, you will raise up leaders who help young people move from attending, to belonging, to influencing their world for Jesus. You will ensure that ministries are healthy, aligned with Bethany's mission and discipleship pathways, and effectively supported administratively and pastorally.

Key Responsibilities

Refine the Message

- Cultivate a personal life with Jesus that is rooted in prayer, Scripture, and spiritual rhythms.
- Champion a clear, compelling, and consistent message that helps youth and young adults understand and live out the life and message of Jesus.
- Design and lead engaging, transformative experiences that are culturally relevant and spiritually impactful.



BETHANY

community church

- Create environments and resources that help young people build sustainable habits of following Jesus in everyday life.
- Align teaching, gatherings, and rhythms with Bethany's vision, values, and teaching strategy.
- Develop and empower a diverse team of communicators and leaders who model these practices and can effectively share and embody this message.

Elevate Community & Connection

- Ensure intentional and effective transitions by creating clear pathways that help children move from Kids Ministry to Youth and into Young Adults; so that no one is lost between environments and each stage builds toward lasting faith and belonging.
- Build environments where everyone belongs without restrictions; creating spaces where the next generation are known, valued, and disciplined.
- Develop systems that move students and young adults from first connection into finding a meaningful community.
- Recruit, train, and care for leaders who facilitate small groups and relational connections.
- Equip leaders to model and facilitate spiritual rhythms that lead to lasting transformation, not just participation.
- Ensure intentional follow-up, pastoral care, and ongoing engagement.
- Leverage digital tools to strengthen communication, connection, and discipleship beyond in-person gatherings.

Engage Every Parent

- Partner with parents and guardians as key influencers in the spiritual formation of their children.
- Create opportunities and resources that equip parents to lead and support their students with confidence.
- Communicate consistently and meaningfully to keep families informed, encouraged, and connected.
- Champion a family-centered approach to discipleship and spiritual formation within our broader church community.

Influence Mission

- Inspire and equip youth and young adults to live on mission in their everyday lives.
- Create clear pathways for serving, outreach, and local/global engagement.



BETHANY

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- Develop students and young adults as active contributors and leaders within the church.
- Equip leaders to multiply spiritual practices and disciple others effectively.
- Partner with community organizations to broaden impact and cultivate a heart for service and justice.
- Foster a culture where spiritual formation is not assumed, but intentionally practiced, shared, and multiplied.

Align Leaders

- Build and unify a strong leadership culture centered on shared vision, values, and language.
- Recruit, develop, and coach leaders to build healthy, sustainable, and multiplying teams.
- Equip leaders to model spiritual practices and disciple others in rhythm with their faith.
- Collaborate with Bethany staff and ministry leaders to ensure alignment and integration across the church.
- Champion the value of next-generation and family ministry throughout Bethany.
- Steward resources wisely, including budget, systems, and ministry environments, to support long-term effectiveness.
- Ensure all leaders consistently follow Bethany's Plan to Prevent Abuse policies by maintaining clear standards, providing ongoing training, and fostering a culture of safety, accountability, and trust in every environment.

Qualifications

- A committed follower of Jesus with a heart for discipleship and pastoral leadership.
- Strong ability to teach and communicate effectively in both small and large group settings.
- Proven experience recruiting, training, and leading volunteers.
- Demonstrated mentoring and coaching ability.
- Strong organizational and administrative skills.
- Understanding of adult discipleship practices and group dynamics.
- Ability to manage conflict with wisdom and grace.
- Proficiency with technology and database systems.
- Alignment with Bethany's Mission, Goals, Theology, and Values.

Education & Experience

- Minimum two years of ministry leadership experience (paid or volunteer).
- Experience in teaching or preaching is required.



BETHANY

community church

- Post-secondary education in Theology, Leadership, Pastoral Care, or a related field is an asset.
- Willing to work towards EMCC credentialing.

Competencies

The Pastor of Youth and Young Adults will demonstrate:

- Spiritual maturity and theological alignment.
- Strong planning and organizational ability.
- Clear and compelling communication skills.
- Pastoral compassion and emotional intelligence.
- Conflict management and critical thinking..
- Ability to build and sustain healthy volunteer teams.
- Faithful personal spiritual disciplines.

Character & Culture Fit

The Pastor of Youth and Young Adults will:

- Model servant leadership.
- Maintain confidentiality and act with integrity.
- Demonstrate ongoing spiritual and professional growth.
- Champion Bethany's mission, values, and discipleship culture.
- Contribute positively to the overall health and sustainability of the church.