

Ministry Title – Pastor of Youth Ministry

Our Vision - We are a community of grace being transformed by Jesus and serving others with His love.

Position Summary – This individual will oversee a growing youth ministry at Bethel Church. They will provide pastoral leadership and care for the discipleship and spiritual formation of teenagers through the development of personal relationships, a youth program, and the equipping of our youth leadership team. We also want this individual to provide spiritual resources, support, and shepherding to youth parents in their primary role of spiritual influence in the lives of their children. This position gives opportunity to explore new ways to reach students in our local community and to shepherd teenagers toward service and ministry opportunities in our church, camps, and neighborhoods. The Pastor of Youth Ministry will be given responsibility to bring pastoral care and support to students and families who are walking through difficult situations and challenges by providing Biblical counsel and sincere compassion. This role places an emphasis on equipping others for ministry, including the oversight and development of our volunteer youth leadership team.

Accountable To – Bethel Church Council

Reports To – Lead Pastor

How Position Acquired – Vote of approval from Bethel Church membership.

Hours/ Schedule – This is a full-time, salaried position. The expectation would be that this person would work 40-50 hours/ week (including some evenings and weekends).

Qualifications – This Pastoral Ministry role requires a great fit between this individual, the Lead Pastor, our staff team, and our congregation. We will specifically be looking at areas of Character, Competence and Chemistry in applicants for this position.

Character:

- Spiritually mature, growing relationship with Christ,
- Passionate about youth ministry, committed to the discipleship of teenagers.
- Teachable, willing to accept feedback, committed to growth and development, humble.
- Hard-working, self-motivated, responsible.
- Able to work as part of a team, including others in decision-making.

Competence:

- Clear calling toward youth ministry and service.
- Previous pastoral experience is an asset.

- Bachelor's and/ or Master's degree in a ministry related field of study is preferred.
- Strong gifts in developing relationships, connecting with teenagers, leading a volunteer team of youth leaders.
- Leadership skills and abilities that transfer well to leading a large group of teenagers and our youth leadership team.
- Vision and direction as the youth ministry grows and adapts to future changes.
- Proven abilities in administration and organization (detail-oriented).
- Excellent communication skills.
- Ability with technology (sound, video, computer, etc.).
- Ability to relate to the unchurched and a heart to serve our surrounding community.
- Kind and gracious demeanor, especially to those who are facing difficulty and challenge.
- Strong knowledge of Scripture and an ability to clearly communicate Biblical insights, truth, and guidance to the next generation.

Chemistry:

- Team-oriented (not a lone ranger).
- Passion for the church and a commitment to our vision.
- Ability to work in close relationship with the lead pastor, our staff team, and with volunteer youth leaders.
- Ability to relate well to multiple generations in our church (from teens to seniors).
- Genuine appreciation for a rural/ small-town culture, lifestyle, and values.
- Agreement with the doctrinal positions of the Evangelical Missionary Church of Canada (EMCC).

Role Description -

Youth Ministry (75%)

- Oversee the spiritual discipleship of youth at Bethel Church, as they discover and understand their identity and purpose through a personal relationship with Jesus Christ.
- Lead and equip a youth ministry team who will serve the youth of Bethel Church and surrounding community.
- Build personal relationships with youth that will lead toward their spiritual formation and growth.
- Plan and oversee regular youth events, in partnership with the volunteer youth ministry team. This could include our regular Friday night youth night, small groups, retreats, special events, serving opportunities, etc.
- Support and equip parents as the primary spiritual influence in the lives of youth.
- Reach beyond our church to the unchurched youth in our surrounding community with intentional and strategic initiatives.
- Partner with other local ministries and churches that focus on the discipleship of youth/ teens, helping teens discover their spiritual gifts and places to serve others.
- Connect with the grade 6 students as they prepare to transition into our youth ministry, and also support our grade 12 grads as they transition into our young adult ministry or other endeavors.
- Be an example of Christ through your relationships, words, conduct, obedience, and growth.
- Explore annual opportunities for special events (retreats, trips, serving opportunities) that may expose teens to cross-cultural ministry or other experiences outside of our regular context.

- Intentionally connect the youth with other generations in our church body; foster an appreciation for the multi-generational church community.
- Be aware and informed of culture and trends among youth with the purpose of being able to speak the Gospel contextually into their lives.
- Offer pastoral care and support to youth and their families who are facing unique challenges and difficulties (ex. physical health, mental health, grief, bullying, etc.).
- Create and manage an annual budget for youth ministry.

Other Ministry (15%)

- We are willing to explore other areas of ministry at Bethel Church with a successful candidate. If there are areas of ministry they want to grow in, then we want to support them by providing opportunities. Our goal is to assess the ministry needs of our congregation, and then look for ways to align those needs with the gifting/ calling of this person.
*As the Youth Ministry grows, then the percentage of time needed in this ministry may limit these other areas of ministry, but we recognize that this individual will bring other ministry interests and gifts that would be fruitful for them and for our congregation.

Administration and Other Duties (10%)

- Timely response to calls, texts, and emails (within 24 hours, unless it's a regular day off)
- Attend staff meetings (unless absence is approved by lead pastor)
- Submit a monthly report to Council
- Attend Ministry Leaders meetings (or delegate someone to attend on behalf of youth ministry)
- Participate in local ministerial groups
- Involvement and participation with EMCC events, as appropriate
- Other ministries and activities as agreed with the lead pastor

Professional Development – Professional Development is expected for this pastoral role, as discussed and agreed with the lead pastor. This could include additional courses, workshops, and studies in the areas of youth ministry, spiritual leadership, preaching, communication, youth culture, or other relevant places of focus.

Evaluation and Review – This position requires a close working relationship with the lead pastor, which includes regular meetings and updates where areas of ministry focus can be discussed and evaluation/ feedback can be offered. The Bethel Church Elders will conduct an annual review of all pastoral staff.

Compensation – The salary for this individual will be determined by annual EMCC guidelines and is based on factors like: years of ministry service, education, church size, etc. Holiday time will also be determined according to EMCC guidelines.

Start Date – This position can begin as early as the spring or summer of 2026 (there will be an interview process with a potential candidate, as well as a process with our church membership to prepare for this hiring).