

POSITION TITLE: Youth Pastor

HOURS: Full-time; 40 hours per week

REPORTS TO: Executive Pastor

PURPOSE

To provide leadership and pastoral care to Hillcrest Youth Ministries (Junior High and High School), creating environments where students encounter Jesus, grow as disciples, and live out their faith in everyday life.

This role contributes directly to Hillcrest's mission: to make disciples of people in Southern Alberta, helping them to know Jesus and follow Jesus.

ABOUT HILLCREST YOUTH MINISTRIES

Hillcrest Church has a thriving and growing youth ministry, with over 200 students actively connected to the ministry and 100+ gathering weekly. We are committed to creating environments where students encounter Jesus, build authentic community, and develop a faith that lasts.

We are seeking a **second full-time Youth Pastor** to join our team—someone who is not only passionate about students, but who is called to build, develop, and multiply ministry. This individual will play a key role in expanding our reach, strengthening discipleship pathways, and raising up the next generation of leaders.

We believe there is significant opportunity to grow both the depth and reach of this ministry in the years ahead.

TEAM STRUCTURE

This role will work in close partnership with the current Youth Pastor, sharing leadership responsibilities with clearly defined areas of ownership, while bringing complementary strengths to the team. A strong emphasis is placed on unity, communication, and shared ownership of the ministry.

SUCCESS IN THIS ROLE LOOKS LIKE

- A growing and spiritually engaged youth ministry where students are taking intentional steps toward Jesus
 - Clear discipleship pathways that help students move from belonging → believing → serving
 - Strong, multiplying volunteer teams who are equipped, supported, and developed into leaders
 - Ongoing expansion of ministry environments, outreach, and gospel influence within the church and surrounding community
 - Meaningful engagement with students during key life-stage transitions (Grade 6 → Junior High → High School → Young Adults)
 - Clear alignment with Hillcrest's vision, mission, values, and drivers
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KEY RESPONSIBILITIES

MINISTRY LEADERSHIP

- Help lead and develop Tuesday night youth events, sharing the preaching responsibility with the Youth Pastor (typically 1–2 times per month) while contributing biblical teaching that leads to transformation
- Help lead and develop Friday night activities and outreach events
- Staff the Youth Room on Sundays

DISCIPLESHIP & SPIRITUAL FORMATION

- Build intentional relationships with students, helping them grow in their relationship with Jesus
- Create environments that emphasize prayer, Scripture, and spiritual growth
- Help students take next steps in faith, including salvation, baptism, and ongoing discipleship

TEAM & LEADERSHIP DEVELOPMENT

- Recruit, train, and care for volunteers
- Identify and develop emerging leaders within the youth ministry
- Invest in leaders by moving them from serving → leading → coaching

COMMUNICATION & COORDINATION

- Communicate effectively with students, parents, and leaders
- Help plan and execute retreats, events, and ministry initiatives
- Coordinate ministry efforts in alignment with the broader church calendar and strategy

CHURCH-WIDE CONTRIBUTION

- Participate in worship services (service pastor roles, baptisms, etc.) as scheduled
 - Engage in staff and pastors' meetings and contribute to broader church leadership discussions
 - Participate in church-wide events and initiatives
 - From time to time, contribute to short-term, church-wide initiatives as assigned by the Lead Team in support of Hillcrest's overall ministry.
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WHO YOU ARE

- A growing and authentic relationship with Jesus Christ
 - A builder—motivated to grow, expand, and develop ministry rather than simply maintain it
 - Passionate about making disciples, not just running programs
 - A self-starter who takes initiative and follows through
 - A team player who thrives in shared leadership
 - Emotionally healthy and relationally wise
 - Teachable, adaptable, and eager to grow
 - Burdened to see students come to know and follow Jesus
 - Able to think strategically and execute effectively
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QUALIFICATIONS

- Strong people skills; able to build and lead teams
 - Relational and engaging with students and families
 - Effective communicator, especially with youth
 - Experience in leading teams and speaking to large groups of teens
 - Preferably a bachelor's degree or higher with a youth ministry emphasis
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POSITION REQUIREMENTS

- Willing to become a member of Hillcrest Church
 - Willing to become credentialed with the Evangelical Missionary Church of Canada (EMCC)
 - Agreement with the EMCC Articles of Faith and the Vision, Mission, Values and Drivers of Hillcrest Church
 - Candidates from other denominations or para-church ministries are welcome to apply
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SCHEDULE EXPECTATIONS

This role requires a five-day work week with a flexible schedule, including regular evening and weekend availability (Tuesday youth nights, Friday activities, and Sunday involvement as scheduled). Days off will be arranged flexibly in coordination with ministry events.

COMPENSATION

Salary and benefits reflect experience and qualifications.

HOW TO APPLY

If you sense a calling to invest in the next generation and help build a growing, disciple-making youth ministry—and want to be part of what God is doing at Hillcrest—we would love to hear from you.

Please submit your resume and cover letter to michaeld@hillcrestchurch.net