Job Title: Youth Pastor
Status: Full Time
Supervisor Title: Senior Pastor
Date Prepared/Revised: October 1, 2016

Job Summary

The Youth Pastor facilitates the discipleship and leadership development of students ages 13-19. In partnership with parents, teachers, and ministry leaders, the youth pastor organizes programs, ministries, religious education, and mentoring for the church, school, home, and event settings.

Summary of essential job functions

• **Discipleship:** Strategically coordinate discipleship of Arlington Seventh-day Adventist Church teens through event planning, religious education, faith-building relationships, missional and ministry processing.

• **Leadership Development:** Empower students, volunteers, and student families in ministry involvement by fostering leadership skill sets, organizational abilities, and team-building relationships. Instill a mission and vision into the youth ministry culture that inspires, motivates, and holds leaders accountable.

• **Intergenerational Engagement:** Develop belonging and inclusion through intentional mentoring while giving focus to constructive, healthy relationships between generations. Integrate students into the very life blood of the church.

• **Campus Ministry:** Equip students, faculty, and staff to engage in ministry, outreach, and service through the school setting, including private school and public school settings.

• **Family Support:** Provide training and resourcing for parents, custodians, and extended family in the nurture and discipleship of teenagers. Collaborate with supportive agents such as clinicians, educators, tutors, and mentors to bolster the constructive adult influence in the lives of students and their families.
Minimum requirements:

- Graduate degree in related field is preferred, bachelor’s degree is the minimum.
- Relationship expertise with teenagers and their families, a genuine love for working with students in the midst of adolescence. Competencies in codes of conduct with youth, adults, and family systems.
- Professional experience in youth ministry context, lay/volunteer experience is minimum. Passion and high energy germane to working with teenagers and their families is required.
- Organizational and team management skills, with abilities to recruit, empower, and nurture volunteers.
- Leadership skill set enabling one to work not only with students, but also with adults; fostering inspiration, motivation, solution-finding, and teamwork.
- Credentialed Seventh-day Adventist minister in good and regular standing.
- A deep heartfelt love for Jesus Christ as the center of Adventist faith. Faith maturity incumbent to serving in ministry, with a moral compass to navigate the ethical, Biblical, and societal facets of working with teenagers and their families.

Confidentiality

The church requires that a strict code of confidentiality of information be maintained. Employees are prohibited from storing or divulging information outside the church (either in written or electronic form) about any matter of the church’s business.

Core Competencies

- **Organizing**: Can gather and organize resources to get things done; can orchestrate multiple activities at once to accomplish a goal; can use resources effectively and efficiently.
- **Planning**: Accurately assesses the length and difficulty of a project; sets objectives and goals; breaks down work into process steps; develops schedules and task/people assignments; anticipates and adjusts for problems and roadblocks, measures performance against goals; evaluates results.
- **Manages vision and purpose**: Articulates and supports the vision and mission of the Arlington Seventh-day Adventist Church; communicates a compelling and inspired vision for ministry; talks beyond the here and now to a larger sense of purpose; creates a compelling vision of possibility, hope and optimism; helps others to own the vision.
- **Team building**: Demonstrates interest, skill, and success in team environments; places group goals ahead of personal agendas; offers self as a resource to the other members of the team; shares credit for success with others.
• **Develops volunteers:** Is able to identify raw talent and recruit capable people into positions of responsibility; provides challenging and stretching tasks and assignments for others to do; delegates appropriately; builds people up; maintains open and active dialogue with volunteers; communicates expectations clearly and holds people accountable.

• **Managing conflicts:** Deals with problems quickly and directly; steps up to conflicts, seeing them as opportunities; reads situations quickly; focuses when listening; settles disputes collaboratively and equitably; finds common ground and gets cooperation.

• **Interpersonal relationships:** Relates well to all kinds of people, inside and outside the congregations; builds appropriate rapport; builds effective and constructive relationships; uses diplomacy and tact.

• **Personnel:** Is good at establishing clear expectations and setting clear direction; sets stretching objectives; distributes the workload appropriately; provides regular and ongoing feedback about performance; proactively deals with substandard performance; engages disciplinary processes in a timely manner.

• **Trust and integrity:** Is widely trusted; seen as direct and truthful; keeps confidences; admits mistakes; adheres to an appropriate and effective set of core values during good and bad times; acts in line with those values; practices what he or she preaches.

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**Disclaimer**

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.
Composite of Desired Youth Pastor Characteristics
as articulated by parents and students [subjective, qualitative data]

- Enthusiastic
- Passionate for youth ministry
- Relatable/approachable
- Organized, follows through, communicates with parents
- Musically inclined
- Experience with youth ministry
- Culturally relevant
- Visionary/committed to making youth ministry better
- Willing to be progressive and talk biblically about contemporary issues
- Creative and open to new ideas
- Teacher’s heart with discussion based presentations/conversations
- Accessible/good listener
- Willing to empower youth to do ministry/plans activities to help students grow

Parents Only Responses
- Tech savvy/social media savvy
- Prioritize youth ministry over their ministry
- MDiv
- Bilingual
- Mentor: Willing to guide and walk alongside the youth
- If married, spouse is supportive of ministry

Student Only Responses
- Servant leader
- Young (30 or below)/young at heart
- Sense of humor
- Outreach focused
- Sees values in student’s opinions and respects them
- Connections to other ministries, speakers, artists (i.e. Praisefest)
- Stretches students thinking
- Contemporary dress
- Committed to God 1st and foremost
- Grounded in their beliefs but not judgments
- Confident in their study of the Bible