Job Description

|  |  |
| --- | --- |
| Employee’s Name: |  |
| Job Title: | Youth Pastor |
| Reports To: | Nathan Kemper, Lead Pastor |
| Secondary Accountability: |  |
| Department / Ministry: | Student Ministries |
| Exempt Status: | Exempt |
| Position Type: | Full-time, At Will |
| Employee Category: | Pastor |
| Number of Hours per Week: | Average 45 hours per week, seasonally increased hours/week |
| Purpose: |
| Nowthen Alliance Church exists to honor God by equipping people to find life and faith in Christ. This role will uniquely focus on how we are doing that for our students in junior and senior high. |
| Required Qualifications: |
| Knowledge/Skills/Abilities* Growing relationship with Jesus Christ evidenced by actions, attitudes, and behavior.
* Fully embrace the vision, values, and statement of faith of Nowthen Alliance Church.
* Able to work within a complex organizational structure involving paid staff, volunteers, Board of Elders, and ministry teams.
* A passion for students’ spiritual growth, equipping them to find life and faith in Christ.
* Able to recruit, train, and lead ministry volunteers.
* Ability and desire to partner with parents for their kid’s benefit
* Strong relational abilities specifically with students, both individually and in groups.
* Demonstrated ability to design and execute programming appropriate for students.
* Skilled speaker/teacher of Biblical truth.
* Communication skills both written and oral.
 |
| Preferred Qualifications:  |
| Education: * Bachelor’s degree and/or related training in ministry.

Experience: * 2 years of experience leading youth and volunteers in a ministry setting.
 |
| Essential Responsibilities: |
| Plan and implement the ministry for students:* Shepherd the youth ministry by caring for the needs and concerns of the students and volunteers.
* Recruit, train, and lead volunteers to equip youth to find life and faith in Christ.
* Communicate well with parents and equip them appropriately
* Vision, strategize, develop, and execute programs that aim at the following:
* Personal and corporate spiritual and social growth
* Provide opportunity and encouragement for outreach and missions
* Connecting students to each other through small groups
* Encouraging students towards actively serving
* Encouraging the development of generous habits
* Student leadership development
* Incorporate youth into the life of the church

Staff Leadership:* Work with the children’s director to coordinate the birth - senior high ministries.
* Attend the weekly Staff Meeting.
* Support the overall ministry of Nowthen Alliance by participating in outreach events, weekend worship, and other all-church experiences.

  |
| Physical Demands: |
| While performing the duties of the job, the employee will frequently be required to manage tight deadlines, concentrate over extended periods of time, sit, speak, and use hands and operate equipment, to talk and listen while interfacing with staff, students and members of the congregation. Further, the person must possess the ability to perform the above in-person or through email or phone conversations, be able to read documents. The employee may be required to stand, move about, stoop, and /or walk for extended periods of time, push/pull, reach, and carry a maximum of 50 lbs. The employee may also be required to work activities of a seasonal/cyclical nature, manage interruptions to work flow, and call-in on short notice and close the work office.  |
| Work Environment: |
| Generally inside, with events and retreats sometimes outside. Noise level is quiet to moderate when prepping, but can be moderate to loud during events and programs. Some day/night travel may be required. |
| Approved By |  |
| Lead Pastor: |  | Date: |  |
| Employee: |  | Date: |  |

This description is intended to describe the general content and requirements for the performance of this position.

It is not to be construed as an exhaustive statement of duties, responsibilities, or requirements.