



Hope Church Montgomery exists to multiply hope in Montgomery and beyond by multiplying disciples and multiplying churches. This mission informs everything we as individuals and as a church. Our one measure of success boils down to our core mission to make and multiply disciples, just like the great commission demands.

Position: Youth Pastor

Direct Report: The Youth Pastor reports directly to the Lead Pastor.

Schedule: This is a **FULL-TIME** paid staff position.

Purpose of Position: The Youth Pastor will shepherd youth ages 6th through 12th grade as well as their families. He will lead, in conjunction with the lead pastor and the discipleship pastor, in the multiplication of disciples among this age group.

Ministry Responsibilities:

- Uphold the vision of Hope Church: to multiply hope in Montgomery and beyond through multiplying disciples and churches.
- Create and execute a long-term church-aligned vision for Hope Church's youth ministry.
- Lead and organize effective youth programs implementing fellowship, worship, biblical teaching, discipleship, and evangelism, as well as ministry and mission opportunities.
- Recruit, train and shepherd volunteers with diverse gifts and personalities.
- Invest and engage relationally with youth on their turf.
- Seek to integrate youth ministry into all phases of church life to create a culture that is intentionally intergenerational, striving to unite with and complement other church ministries.
- Support Hope Church parents in effectively fulfilling their Christian parenting roles as lead disciplers in their homes, in concert with other pastoral staff.
- Provide biblical counseling and spiritual direction to team leaders and students on an individual basis as needed.
- Create fun and meaningful opportunities for all youth to connect and grow together.
- Ensure safe and healthy environments within all youth ministry experiences.
- Maintain contact with students and parents, keeping them informed of ongoing activities. Keep parents updated on ministry strategies and plans in a way that encourages partnership and involvement.
- Explore and implement outreach events to connect students and families in the local community to our church community.
- Develop annual Ministry Action Plan that will accomplish our mission and vision as a ministry as well as complement our mission and vision as a church.
- Carefully plan and manage the Youth Ministry budget

- Be a learner, continually pursuing further equipping and training pathways.
- Supervise summer interns as needed.
- Oversee college/young adult ministry for Hope
- Other duties as needed or assigned.

Knowledge and Skills:

- Excellent knowledge and understanding of the gospel and The Bible. Must be a leader of leaders and a team builder.
- At least a bachelor's degree required, with a seminary degree preferred.
- At least five years of effective ministry experience.
- Gifted and called to youth ministry, loves young people, and has a passion for evangelism and outreach, both personally and at the ministry level.
- Is an engaging teacher, with a strong biblical and theological foundation, who agrees with Hope Church's Statement of Faith.
- Organized, prepared, punctual, proactive, self-starter with a positive attitude.
- Possesses basic administrative skills, and a personal spiritual life congruent with biblical mandates for leaders (1 Timothy 3:1-7).
- Thrives within a team environment.
- Self-motivated and able to work without close supervision; flexible to changes in procedures and/or direction.
- Possesses qualities catalytic to teen ministry; for example, has a sense of humor, energetic, and authentic.
- Demonstrates a strong interpersonal and written communication skills
- Possesses strong computer skills & familiarity with social media tools and their use for ministering to youth.

General Pastoral Staff Expectations:

- A faithful follower of Jesus Christ, actively seeking a deeper relationship with Him.
- Models biblical disciple-making in their home and community.
- Faithfully stewards their time, talents, gifts, and tithe as unto the Lord.
- Exhibits a servant's and shepherd's heart for ministry to the body of Christ.
- Regularly attend a small group and D Group of Hope Church.
- Disciplined and diligent with their time, keeping a healthy balance between home and work.
- Embrace a team player mentality and intentionally works with all other staff and lay leadership to lead Hope to accomplish its mission.
- Is present at official gatherings, meetings, and outreach events unless otherwise coordinated with the lead pastor.
- Maintains confidentiality with sensitive church information.