



Pastor of Youth and Children

Job Description



Qualifications

1. Give evidence of a growing personal relationship with Jesus Christ through personal Bible study and prayer
2. Training in youth and/or children's ministry that includes at least a bachelor's in Christian ministry or equivalent ministry experience
3. Meet the biblical requirements for elder level leadership in the local church (1 Timothy 3:1-7)
4. Complete agreement with the EFCA Statement of Faith
5. Detailed knowledge of and agreement with Highland Community Church's Mission Statement and Core Values
6. A strategic leader who casts vision that inspires and equips volunteers, engages well with parents, students and children, creatively leads ministry initiatives, and can organize and oversee Highland's youth and children's ministries

Position

The Pastor of Youth and Children reports to the Senior Pastor. He will attend weekly staff meetings on Tuesday mornings and schedule a weekly one-on-one meeting with the Senior Pastor for planning, development and encouragement. The Senior Pastor will conduct an annual performance review and approve vacation day requests (no more than 4 Sundays per year).

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Responsibilities

1. Youth Ministry

- A. Recruit, train and care for a team of adult volunteers to assist with student ministry.
- B. Plan and lead Highland's weekly student ministry gathering. This gathering should be engaging and fun for students while providing gospel-centered teaching and opportunity for life-on-life small group engagement.
- C. Develop student leaders through personal mentoring, special trainings and ministry opportunities.
- D. Support student activities by having a periodic personal presence at school activities or other events in which teens participate.
- E. Provide pastoral care and first response pastoral counseling to students dealing with issues such as bullying, eating disorders, cutting, addiction, pornography, etc. Involve parents and provide parental support/coaching as appropriate.
- F. Organize and lead an annual youth missions trip. Take students to EFCA district conferences and/or other large group meetings.
- G. Organize and lead large student events or fun activities outside the regular weekly meeting (examples: lake day, overnights, Christian concert, paintball). At least one event per year should be an evangelistic outreach to students.
- H. Provide information to students and parents about all upcoming activities.
- I. Provide teaching and/or resources for parents about key issues facing students. Champion family-based discipleship.

2. Children's Ministry

- A. Provide oversight and administrative support to Sunday morning children's ministry, AWANA, and Vacation Bible School.
- B. Recruit, train, encourage and provide resources for children's ministry volunteers.
- C. Ensure that children's ministry events are staffed.
- D. Select gospel-centered curriculum for Sunday morning children's ministry that champions family-based discipleship.
- E. Lead children's ministry during second service for children in 1st-6th grade so parents can attend Rooted, Deep Discipleship or 2nd Service.
- F. Provide information to parents about all upcoming children's activities.

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- G. Provide teaching and/or resources for parents about key issues facing children.
- H. Schedule at least one large scale fun event every year for children.

3. General Pastoral Responsibilities

- A. Pursue appropriate ministry credentialing with the EFCA.
- B. Coordinate an annual ministry appreciation event for children's and youth ministry workers (this can be ministry specific).
- C. Promote children's and youth ministry during Sunday service when appropriate.
- D. Serve on the Sunday morning teaching team if asked (approximately 2 Sundays/year).
- E. Maintain strong team chemistry with the ministry staff at Highland. Agree to quickly and biblically resolve any conflicts that may arise.
- F. Be available to complete other tasks and responsibilities assigned by the Senior Pastor.
- G. Regularly attend and be involved with the ongoing ministry activities of Highland Community Church.

Duration

The Pastor of Youth and Children will continue to serve indefinitely. If the Pastor of Youth and Children chooses to resign, notice of 30 days will be given. Highland will give notice of at least 90 days in the case of staffing changes, except in the case of immorality or other emergency removal for cause.