



**OREGON CITY**  
EVANGELICAL CHURCH

## **PASTOR OF STUDENT MINISTRIES**

I REPORT TO: LEAD PASTOR

COMPENSATION: Full Time Salaried, Medical Benefits & Pension

GROUP SIZE: 60 students

Interested candidates can send resumes to: [hiring@ocec.net](mailto:hiring@ocec.net)

5 KEY JOBS OF THE YOUTH PASTOR:

### **TEACH**

The youth pastor will be the primary teacher and trainer in both youth groups, regularly developing teaching series based on topics and portions of the bible relevant to youth. It is **essential** that this person be a good communicator and willing to help students wrestle through scripture and it's implications.

### **DISCIPLE**

The goal of youth ministry is to help students grow in their faith through relationships not just programs. The youth pastor must value relationships and discipleship and help leaders be better equipped to reach out to students in meaningful ways. While it's not expected for the youth pastor to disciple most of the students themselves it will be their responsibility for developing a plan for how the students can and will be disciplined by others. The youth pastor must be relational with students and must devote some of their time to being with students regularly not just through programmed events. They should be available to students facing crisis, raising spiritual questions and be willing to directly disciple students God has laid upon their heart.

### **DEVELOP**

Our youth ministry is in a time of great change. We've done things one way for a long time and have begun to see that our methods and ministries need to change in order to continue reaching students. The reason we have one pastor overseeing both ministries is because both need a unified vision and a creative plan for how to get there. The youth pastor must be able to think creatively, outside the box and able to problem solve vs. just "running youth group" and a few events.

### **RECRUIT**

Youth ministry requires lots of volunteer help, both to make events and trips happen and also to lead and mentor students through relationships. The youth pastor will do the work of recruiting people to share the leadership of their ministry and then help equip and train them. This is a never-ending job in ministry but is why it's possible for a single pastor to lead two ministries.

### **EQUIP**

Our desire is for students to truly own their faith and to share it with others. While many students will enter our student ministries already professing a Christian faith, we know that a faith must be tested, challenged and take into account the realities of living in a post Christian world. The youth pastor must have a conviction to help students along in this process and not just accept participation in programs as a job well done.

## **YOUTH MINISTRY LIST OF DUTIES**

### VISION DEVELOPMENT AND COMMUNICATION

1. Meet weekly with the Lead Pastor to discuss and refine your vision/plans for Youth Ministry so it fits within the overall church vision. Come prepared with an agenda based on any ideas, questions or concerns you would like to discuss. Work to apply any feedback and/or action items you receive.
2. Pray and seek the Lord's will for 6<sup>th</sup>-12<sup>th</sup> grade students, with a specific focus on how to equip and empower OCEC students to reach youth both inside and outside the church.
3. Communicate your vision with conviction and creativity to staff, parents, volunteers, and most importantly to students themselves.
4. Figure out how to accomplish vision through events, trips, content, gatherings and where other leaders fit in.

### LEADERSHIP DEVELOPMENT

1. Assemble and lead a core team of leaders that will work alongside you in the development, implementation and communication of your vision and plans.
2. Manage, encourage and equip adult and student leaders to disciple and supervise youth. Always ensure that there is a safe ratio of trained, cleared adults to students; never allow un-cleared adults to lead, direct or be alone with groups of minors.
3. Work to be aware of and foster the spiritual health of your leaders.
4. Recruit and develop new leaders as needed, being mindful of the need for diversity of perspective and gifting when possible.

### PLANNING AND COMMUNICATION

1. Attend weekly staff meetings to collaborate on behalf of the larger church vision and direction; work to ensure that your ministry plans complement other ministry plans and events. Review the youth portion of the weekly bulletin to ensure that it is accurate.
2. Meet weekly with administrative assistant to ensure that administrative tasks are being taken care of and to stay organized and on top of the details of the ministry. Ensure that Planning Center is used to record ministry data effectively.
3. Meet annually with the Lead Pastor to create a workable budget for your plans.
4. Review budget reports monthly in order to operate within your budget.
5. Be the primary contact for youth ministry inquiries (responding to inquiries in a timely fashion).
6. Work with various committees when needed (trustees, finance, council, etc.)

### OVERSIGHT OF MINISTRY PROGRAMS

1. Plan and lead weekly large group gatherings for both high school and middle school ministries.
2. Organize and oversee small group ministries for each group that will also meet once a week and be led by volunteers.
3. Develop content for small groups, trips, main gatherings and any other events/times.
4. Plan and communicate a calendar of events and trips throughout the year
5. Organize events and trips with help from other volunteer leaders.
6. Develop a plan for worship in each group at the main gatherings, whether it be through a youth band, adult band, single worship leader, etc.
7. Plan for things like games and other activities that help ensure youth group is a fun inviting place.