



Youth Pastor Job Description

Introduction

The youth pastor position at Graham Emmanuel Baptist Church (GEBC) entails numerous expectations, both general and specific. Granted, it is understood by the search committee that all candidates possess strengths and weaknesses. A qualified candidate need not feel completely proficient in every expectation listed below to apply.

However, a willingness to serve faithfully within all the listed expectations, especially the **"General Expectations"**, is required. The potential youth pastor will be allowed to grow into the position as he develops his skills under the supervision of the senior pastor and the leadership of the elders, as well as through conferences, continued education, and experience.

I. General Expectations

The Youth Pastor position:

1. Functions as an elder of the church, serving on both the elder board and church board (elders, deacons, deaconesses, etc.). This includes attending elder and board meetings, producing monthly board reports, submitting to the authority of the elder board, working specifically under the supervision of the senior pastor, and being willing to serve as an elder in other areas beyond just the realm of youth ministry.
2. Serves as the pastor over middle schoolers and high schoolers, shepherding students in these age groups and providing oversight of ministries pertaining to these age groups in harmony with the philosophy of ministry of the entire church.
3. Serves under the supervision of the senior pastor, conducting ministry in submission to the senior pastor and accountability to the elder board. This being shown especially in regular, open communication with the elder board about the youth ministry.
4. Functions as an employee of the church, acting in accordance with GEBC's code of conduct including, but not limited to: keeping required work hours, faithfully submitting materials on time, and fulfilling duties requested by the senior pastor or elder chairman.

II. Specific Expectations

The youth pastor shall:

1. Organize and lead Wednesday night and Sunday morning youth services for middle school (6th-8th) and high school (9th-12th) students.
2. Provide regular, Bible-based teaching series to teens on Wednesdays and Sundays that is primarily expositional but occasionally topical when appropriate.
3. Shepherd teens, staff, and parents in appropriate settings, including small groups, one-on-one Bible studies, pre-marital counseling, and remedial counseling when necessary. This includes an attitude that is willing to be present in students' lives outside of church, such as attending sports and music events at school, being present at graduations and other ceremonies, and hospital and home visits when appropriate.
4. Organize and lead youth events throughout the calendar year, including but not limited to retreats, camps, short-term mission trips, service projects, and special events.
5. Administrate, ensuring that within the youth ministry, proper lines of communication are sent, contact records are kept, budgets are wisely spent, and files are effectively organized and distributed (permission slips, etc.).
6. Recruit, vet, train, and disciple youth staff to grow in their walks with the Lord and to disciple teenagers to do the same.
7. Be invested in the spiritual well-being of young adults at GEBC.
8. Actively communicate with parents about the discipleship of their children within GEBC's youth ministry, providing counseling, discipleship, and teaching to parents when necessary.
9. Lead youth ministry in such a way that discipless children in their journey from childhood to adulthood, building upon the teaching that occurred in GEBC's children's ministry and training them to graduate as adult men and women who walk with the Lord and worship as participating members of the local Body. This requires pastoring youth ministry in a way that sees it as a crucial part of the collective ministry of GEBC, not a separate "mini-church" unto itself.