

# Children's and Youth Pastor Job Description

## POSITION SUMMARY

Faith Fellowship Baptist Church is a growing, multicultural church family seeking a full-time Children's & Youth Pastor to provide pastoral leadership for our children and youth ministries.

The Children's & Youth Pastor is a full-time staff member of FFBC who provides oversight and leadership development, discipleship and mentorship strategies for our children and youth to grow in their faith. This position requires someone who motivates engagement, is gifted in team building and can lead with the example of being an authentic faithful follower of Jesus Christ.

The Children's & Youth Pastor participates with the church leadership in the overall administrative and planning efforts in regular meetings and Sunday services. The Children's & Youth Pastor is supervised by and works closely with the Senior Pastor. Both are directly accountable to the church leadership team, currently consisting of pastors and deacons.

This full-time position has a regular work week of 40-45 hours. Scheduling flexibility is given when the youth calendar requires availability at irregular or extended working hours. Salary, scheduled days off, vacations, opportunities for personal and professional development and other terms of employment to be discussed and confirmed during the interview process.

This position requires clear Manitoba Criminal Record & Child Abuse Registry checks.

We are seeking a recommended minimum commitment of 3 years for the position of Children's & Youth Pastor, to be evaluated on a yearly basis after an initial six-month review.

## EDUCATION AND EXPERIENCE

1. Minimum one year of formal Bible training from an approved Bible school is preferred.
2. Pastoral experience with a positive church ministry track-record and a gifting to clearly, accurately and faithfully preach and teach the Word of God.

## QUALIFICATIONS AND SKILLS

1. Spiritual Leadership
  - Clear salvation testimony, pastoral calling to this ministry, and evidence of spiritual growth
  - Deep love for the Lord Jesus, and personal commitment to daily time in prayer and the study of God's Word with growing desire for spiritual maturity
  - Genuine love for children and youth, with willingness to minister to and disciple them and their families, as well as our volunteers, and a desire to reach the unsaved for Christ
  - A servant's heart with the qualifications found in Titus 1:5-9 and 1 Timothy 3:1-7: demonstrating a spirit of hospitality, a willingness to forgive, reconcile and be humble

- Spiritual giftedness to communicate and exemplify a committed Christ-centered life to encourage children and youth in appreciating their faith, Christian friends and church faith community
  - Able to understand current cultural trends, and correctly communicate and apply biblical, gospel truth to help our teens and their parents successfully navigate our changing world
  - Able to assist in counseling youth with patience and a sense of humor, to handle sensitive issues graciously and keep a confidence
  - If married, it must be to a Godly woman who has a clear Christian salvation testimony and walks faithfully with Christ, is willing and eager to be a pastor's wife and is a regular attendee in our services and ministries (as able)
2. Administrative & Soft Skills
- Self-motivated to work independently with limited oversight
  - Creative and flexible to solve problems and meet ministry needs or changes that arise
  - Able to work well with a team, resolve conflict and teach others to do the same
  - Able to empower others and delegate appropriately, with strong organization and communication skills
  - Skill in a second language, though not required, would be an asset

## EXPECTATIONS OF DUTIES

Duties include but are not limited to the following.

1. Teach and disciple youth and volunteers in Biblical and spiritual leadership primarily through the accurate, faithful and prayerful teaching of God's Word; it would be an asset if the candidate is willing and able to be included in the regular preaching schedule.
2. Be involved in regular ministries of the church as gifted and able, including Sunday worship services, baptisms, weddings, funerals, and communion, among others.
3. Attend regularly held meetings of the church and church leadership.
4. Work with church leadership to develop and implement a vision and values for our children and youth ministries, to integrate our youth and their families into the life, service, worship and outreaches of the church body.
5. Develop and implement outreach strategies to reach and disciple the children, youth and their families throughout the year, facilitating effective events that build Christian community and Godly character and allow faith to be shared in a safe environment.
6. Recruit, train and equip the necessary leadership for children and youth programs; work with parents, adult volunteers and student leaders to find their most effective place of service based on individual giftedness and abilities.

7. Provide leadership and oversight of our adult volunteers and youth, including but not limited to training youth group leaders, one-on-one mentoring and developing short-term mission experiences both locally and globally.
8. Effectively develop, organize and promote all weekly or regular children's, youth and outreach events through all appropriate and available means.