



JUNIPER BAY
BAPTIST CHURCH

The Role: Youth Pastor – Part Time

Compensation: \$20K Annually

Reports to: Senior Pastor

About the Youth Pastor:

The Youth Pastor is responsible for the discipleship of students ages 6-18, with a focus on, middle school and high school students, and their parents. This role will lead and develop the student ministries, creating environments that foster the growth of gospel-centered, and intergenerational relationships. The Youth Pastor will ensure that all student ministries are aligned with the church's vision to lead people to meet Jesus, know Jesus, and serve Jesus.

The Youth Pastor's Responsibilities Include:

KEY RESPONSIBILITIES

As a vital leader within the pastoral team, you will work closely with the Senior Pastor to fulfill the vision of Juniper Bay. Your responsibilities include, but are not limited to:

- **Leadership & Oversight:**
 - Set a clear and inspiring vision for Students at Juniper Bay, ensuring alignment with the church's mission and values.
 - Guide and mentor the Students ministry team in building and discipling a strong volunteer leadership core that fosters the growth of high-capacity, reproducible leaders.
 - Lead the team in creating and delivering weekly and monthly activities for students that are biblically sound, culturally relevant, and highly engaging.
 - Perform additional tasks and duties as required in support of ministry goals.

- **Curriculum and Programming:**
 - Develop or select age-appropriate curriculum for student ministry that is gospel-centered.
 - Plan and execute events, retreats, and programs that engage families and promote discipleship.

- **Pastoral Care:**
 - Provide pastoral care, counseling, and support to youth.
 - Offer guidance and spiritual direction to parents navigating faith and family dynamics.
 - Officiate memorials and weddings when needs arise.

- Upon the Senior Pastor's request, teach Sunday services or Wednesday services in his absence.
- **Administration and Planning:**
 - Manage the student ministry budget, ensuring responsible stewardship of resources.
 - Regularly evaluate and report on the effectiveness of student ministries.
 - Maintain clear communication with parents, volunteers, and the wider congregation.
- **Collaboration with Church Staff:**
 - Collaborate with ministry staff to engage parents, offering opportunities and resources that support their active role in the spiritual development of their students.
 - Work closely with the Senior Pastor to ensure alignment with the overall mission and vision of the church.
 - Participate in staff meetings, church-wide events, and special initiatives as needed.
- **Facility Maintenance and Stewardship:**
 - Take initiative to check safety measures throughout the facility when needed.
 - Assist in setting up, tearing down, or reconfiguring rooms and spaces for various church-wide events, even if outside of student ministry responsibilities.

Job Scope

Leadership & Oversight:

- **Establish Vision:** Set and articulate a clear vision for the Students that align with the broader mission of Juniper Bay. This includes continually evaluating whether the ministries are achieving their goals, even during informal gatherings or events outside normal programming.
- **Recruit and Develop Volunteers:** Recruiting doesn't end after you've filled roles. Continuously observe and engage with church members, inviting them to serve in Student Ministry, even during unrelated church events. This also includes stepping in to assist volunteers during crises or offering encouragement when needed.

- **Leadership Development:** Regularly meet with volunteers to mentor and develop their leadership skills. This could mean impromptu conversations, addressing concerns, or even inviting volunteers to help make decisions, like selecting curriculum or event planning.
- **Adapt to Last-Minute Changes:** Be ready to modify lesson plans, reassign volunteers, or troubleshoot logistical challenges as they arise. Whether it's filling in for a missing leader, managing technology issues, or adjusting to unexpected attendance, flexibility is key to maintaining program excellence.
- **Remain Calm Under Pressure:** Lead by example in moments of unpredictability, ensuring that the program continues to run smoothly and that all needs—spiritual, logistical, or relational—are addressed with grace and professionalism.

- **Curriculum and Program Development:**
 - **Create Engaging and Biblically Accurate Content:** Develop curriculum and activities that are both engaging and biblically sound for various age groups. Ensure that each program is culturally relevant, age-appropriate, and fosters spiritual growth.
 - **Oversee Preparation and Execution:** Take responsibility for gathering all necessary supplies, organizing materials, and preparing classroom environments to support effective teaching and learning.
 - **Special Events:** Plan and execute events that include outreach to the broader community. You may need to take on additional responsibilities like setting up, cleaning, or even leading impromptu activities if a volunteer doesn't show up.

Pastoral Care:

- **Be available** to respond to pastoral care from individuals seeking guidance, prayer, or counseling.
- **Meeting Visitors:** Greet and meet with individuals who come to the church, offering spiritual care, answering questions, or providing referrals to church resources.
- **Hospital Visits:** Conduct hospital visits as needed, offering prayer and pastoral care to students and kids who are ill or facing surgery or crisis. You may also be asked to provide support to families during difficult times.
- **Weekend On-Call:** Be available on assigned weekends for any urgent pastoral needs, including crisis situations, requests for spiritual counsel, or attending to emergencies within the congregation as requested by the Senior Pastor.
- **Memorials:** Officiate and/or administrate memorial services when needs arise.

- **Weddings:** Officiate and/or administrate weddings when needs arise.

What You Bring:

The following describes the characteristics of the ideal candidate for the Youth Pastor:

Qualifications:

Must be aligned with the Mission, Vision and Leadership model at Juniper Bay Baptist Church.

- 2-5+ years of experience working in student ministry.
- Experience leading volunteer teams.
- Education from Southern Baptist school with biblical/student ministry focus preferred.
- Previously ordained or plans to request ordination by a Southern Baptist Church
- Able to lead and influence people to collectively meet deadlines while managing multiple projects.
- Strong influencing, communication, and presentation skills.
- Able to work collaboratively with other ministry teams to support the ministry of Juniper Bay.
- Must be a proactive self-starter, creative problem solver and team player.
- Understanding of confidentiality and proper care of personal information.
- Knowledge of computer applications such as Word, Excel, PowerPoint, etc.
- Physical requirements: Constant periods of sitting and repetitive motions. Occasionally able to lift or move up to 20lbs and standing or walking.

Weekly Schedule: The Youth Pastor should be on campus for the following hours.

Sunday: AM Service Sunday School and Worship Service 9AM – 1PM;

PM Service Student Ministry Gathering 5PM – 8PM

Wednesday: Student Ministry Gathering 5PM – 8PM