

Youth Minister
Job Description

GOALS OF THE YOUTH MINISTRY

1. Sharing Christ with lost and unchurched youth, leading them to Church membership, helping them to grow spiritually, and providing opportunities for their Christian ministry.
2. Growth numerically and spiritually, with an expansion of the ministries offered.
3. Counsel of youth related to their spiritual life, college choice, vocation selection, life-mate, social and family relationships, etc.
4. A strong foundation in the Christian faith and in Southern Baptist doctrine.
5. Ministerial support for staff, program directors, and church committees.

DUTIES IN YOUTH MINISTRY

1. Plan, direct, conduct, and evaluate a comprehensive youth ministry taking into consideration the spiritual, physical, recreational, social and psychological development of youth. Direct the teaching programs of the youth division (Sunday School, Mission Organizations, Discipleship Training) in cooperation with the appropriate directors.
2. Relate the youth to the overall life of the church and the church to the needs of its youth. Lead youth to recognize the call of God in their life relating to vocation. Strive to enlist the youth in worship, Bible study, prayer, and other Christian exercise.
3. Avail youth to special programs of spiritual growth and fellowship such as mission activities, camps, retreats, meetings, DiscipleNow weekends, banquets, and dramas.
4. Promote a regular program of visitation for the youth in cooperation with the overall church program of outreach. Train youth in outreach and evangelism. Visit middle school and high school campuses for personal contact with students at school approved times. Maintain one-to-one contact with individual youth in all phases of the work, with emphasis on visits in home with young people and their parents.
5. Study and recommend changes in the youth ministry as needed for organization, space use, equipment and furnishing needs, policies and procedures, materials, programs, curriculum, education methods, etc. Seek to improve personal skills and abilities through training.
6. Work with the Nominating Committee to enlist and train adult workers. Motivate, instruct, and coordinate the activities of adult workers. Plan with adult workers a program for leading youth to salvation and nurture them in Christian development. Insure that adequate adult sponsors are present for all youth programs and activities (according to the type of activity and size of the group).
7. Prepare an annual budget for youth ministry needs and administer the approved budget according to church policy.

DUTIES IN OTHER MINISTRY AREAS

1. Obtain a Commercial Driver's License to operate all church vehicles.
2. Encourage and provide support for collegiate ministry.
3. Participate in the Worship Services as directed by the Pastor.
4. Serve as a member of the church council representing the youth ministry and coordinating with other church ministries.
5. Attend staff meetings and participate in the staff visitation program to prospective members, potential leaders, hospital, and crisis visitation. Consult with and support the ministries of other staff members. Perform other duties as assigned by the Pastor.
6. Cooperate with denominational and other Christian leaders in promoting activities of mutual interest.

YOUTH MINISTER QUALIFICATIONS & ACCOUNTABILITY

1. Spiritually ó Must maintain personal devotions and be a personal soul-winner. Must profess a vocational calling to youth ministry.
2. Ethically ó Maintain a high moral and ethical lifestyle. Is expected to maintain integrity beyond reproach. May not court or date any youth. Should have a safe driving record and be insurable on church policies.
3. Financially ó Youth Minister is expected to tithe, keep their personal financial obligations current, and otherwise show financial responsibility. Must be able to keep complete and accurate records for youth fundraisers and/or payments for youth activities. The Church Secretary/Treasurer shall deposit all monies in church accounts.
4. Organizationally ó The Youth Minister reports directly to the pastor. Maintain open communications in planning and directing through frequent meetings of the Youth Committee, Church Council, and Staff Meetings. Will be evaluated at least annually by the Personnel Committee.
5. Educationally ó Preference will be given to a college graduate, although candidates will be evaluated on the entirety of their qualifications. The youth minister is expected to improve personal skills and abilities through continued training.

HOURS

1. The position will be considered full-time.
2. Hours worked shall vary from week to week according to activities. Work plans and schedule will be made in consultation with church staff under direction of the pastor.

COMPENSATION

1. The total annual compensation will be \$30,000. Compensation can be allocated between salary and benefits according to "Personnel Policies" and Youth Minister's wishes.
2. Salary will be paid semi-monthly. The church will pay the employer's portion of social security taxes. Other tax obligations will be deducted from payroll checks subject to IRS guidelines.
3. Vacation will accrue at the rate indicated for full-time employees in "Personnel Policies."
4. Hospitalization insurance can be provided within benefits.
5. One-Tenth of salary will be allocated to retirement.
6. Housing allowance can be allocated if Youth Minister is licensed or ordained.
7. Any expense reimbursement will be included as benefits.