

## **Job Title: Associate Pastor of Youth and Family Ministries**

**Reports to:** Lead Pastor

**Position Type:** Full-Time

**Compensation:** Commensurate with experience and qualifications

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### **Position Summary:**

The Associate Pastor of Youth and Family Ministries is responsible for leading and overseeing a comprehensive, gospel-centered ministry to students (grades 6–12), children (birth through 5th grade), and their families. This leader will cultivate environments of discipleship, equip and empower volunteers and parents, and build bridges to the broader Midland community. The goal is to foster lifelong faith in Christ by nurturing spiritual formation at every stage of development.

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### **Core Responsibilities:**

#### **1. Youth Ministry Leadership (Grades 6–12):**

- Cast and implement a vision for student ministry aligned with the church's mission.
- Lead and equip volunteers to lead weekly student gatherings (e.g., Sunday mornings, Wednesday nights).
- Teach and model biblical truth in culturally relevant and theologically sound ways.
- Recruit, equip, and shepherd volunteer leaders and small group mentors.
- Develop a discipleship strategy that integrates evangelism, biblical literacy, spiritual formation, service, and leadership opportunities.
- Organize outreach events, retreats, mission trips, and service projects.
- Foster an environment that supports students in owning their faith and engaging their world.
- Integration of youth into other ministries within the church.

#### **2. Family & Children's Ministry Oversight (Birth – 5th Grade):**

- Provide leadership and support to the Children's Ministry.
- Oversee the Children's Director and support staff for Children's and Youth ministry.
- Ensure curriculum, programming, and strategy across age groups are cohesive and developmentally appropriate.
- Oversee safety and security procedures, background checks, and training for all volunteers.
- Equip parents to grow as the primary spiritual leaders of their children through resources, events, and training.

#### **3. Volunteer Development & Leadership:**

- Develop and implement a volunteer staffing plan.
- Build and sustain healthy teams of volunteers across youth and family ministries.
- Provide regular training, evaluation, encouragement, and discipleship for volunteers.

- Recognize and celebrate volunteers' contributions and growth.

#### **4. Parent Partnership:**

- Create regular channels of communication with parents.
- Offer coaching, workshops, and tools that help parents disciple their children at home, support the spiritual development of youth, and provide guidance in navigating challenges faced by children and youth of various ages.
- Encourage and facilitate intergenerational connection and support within the church body.

#### **5. Community Engagement & Evangelism:**

- Build bridges to local schools, neighborhoods, and youth organizations.
- Represent the church in the community through presence at key events.
- Encourage students to see themselves as missionaries in their spheres of influence.

#### **6. General Pastoral Duties:**

- Participate in pastoral care and shepherding of the broader church body.
  - Occasionally preach and assist in Sunday services as needed.
  - Contribute to staff meetings and strategic planning for church-wide ministry goals.
  - Pursue ongoing personal spiritual growth and ministry development.
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### **Qualifications:**

#### **Spiritual & Personal:**

- A mature, growing, and vibrant relationship with Jesus Christ.
- A life of integrity that meets the biblical qualifications of a church leader (1 Timothy 3; Titus 1).
- A clear call to ministry, particularly to youth, children, and families.
- Teachable, humble, and passionate about the next generation.
- Emotionally intelligent and relational.
- Agreement with the church's Statement of Faith and Core Values.

#### **Educational & Professional:**

- A seminary degree, with a minimum 2 years of experience in youth or family ministry leadership or in a broader pastoral role.
- Or a bachelor's degree with a minimum 5 years of experience in youth or family ministry leadership or in a broader pastoral role.

#### **Skills & Competencies:**

- Strong biblical teaching and communication abilities.
- Demonstrated leadership in creating a vision, setting a strategy, and aligning others to achieve goals.
- Proven ability to build and lead teams and develop and shepherd volunteers.

- Competent in planning and managing events and budgets.
  - Skilled in apologetics relevant to youth culture
  - Organized, self-motivated, and capable of managing multiple priorities.
  - Collaborative team player with leadership and administrative acumen.
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**Relationships & Accountability:**

- Reports directly to the Lead Pastor.
- Oversees children's and youth ministry staff and volunteers.
- Works collaboratively with other ministry leaders and the elders.
- Accountable to the elders.