



Youth Pastor

Job Description

Date: Feb. 1, 2025

SUMMARY: The Youth Pastor (YP) will oversee the Children’s and Youth ministry strategy of Immanuel Baptist Church (IBC) under the direction of the Senior Pastor, and in participation with it’s leadership teams in our mutual commitment to Jesus Christ and to achieve our shared vision:

Helping people to find and to follow Jesus, and helping others to do the same at work, at home, and at play.

The YP will lead kids and teens to a genuine sense of belonging, involvement, and spiritual growth at IBC by meeting them where they are in their faith journey and leading them to the next steps of discipleship. The YP will facilitate relational connection and spiritual growth in kids and teens through (1) weekend environments (worship), (2) small groups, (3) volunteer teams, (4) outreach projects, (5) curriculum, and (6) mission/service events.

The Youth Pastor will be responsible for the following:

1. Modeling Biblical Priorities

Responsible for upholding Biblical priorities and care values of IBC. The YP should personally demonstrate a growing relationship with Jesus Christ. The YP models how to live out one’s faith in “everyday life” through his or her integrity in words, in relationships, and in his or her actions.

Objectives:

- Committed to personal time with God (Sabbath rest) and spiritual discipline practices.
- Participating in IBC activities and small group interactions on a regular basis.
- Developing personal evangelism opportunities within and outside of the church.
- Adhering to the value statements and guidelines of both IBC and of the American Baptist Churches of the Dakotas.

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2. Accountability and Teamwork

The Youth Pastor works in conjunction with the ministerial flow of activities at IBC. As such, the YP is accountable to the Senior Pastor, and expresses such accountability through regular or weekly meetings and other forms of communication with the pastor; through monthly participation in the Christian Education Board meetings; through an initial 6-month performance review to then be followed by an annual performance review to foster the best mutual teamwork. Performance reviews offer a chance for mutual feedback and for goal setting and will be conducted by the pastor and the Board of Trustees who will establish the compensation package and who will oversee the budget allotted for Kids and Youth programming.

3. Worship

The Youth Pastor will help to recruit and to train volunteers to help with all facets of the Kids and Youth ministry. The volunteer teams will thus help the YP to provide Sunday morning activities and worship opportunities for our kids and youth members.

Objectives:

- Develop youth-led participation in worship services (2) times a year.
- Create and maintain a framework to help teach Biblical principles with the recognition of real life issues and concerns (i.e., how to navigate life as a young Christian).
- Help to build relational and social structures that encourage IBC kids and youth to remain involved at church (i.e., engagement).
- Help to develop and to work with volunteers in regards to Wednesday night activities for kids and teens, and to help cast a vision for additional programs and events that can nurture the faith of youth both in and outside of the church!
- Participate with Camp Bentley and ABC of the Dakotas events as available.
- Develop and facilitate mission opportunities including (but not limited to) national youth conventions, out-of-state missions projects, intercity serving opportunities such as Minot CityServe.
- Preach and teach from the pulpit on selected Sundays or other events.

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4. Outreach and In-reach:

The idea of outreach and in-reach is to both develop relationships with non-church attending kids, youths, and parents while also strengthening relationships with currently attending kids, youths, and parents through fellowship opportunities.

Objectives:

- Help plan with the pastor and other leaders evangelism and fellowship events.
- Help follow up and to use all resources available (technology, social media) to stay connected with visiting kids, teens, parents, and families as best is possible.
- Communicate with the church and invite them to participate in events.
- Make visits or establish connection points (small groups, coffeehouse meetings, etc.) to meet youth “where they’re at” and to speak into their lives.
- Participate in ways to be involved in the youth athletic community — as well as to reach those otherwise not introduced to the church (park events, barbecues, dinner for parents, etc.)
- Implement a strategy to equip teens and kids to take their next steps towards Christ.

Of course, this outline cannot neither fully describe nor anticipate the breadth of possibilities within the Youth Pastor position, but perhaps it can best be succinctly summarized as “This so-called individual will joyfully be a champion for Jesus Christ in all areas of life (for all people) and he or she will help nourish relationships among others and with Jesus.” Amen.

— Please submit your resume, a link to any sample sermons (or speaking opportunities) and a short introduction to ibcminot@gmail.com.