

JOB DESCRIPTION – ASSOCIATE PASTOR (YOUTH)

Grace Bible Church Visalia

I. QUALIFICATIONS

A. **General** - In selecting and evaluating people for leadership, God looks first at character qualities before consideration of spiritual gifts, natural abilities or special training. (1 Samuel 16:7; Luke 22:24-27). Therefore, the following areas are a prerequisite in order to be considered for any position of leadership. A leader shall:

1. Have a servant's heart. (Luke 22:24-27)
2. Reflect the character of Christ. (Phil. 2:5-7; 1 Peter 2:21-25)
3. Have the attitude of mind to perform his tasks as unto the glory of God. (1 Cor. 10:31)
4. Demonstrate a sincere love for his brothers in Christ. (Eph. 5:2; Heb. 13: 1; 1 John 4:7)
5. Be full of the Holy Spirit, wisdom and faith and be of a good reputation. (Acts 6:3-5)

B. **Specific** - A leader shall:

1. Have a testimony in the qualifications of leadership as set forth in 1 Tim. 3:2-7; 1 Tim. 5:17-25; Titus 1:5-9 and 1 Peter 5:1-5 and be willing to serve as an elder.
2. Have a calling and equipping by the Lord for the ministry as outlined under Section II. (Duties hereinbelow). Be willing to teach in accordance with our Constitution and What We Teach document and our Philosophy of Ministry.
3. Have a proven ability to disciple, shepherd, teach, counsel and act as an overseer in accordance with the directives of God's Word.
4. Have a team concept of ministry with a submissive spirit, to work together with the elders and the pastoral staff.
5. Have as a minimum a demonstrable competency in Bible knowledge and Biblical teaching, with formal Bible training (preferably with a M.Div. or masters level equivalent).
6. Have, or be willing to obtain, licensing and/or ordination.
7. Have demonstrable competency in Biblical counseling (non-integrative/non-psychological).
8. Have a commitment to longevity in youth ministry and continued growth in his specific field of ministry.

II. DUTIES

A. **General** - The Associate Pastor (Youth) shall:

1. Strive to maintain the above qualifications first and foremost, for without these he cannot serve with authority and God's blessing.
2. Preach and teach the Word of God.
3. Train and equip the body of Christ to do the work of the ministry.
4. Be exemplary to the church in the practical aspects of the Christian life.
5. Guard the spiritual welfare of the church and its members, especially those directly under his ministry.
6. Be an example in the area of evangelism and discipleship.
7. Encourage the youth by word and example, to be faithful to the Worship Services and all aspects serving within the body of GBCV.
8. Take responsibility for leadership of the Junior High, Senior High, and College Ministries.

9. Set aside time in his weekly schedule to apply the Scriptures to youth and their families through ongoing one-on-one discipleship relationships and as needed through crisis Biblical counseling.
10. Serve as an Elder.

B. Specific - The Associate Pastor (Youth) will:

1. Emphasize the recruiting, development, training and supervising of adult volunteer staff or paid interns, who will be responsible to assist in evangelizing, discipling, shepherding and reproducing themselves as disciplers of youth.
2. Take full responsibility for the planning and organizing of small and large groups for Sunday morning and midweek programming for Jr. High, High School, and College students.
3. Do weekly contact work for the purpose of evangelism and shepherding.
4. Plan and coordinate youth activities in accordance with the GBCV philosophy of ministry. Youth activities have historically included one-day events as well as camps, retreats, mission outreaches and conferences.
5. Communicate with parents of Jr. High, High School, and College students as to current activities and ministry plans.
6. Oversee the Youth Ministry Budget.
7. Have a vision for and develop a systematic teaching curriculum for our Youth and College Ministry (preferred 2 to 4-year cycles).
8. Develop Student Ministry Teams with the purpose of evangelism of peers, training them in gospel presentation and apologetics and plan events to use their skills to their peers.
9. Counsel and disciple parents of teens in their God given roles as the primary influence in their teenager's upbringing and spiritual development.
10. Seek various avenues for the purpose of developing quality relationships with students and adult staff.
11. Reach out to local High Schools during lunch and/or sporting events.
12. Coordinate our youth worship band.
13. Organize youth fundraisers to help kids get to camp financially.
14. Accept other duties as requested by the Elder Board that fit the philosophy of ministry of GBCV, which should not hinder the accomplishing of the above responsibilities.

III. WORKING RELATIONSHIPS

- A. Responsible to: Elder Board
- B. Reports to: Elder Board
- C. Works closely with: Pastoral Staff