

# **Calvary Baptist Church**

## **Minister to Youth and Children**

### **Ministry Profile and Job Description**

**Job Title:** Minister to Youth and Children

**Purpose:**

Nurturing young people in faith is a vital ministry of the entire church. The Minister to Youth and Children will work with leaders and members of Calvary Baptist Church to develop ministry that introduces young people to Christ; that helps them move toward spiritual maturity by growing closer to God and to each other; and that supports families in their efforts to raise children who honor God in their character and way of life.

**Relationships:**

The Minister to Youth and Children is supervised by the Senior Pastor; works most directly with the Youth Ministry Team, the Children's Ministry Team and the Christian Growth Team; and is accountable to the Personnel Committee.

**Qualifications, Skills and Gifts:**

- A strong and growing personal relationship with Jesus.
- A passion for ministry to youth, children and families.
- An ability to relate well to young people, an understanding of youth culture, and a desire to be in relationship with them in ways that are fun and energetic.
- A commitment to the local church and a desire to help young people become fully-integrated participants in the broader Body of Christ.
- A theology and philosophy of ministry that is consistent with the beliefs and affiliations of Calvary Baptist Church.
- A capacity to organize and administer a program of ministry, providing good communication to youth, their families and other church leaders.
- An educational background that includes at least a bachelor's degree. Studies in Christian Education or Youth Ministry are a plus.
- An experiential background that includes some structured ministry—either paid or volunteer—with youth and/or children.
- A Commercial Drivers' License or a willingness to obtain a CDL (at the church's expense).

**Description of Duties**

Cast a vision for Calvary's ministry to youth and children and develop a plan to carry it out.

- Create a biblical purpose statement for youth and children's ministry that includes at least these three elements: evangelism, spiritual growth (fellowship, worship and biblical teaching) and student leadership.
- Communicate this vision to student leaders, volunteers, church staff and the church family.
- Set an example by being an active participant in the church's worship and ministry.

Develop, promote and coordinate programs that seek to fulfill the ministry vision.

- Recruit and equip volunteers to help accomplish ministry goals.
- Create outreach programs, activities and events (evangelism).
- Plan spiritual growth programs, activities and events that include opportunities for youth and children to worship, build relationships with one another, learn biblical truths, and apply them to their lives (spiritual growth).

- Plan programs, activities and events that allow young people to serve others, impacting them with the love of Christ (student leadership).

Build and maintain relationships with youth and their families.

- Spend time with youth both in structured church settings and—as possible—in unstructured personal and group settings.
- Create channels for consistent contact and communication with parents.
- Be available to parents to discuss issues related to their child or the youth and children’s ministry.

Offer support and guidance for the congregation’s ministry to children.

- Consult with children’s ministry leaders.
- Work with the Christian Growth Committee and the Children’s Ministry Team to strengthen the Wednesday night children’s program and to develop appropriate ministry activities for children and/or their families.
- Assist the Vacation Bible School Planning Committee.

Perform duties that support the growth of the youth and children’s ministry and that help integrate these ministries into the overall life of the church.

- Provide timely communication for church publications and other media.
- Develop and submit annual budget proposals for the youth and children’s ministry program.
- Meet regularly with the Youth Ministry Team.
- Assess and recommend curriculum for youth teachers and volunteers.
- Participate in regular meetings of the church staff.
- Perform additional duties as assigned.

**Time Requirements and Benefits:**

- The Minister to Youth and Children is a full-time ministerial employee of the church and will work 40 hours a week, with additional time possible when needed.
- Compensation for the Minister to Youth and Children will be based on experience and qualifications.
- All matters pertaining to compensation, vacation, sick leave, insurance, social security and performance evaluations will be governed by the current personnel policy documents of the church.