



## **First Calvary Baptist Church**

1311 Morehead Avenue  
Durham, North Carolina 27707  
(919) 489-4184

### **POSITION DESCRIPTION:**

Minister to Youth/Children

### **STATUS:**

Full-time, Salary-Negotiable  
(July 2018 Expected Starting Date)

### **HOURS:**

40 Hours per week

### **BENEFITS:**

Single/Health Insurance, Retirement

### **General Purpose of Position:**

To build young disciples for Christ by developing and implementing a comprehensive approach to youth/children ministries (in the areas of group building, worship, discipleship, mission, and outreach) while serving as a spiritual leader and role model.

### **Organizational Relationship and Supervision:**

The Minister to Youth/Children Ministries (MYCM) reports to the Pastor for spiritual and ministry guidance. The Pastor, in cooperation with the Personnel Committee/Trustees, provides an annual evaluation of the MYCM's performance. The MYCM will be responsible and subject to Christian doctrine, Baptist policy, and local church policy as determined by the Pastor, and Congregation. Attendance at the following meetings is expected: Monthly Staff Meetings, Monthly Youth Council, and Christian Education Committee, and Youth Bible Study.

### **The Primary Task:**

There shall be a comprehensive approach to the development and implementation of the youth/children's ministry at all levels and in all ministry areas of the local church. This comprehensive approach is based on the understanding of the primary task of youth/children's ministry to:

- love youth/children where they are
- encourage youth/children in developing their relationship to God
- provide them with opportunities for nurture and growth
- challenge them to respond to God's call to serve in their communities and world



### **Responsibilities:**

1. Be an advocate for youth/children and educate the congregation about the hopes, concerns and needs of youth/children in the local church and community.
2. Help plan, develop, and implement all aspects of a balanced youth/children ministry in the areas of group building, worship, discipleship, mission, and outreach.
3. Support, lead and guide the work of the Youth Council in an annual process of evaluating the vision and goals of the youth/children ministry and directing monthly planning sessions.
4. Mentor youth/children in developing their leadership skills.
5. Be aware of resources for developing the youth/children ministry programming and participate in continuing education events and training opportunities.
6. Recruit and train volunteers who work with youth/children in all aspects of youth/children ministry and ensure adequate volunteer support and adult to youth ratios.
7. Be a liaison between the church and other community organizations, people, and resources that relate to youth and youth ministries. Engage in ministry with the Minister of Christian Education.
8. Teach Youth Discipleship classes as needed.
9. Work in partnership with the Evangelism Committee to effectively reach youth/children in the community and develop a strategic youth/children ministry outreach plan.
10. Keep records of youth/children participation.
11. Create and manage the youth/children ministry budget.
12. Communicate in a timely manner and as effectively as possible using all available resources (email, website, bulletin, newsletter, bulletin board, etc.). Ensure communication with church staff and leadership, parents, and the congregation as a whole.
13. Be available to youth/children in a variety of ways (i.e. lunch at school, attendance at extracurricular activities, graduations, visitation, times of crisis, etc.)
14. Work in concert with the gifts and talents of other staff members and maintain a teamwork mentality.
15. Ensure that all Congregational Policies is observed in all youth/children ministry settings.

### **Qualifications and Aptitudes:**

1. Must embrace Christian doctrine, theology and Baptist Polity. Ordination is desired in Christian Ministry and nationally recognize.
2. A Master's of Divinity degree in a related field is minimum requirement. Professional Certification in Youth Ministry is desired.
3. Must have vision and a demonstrated ability to plan, develop, coordinate, manage and implement a youth ministry.



4. Must have excellent written and verbal communication skills, conflict management skills, and computer skills.
  
5. Must have 3-5 years Ministry work and a proven ability to work effectively with youth/children, diverse individuals, and teams of volunteers.