

First Baptist Church of Knoxville

Position Title: Youth Minister

Status: Full-time; Exempt

Supervisor: Senior Pastor (or designee)

Principal Function: The Youth Minister is responsible for leading the church's ministry to students (Grades 6-12). Activities will be planned, coordinated, and implemented in collaboration with the Youth Council with a unity of purpose that understands and enhances continuous spiritual development. The work of this minister includes overseeing all aspects of the Youth Ministry including but not limited to use of the church facility, supplies, budgets, and enlisting and training all workers.

Qualifications:

Required:

Bachelor's degree (or equivalent)

Preferred:

Masters of Divinity degree (completed or attaining)

Experience:

Exhibits demonstrated ability / confidence / passion to fulfill role as youth pastor through experience of (1) discipling students in their relationship with Christ, (2) developing student relationships and (3) leading students

Prior youth ministry / pastor experience preferred (i.e., previous experience working in a church staff setting); however, demonstrated experience may result from a variety of settings (i.e., school environments, independent ministry organizations, etc.)

Responsibilities:

Supervisor to:

Youth ministry intern(s)

Staff Liaison to:

Youth Ministry Council

Duties:

1. Plan, coordinate, operate, and evaluate ministries to students grades 6-12 that provide them with an opportunity to be engaged in Bible study, missions, and spiritual development.
2. Provide pastoral care to students and their families to develop loving relationships and foster spiritual growth.
3. Enlist, train, and motivate leaders to serve in the youth ministry. Provide appropriate screening of sponsors and oversee any volunteers who have contact with minors.
4. Work with appropriate committees and councils to broaden the base of church involvement in the youth ministries.
5. Encourage efforts of students to participate in the life of the church, such as music, children or television ministries.
6. Plan, direct, and administer activities such as camp, mission trips (both domestic and international), retreats, and ongoing opportunities for youth Bible study and spiritual development. Serve as the point person for all youth activities outside the church facilities.
7. Attend individual youth events (i.e., ball games, other sports events, concerts, recitals, etc.) as applicable and appropriate. Such events may require flexibility related to office hours / scheduling.
8. Participate as a team member with the other ministers in areas of worship leadership, pastoral care, administrative responsibilities and outreach.
9. Utilize the best in new models for ministry in an effort to continuously improve ministry to students (i.e., utilization of technology via social media and other platforms).
10. Perform other duties and responsibilities which may be assigned from time to time by the Senior Pastor (or designee) or Personnel Committee.

Behavioral Expectations

Spiritual Growth: Demonstrates an evident and transparent relationship with Jesus Christ as well as spiritual growth for self and others. Exhibits spiritual maturity, honesty and approachability to foster an environment that welcomes questions and challenges students as they grow in faith.

Communication Skills: Communicates effectively across a variety of formats (i.e., small/large group settings, one on one, written correspondence such as email or announcements to students and parents, social media). Exhibits ability to carefully and thoughtfully express theological concepts in a meaningful and age appropriate manner.

Interaction Skills: Possesses a warm, engaging and fun personality. Seeks to build relationships / connect with students. Relates to all ages and is able to identify / respond to the needs specific to each age group. Visibly energetic, excited and active with the students.

Teamwork: Works collaboratively as a team player / delegator / leader with key groups within the church and youth ministry (i.e., ministry staff (i.e., children's and music ministries), youth advisory council, parents and youth workers).

Attendance & Punctuality: Maintains an acceptable level of attendance. Is timely to meet people, groups, committees. Provides proper notice for absences.

Health & Safety: Promotes a safe and healthy environment. Maintains a neat and clean image. Maintains a clean and organized work area. Discloses all mandatory reporting items as they may present themselves or as made directly aware.

Planning & Organizing: Organizes and plans effectively with strong attention to detail, particularly as such abilities relate to youth activities ranging from regularly scheduled events (i.e., social gatherings, meetings, studies) to special events (i.e., retreats, camps, mission trips).

Fiscal Responsibilities: Demonstrates sound fiscal management. Performs within the church's budget. Adheres to financial policies as set forth by the Finance Committee.

Decision-Making: Identifies and understands issues and problems. Chooses a course of action or develops a clear recommendation. Communicates issue with a plan of action or recommendation to the appropriate individual(s).

Adaptability: Maintains effectiveness when experiencing changes in work tasks or the work environment. Adjusts effectively to new processes or requirements.

Creativity: Demonstrates ability to innovate when necessary or desirable.

Stress Management: Maintains stability under pressure or opposition. Makes appropriate use of available help in dealing with the stresses of ministry.