

## **Job Description**

### **Youth Pastor at Harlan Christian Church**

**Qualifications:** The youth pastor for Harlan Christian Church must have a deep love for Jesus and for people, especially youth. They must have an above-average knowledge of Scripture and effective teaching skills. They must possess humility, high personal and moral conduct and character and a minimum of a high school diploma. However, a bachelor's or higher degree is preferred. The youth pastor must have the following skills/qualities: ability to handle and maintain strict confidentiality of records and communications; strong communication skills (written and verbal); ability to work as a productive team member; strong skills in computer, technology, and social media with a willingness and aptitude to learn technology programs and platforms used by HCC; ability to work independently and to manage time well; and ability to handle stressful situations with flexibility and poise. The youth pastor will be expected to handle job duties in a professional and Christ-like manner. Finally, the youth pastor will present, promote, and represent HCC in a positive light to its members, other churches, and to the community.

#### **Job Duties:**

##### **1. Manage a vibrant and active children's and youth program**

The youth pastor will create and manage a program for children and youth in nursery through grade 12. The current program includes a nursery program for regular and special church services and activities and an educational program for P-12 students that includes children's church during worship service on Sunday mornings, children's/youth programs on Sunday and Wednesday nights, a summer VBS, and an in-country mission/service trip. Programs may change as needed. The youth pastor will be expected to teach within the program, develop/coordinate curriculum, and recruit/manage/train volunteers within the program. The standard for curriculum and instruction within the children's/youth program will be Scripture.

##### **2. Activities**

The youth pastor must be able to plan and organize activities and events for students in nursery – grade 12. He/she must be able to recruit and manage volunteers and other resources needed to host or sponsor such activities. Resources include a van used for transportation of students and adults.

##### **3. Disciple-maker**

The youth pastor will disciple students within the children's/youth program for the purpose of either coming to faith or growing in faith. This is the ultimate goal of the children's/youth program and all instruction and/or activities of the program. The youth pastor will also teach and support children/youth in sharing the gospel and in the application of Scripture to their lives, living as salt and light.

##### **4. Family engagement**

The youth pastor must encourage and engage with parents of students within the program. Families will be asked for input and may be asked to volunteer as teachers, sponsors, or mentors within the program. Clear and regular communication with families is expected.

##### **5. Community engagement**

The youth pastor will engage with church members, especially those involved with the children's/youth program, outside of church activities such as attending school and community activities in which members are involved. He/she will also engage with non-church members for the purpose of community building, relationship building, and, ultimately, evangelism. Such current and/or past activities include an outdoor summer movie series, a community Easter egg hunt, meals for local athletic teams, and support for a local county-wide festival. The youth pastor will be a regular and active presence in local schools through such activities as a sponsor of First Priority. Engagement strategies and activities may change as needed.

## **6. Administrative duties**

The youth pastor will have regular office hours as agreed upon with the senior pastor but must have a flexible schedule understanding that there will be activities outside of “regular” hours. As a salaried position, duties may periodically extend beyond a “normal” work schedule. He/she may be asked to assist with administrative and operational responsibilities by the senior pastor. HCC is led by its elders and administrative board, each of which meets on a regular monthly basis. The youth pastor will attend Board and elder meetings and will provide updates on program activities and needs. The youth pastor must be a positive team member aimed at promoting God’s Kingdom and the ministry of HCC. He/she will be expected to comply with the HCC constitution and by-laws.

## **7. Personal growth**

The youth pastor will be expected to invest time in regular activities for his/her own spiritual growth. This person should be willing to grow and learn in all areas of life.

## **8. Technology**

The youth pastor will use technology on a daily basis and must be willing to learn and become proficient in platforms used by HCC. Proficiency in social media will be expected.

## **9. Preaching**

Opportunities for preaching may be made available to the youth pastor if desired and agreed upon with the senior pastor. This person may be asked to actively participate in worship or special church services.

## **10. Communication and coordination**

The youth pastor will not work in isolation but will instead communicate and coordinate with other church programs and activities toward the common purpose of HCC. He/she will be included in activities and programs outside of the youth program as is possible.

## **11. Other duties as assigned.**

**Terms:** The annual salary for this position will be \$35,000. The calendar will include two weeks of paid vacation with paid regular holidays. The youth pastor must submit to and pass a criminal records check.

**Supervisor:** As stated by the HCC constitution, the youth pastor will be supervised by the senior pastor.

**Applications:** Applications should include a letter of interest, an employment history, and three references who can speak to job performance and skills and/or personal character. Applications are to be submitted by June 30 to:

David Johnson  
Harlan Christian Church  
130 S. First Street  
Harlan, KY 40831

or via email to [david@harlancc.org](mailto:david@harlancc.org).