



## **Youth Pastor Job Description**

*Full-time, Permanent Position – (75% youth ministry; 25% in a “plus role”)*

### **QUALIFICATIONS:**

- A growing and interactive relationship with Jesus Christ.
- Possess a “call” to serve God by serving the people and ministries of Bismarck Baptist Church.
- Possess passion, experience, training, and abilities to effectively reach, impact, disciple, and care for middle and high school students and families in our church and community.
- Commitment to become a member in good standing at Bismarck Baptist Church.

**RESPONSIBLE TO:** lead pastor and to mutual support with Bismarck Baptist Church’s Student Ministry Team.

### **JOB DUTIES INCLUDE, BUT ARE NOT LIMITED TO THE FOLLOWING:**

- Plan and implement an effective youth ministry strategy at Bismarck Baptist Church that prioritizes our three ministry priorities. (Committed to Transformation; Called to Mission; Catalyzed by Love)
- Recruit, develop, and lead our Student Ministry Leadership Team.
- “Plus role”: Lead one additional ministry area that fits the pastor’s skill set and benefits Bismarck Baptist Church. (Options: local or global missional outreach; spiritual transformation; worship tech, IT/social media; etc. This will be established in conjunction with the lead pastor).
- Engage with lead pastor, staff, and others as assigned to increase overall church ministry effectiveness.

### **OTHER GENERAL EXPECTATIONS INCLUDE:**

- Should always exhibit professionalism demonstrated by appropriate appearance, conscientious work ethic, composure, flexibility, and an optimistic team spirit.
- Should be ever conscious of the need for confidentiality.
- Should exercise discernment and wise judgment.
- Should be committed to being a continual learner.
- Because spiritual warfare is a common battle in church ministries, our youth pastor needs to commit to the pursuit of spiritual disciplines, transparency, spiritual development, and accountability with other brothers and sisters with a goal of “spiritual intimacy for the sake of others.”

### **COMPENSATION**

- Youth pastor salary will be finalized based on the candidate’s experience/abilities (contact the search team for starting salary range).
- Bismarck Baptist Church will withhold and submit appropriate payroll deductions for federal and state taxes and will pay the employer’s portion of social security withholding.
- Salary structure will be arranged annually with Bismarck Baptist Church accountant according to Youth Pastor’s preference regarding salary portions designated for retirement, health savings, housing, and withholding.
- It is Bismarck Baptist Church’s intent to “license” our youth pastor with the North American Baptist Conference. These credentials are required for certain pastoral allowances. Satisfactory completion of licensing requirements of the NAB will need to be completed by the youth pastor.
- Vacation, sick leave, holidays and other details are outlined in the Bismarck Baptist Church Personnel Policies.

This job description will evolve through discussions with the youth pastor and lead pastor.