

HRBC Youth Pastor Search

Summary for Job Posting

Suburban Baptist church located in the Richmond area of Central Virginia (RVA), seeks a full-time, mission-focused and activity-oriented youth pastor who has effective organization and communication skills and a desire to mentor and disciple young people in an intergenerational environment. You are required to bring your past experience to inject energy and vision to build on an established youth ministry program for students with diverse interests. You will report to the senior pastor and collaborate with parents, lay leaders and other staff members.

If you have a passion for serving God, and specifically for ministering to students, and feel a compelling calling to serve in the RVA area, please send a cover letter and resume to: youthpastorsearch@hrbcrichmond.org .

Huguenot Road Baptist Church

10525 W. Huguenot Rd., North Chesterfield, VA 23235

Job Description

Job Title	<i>Associate Pastor of Student Ministries</i>
Reports to	<i>Senior Pastor</i>
Salary Range	<i>TBD</i>

Position Calling

This Suburban Baptist church located in the Richmond area of Central Virginia, seeks a full-time, mission-focused and activity-oriented youth pastor who has effective organization and communication skills and a desire to mentor and disciple young people in an intergenerational environment. You are required to bring your experience to inject energy and vision to build on an established youth ministry program for students with diverse interests. You will report to the senior pastor and collaborate with parents, lay leaders and other staff members.

Overview

The Minister of Student Ministries will lead, guide, and minister to the middle and high school students of Huguenot Road Baptist Church (HRBC). He/she will serve as a guide and mentor, leading the students to a deeper understanding of Christ and to becoming closer followers of Christ. He/she will design, plan and execute programs, lessons and activities that lead students to Worship, Love, Grow and Serve at HRBC.

Duties and Responsibilities

1. Facilitate the development of an ongoing strategy and annual plan for youth ministry at HRBC.

- a. Develop and implement an effective Annual Plan with the Youth Ministry Team.
The Annual Plan:
 - i. Should include goals, projected participation and resources (financial and workers).
 - ii. Should be coordinated with the other pastors and the Church Calendar.
 - iii. Should be a working guide against which actual results are tracked and compared.
 - iv. Should be operated within the budget and approved accounting procedures.
 - v. Must include worship opportunities, Bible Study ministry, fellowship and evangelism (ex. Youth retreats, camps), and inreach/outreach mission activities.
- b. Prepare and present a quarterly report to the church and other reports as required.
- c. Oversee and ensure the success of each age group's plans.
 - i. Assist the Youth Ministry Team (YMT) in enlisting persons to serve, and provide training, appropriate encouragement and recognition to workers. Ensure that workers have all necessary materials in a timely fashion.
 - ii. Resolve any issues that may arise in a timely manner.
 - iii. Collaborate with the YMT to plan and execute youth retreats and camp experiences, as well as mission initiatives and trips.
 - iv. Facilitate appropriate forms of communication to keep the congregation, families, and workers informed about the student ministry.
 - v. Collaborate with the Associate Pastor for Discipleship and Education on youth curriculum.
 - vi. Collaborate with the Associate Pastor for Music and Worship for music and creative ministry programs and for worship participation and leadership.

2. Serve as a minister to the youth and their families.

- a. Get to know individual youth and their families and be a positive leader and role model.

- b. Lead or participate in most youth activities and programs.
 - c. Demonstrate interest in the lives of the youth, including personally acknowledging key milestones and outstanding accomplishments.
 - d. Mentor and empower each youth to develop spiritual maturity and positive character.
 - e. Counsel those who have indicated they are considering a profession of faith.
 - f. Provide competent counsel and/or visits for the youth and their families with a wide range of concerns and refer to professional counselors as necessary.
3. **Be the primary resource for youth in the overall life of the church.**
- a. Maintain useful working relationships with denominational resources, community service agencies and area schools.
 - b. Ensure that the spaces used for youth activities are appropriate, clean, attractive and safe.
 - c. Clearly communicate student activities through multiple media sources.
 - d. Develop and coordinate articles relating to youth in HRBC communications.
 - e. Provide resources as appropriate for leadership and character development.
4. **General Ministerial Responsibilities**
- a. Maintain a spiritual well-being through a personal and disciplined devotional life in prayer, meditation and Bible study that is reflected in personal witnessing and ministry.
 - b. Participate in staff meetings, worship planning, Church Council and other meetings as needed, and maintain close cooperation with the staff.
 - c. Assist staff with general visitation.
 - d. Participate in worship services, Bible study and outreach ministries as needed.
 - e. Abide by HRBC's Policies, including the Child Protection Policy.

Qualifications

The minister must:

- Be a graduate of an accredited college/university and/or seminary.
- Have more than a year of experience as a minister to students in a like-minded church.
- Be an effective communicator and comfortable with using social media and other technology applications as a means of sharing information.
- Be flexible when dealing with church situations and be a committed team player.
- Continuously enhance his/her knowledge and skills as a specialist in youth ministries by keeping up with the trends in these ministries and sharing relevant information with staff, appropriate teams and families.
- Pass all background checks.

Working Conditions

The minister will:

- Work in a full-time exempt position.
- Possess a valid driver's license and a reliable and insured vehicle which may be occasionally required to transport individuals to and from off-campus locations for ministry purposes.
- Work flexible, full-time hours that will include evening, as well as weekend hours, with overnight and travel responsibilities.
- Serve in the staff relationship until resignation at his/her request, or termination by the church.