**Role of a Youth Minister**

The youth pastor is responsible to shepherd a segment of the wider congregation – in some congregations this would be an age-based breakdown of people from 13 to 18 or it could be focused on High Schoolers. Youth ministry is generally viewed as a department within the local church rather than a separate congregation – this ensures that the youth ministry operates in a way that balances the age-specific needs of the age group with the need for inter-generational connectivity and smooth transition into the wider congregation when they graduate from high school.

As a youth pastor, I have the following responsibilities:

**1. Shape the Direction**. Ensure the youth ministry operates with the same vision, mission and strategy of the wider congregation with adaptation for the high school age group. Our church has this mission statement: *We see lives, communities and society transformed through discipleship in the Word, the presence and power of God*. It is the same mission statement that we use at His Youth! As a youth ministry we also believe it is critical to embrace the same approach for disciplemaking as the wider church so have built out youth ministry around the same four phases of ministry: Engage, Establish, Equip and Empower.

**2. Administrate the Vision**. Ensure all aspects of the ministry are run with excellence and dependence on the power of the Holy Spirit.

**3. Implement the Strategies**. Design and implement a disciplemaking ministry that engages, establishes, equips and empower high schoolers.

**4. Cover the Services**. Be a presence at youth events to provide oversight and ensure that discipline is maintained and an environment is created in which God moves.

**5. Build the Team**. Create an effective system to identify and equip adult and teen leaders to fulfill leadership roles within the youth ministry.

**6. Shepherd the Flock**. Ensure that members of that age group are provided with the pastoral care they need at they enter their high school years, navigate through various issues they encounter in their personal lives and families, and prepare to transition into adulthood.

**7. Impact the Schools**. Find a way to minister in high schools on a regular weekly basis to engage and establish learners and encourage teens to find a local church to call home.

**8. Represent the Ministry**. Play a key role in connecting the youth ministry into the wider congregation through attending and participating in meetings and events in the wider congregation – especially at a leadership level.

Here are some sample youth pastor Job Descriptions for reflection:

**1. Manila Youth Pastor Job Description**

**Position Title:** Youth Pastor

**Accountable To:** Senior Pastor

**Work Details:**

**General Responsibilities:**

1. Prays for the youth congregation

2. Preaches and teaches the Word through the services, discipleship programs, and the various events of the youth

3. Represents Victory Santa Rosa in all LifeBox and Victory Metro Manila Youth meetings and projects

4. Ensures that the overall youth direction will help the students to Honor God in their lives

5. Ensures that the overall youth direction will help the students to be Disciples of Christ and Make Disciples for Christ

**Youth Ministry Administration:**

1. Regularly encourages, ministers, and prays for the Youth Ministry volunteers

2. Sets the yearly direction of the ministry

3. Develops goals, strategies, and programs to achieve the ministry direction

4. Monitors the development of the various strategies and programs being implemented

5. Analyzes and evaluates the effectivity and efficiency of all strategies and programs implemented

6. Manages the Youth Ministry budget responsibly

7. Regularly dialogues with the Senior Pastor for ministry updates and development

**2. Youth Pastor Job Description**

**Reports to:** Next Generation Pastor

**Measurable Criteria:**

* Agreement with our church’s vision, goals and statement of faith
* At least three years youth ministry experience in a growing youth ministry
* Experience managing others, especially volunteers

**Observable Qualifications:**

* A strong walk with God through a growing personal relationship with Jesus Christ
* Teachable, with a desire to grow in both faith and abilities
* A self starter—highly motivated
* Has organizational and leadership ability
* Has a passion for youth ministry
* An understanding of contemporary youth culture
* Strong verbal and written communication skills
* A good role model
* Team player with effective relational skills (works well with others)

**Job Description:**

1. In conjunction with the Next Generation Pastor, set the vision for the youth ministry with a plan to carry it out
   * Ensure that the vision of the youth ministry adds to the general vision of the church
   * Develop and implement a clear strategy to achieve the vision
   * Clearly communicate the vision and strategy to all volunteers, staff, and student leaders
2. Develop and lead programs according to the vision and purpose of the youth ministry
   * Primarily be responsible for the church based aspect of the ministry (see attached vision document for clarity)
   * Oversee the running of regular church based programs and events
3. Recruit and train volunteer leaders to help you with your purpose
   * Meet regularly with volunteers and staff
   * Build into the youth ministry team with consistent training, equipping and mentoring
   * Encourage attendance at training events or conferences that would help leaders grow in the ministry
4. Build and maintain relationships with kids both churched and unchurched
   * Meet regularly with kids from the youth group
   * As time allows, develop relationships with un-churched youth
5. Build and maintain quality relationships with parents
   * Clearly share your vision with parents so they understand the purpose of the youth ministry
   * Create avenues of consistent contact with parents
   * Contribute meaningfully to the parent focused aspect of the ministry vision
6. Network with other youth workers in the community
   1. Initiate contact with other youth workers in the area
   2. Meet regularly with other youth workers, encouraging each other, sharing ideas and experiences
   3. Program or attend area events with other youth ministries
7. Set and oversee the youth ministry budget
   1. Set a budget that reflects the values in your vision and purpose
   2. Manage the budget and the finances responsibly
8. Involve students in the ministry of the church as a whole, supporting and participating in the church’s vision, worship services, and activities
9. Attend weekly church staff meeting

**3. The Youth Pastor’s Profile** (By Graeme Codrington)

The various roles that the youth pastor fulfills are listed and then the character, knowledge, and skills required for each role are identified. The profile is a detailed description of what a youth pastor must be (character); what he must know (knowledge); and what he must do (skills).

In determining the profile, eight aspects of the youth pastor’s role are explored: minister, leader, specialist, evangelist, worker, discipler, counselor, and presenter.

Before each aspect is explored a few overriding principles must be stressed: (1) the youth pastor must be a disciple of Christ who cultivates a disciplined devotional life; practices spiritual disciplines; takes advantage of corporate contexts in which spiritual growth is fostered; and discovers and develop their spiritual gifts. (2) The youth pastor must be called of God to work among young people and should see his calling as life-long, until the Lord leads him into a different ministry. (3) The youth pastor should be dependent on God through prayer for effectiveness and success in ministry. (4) The youth pastor should be a student of theology as it is only as he grows in his understanding of God that he will be effective in leading people to Him.

**1. Youth Minister**

The youth pastor as a youth minister is responsible to be a servant who shepherds young people by their love and godly example.

Character:

1. Humble – James 4:6, James 4:10
2. Caring - 1 Peter 5:2, John 21:15-18, Ephesians 4:2
3. Love - Matthew 22:37-39, 1 Corinthians 13:4-8
4. Godly - 1 Timothy 4:7, Titus 2:12 It
5. Accountable - Romans 3:19, Romans 14:11-12
6. Sense of need – a team player – vulnerable - Matthew 10:24, 1 Corinthians 12:24-25
7. Teachable – Psalms 94:12, Proverbs 10:17
8. Accessible to youth - Proverbs 14:26, Matthew 19:14
9. Loyal - Titus 3:1
10. Positive attitude, courage - Romans 15:4
11. Balancing Priorities - Philippians 4:8
12. Initiative
13. Endurance - Hebrews 12:1, James 1:2-4

Knowledge:

1. Jesus ministry as the example for ministry – Matthew, Mark, Luke, and John.
2. Values of Christian ministry – 2 Timothy 4:1-5 1
3. Power of example - Matthew 5:16, Titus 2:7-8
4. Value of accountability structures - James 5:16
5. Need for support of others – John 13:34-35, Ephesians 5:21
6. Value of on going training - 1 John 2:28

Skills:

1. Develop spirituality and godliness – 1 Timothy 4:7
2. Set an example to be followed – 1 Thessalonians 4:11-12
3. Serve people – Ephesians 5:21
4. Develop accountability structures – James 5:16
5. Develop a personal support system – John 13:34-35
6. Involvement in ongoing education – Proverbs 2:1-5
7. Balance being an adult and a friend to youth

**2. Youth Leader**

The youth pastor as a youth leader is responsible for being the kind of leader who can effectively oversee ministry in the local church. These are various aspects to this leadership: (a) personal: vision, excellence, time management, stress management; (b) ministry: plan, organize, direct, supervise; and (c) relational: conflict management, change management, marketing.

Character:

1. Purpose-driven – Matthew 22:37, Deuteronomy 6:13, Joshua 22:5
2. Pursue excellence – 1 Peter 1:16, Titus 1:7-8
3. Proactive and disciplined – Proverbs 12:1, 2 Timothy 2:15
4. Balance of work and rest – Genesis 2:2
5. Oriented towards the future – Jeremiah 29:11-13, James 4:14-15, Ephesians 5:15-16
6. Organized – 1 Corinthians 14:40
7. Leader and follower – Proverbs 10:8, Matthew 28:19-20, Romans 2:21
8. People developer – 1 Thessalonians 3:12-13
9. Open to change – Luke 2:52
10. Committed to peace – Proverbs 12:20, 1 Thessalonians 5:12-13
11. Positive and communicating – Galatians 6:10, Colossians 4:5, 1 Thessalonians 4:11-12
12. Worshipper – Psalm 90:14, John 9:31, 1 Chronicles 16:29
13. Relational – Philippians 2:1-4

Knowledge:

1. Create vision for life and ministry – Hebrews 12:1-2
2. Importance of excellence in ministry – 1 Peter 1:16, Titus 1:7-8
3. Time management – Ephesians 5:16-17
4. Reality and effects of stress – Matthew 26:41, Hebrews 12:3,12
5. Importance and practice of planning
6. Organization of youth ministry – structure, delegation, budgeting – 1 Corinthians 4:2
7. Leadership styles, motivation, communication, equipping, problem solving, decision making – Proverbs 10:17-18, John 8:31-32
8. Importance and practice of supervision – Luke 16:1-12, Matthew 25:14-30
9. Effects and process of change.
10. Conflict management – Proverbs 12:16, 1 Thessalonians 5:12-13, Hebrews 3:13
11. Marketing process
12. Understanding worship – Hebrews 10:25
13. Life changes in small groups – Proverbs 9:9-10, Philippians 2:1-10

Skills:

1. Develop a personal mission statement – 1 Timothy 6:12-16
2. Write a life plan to achieve excellence – Ephesians 5:16-17
3. Use a weekly time management planner – Ephesians 5:16-17
4. Ways to order ministry – John 15:8
5. Using an action plan
6. Creating relational organizational structures – lead meetings, budgeting, delegating
7. How to lead, motivate, communicate, equip, solve problems, and make decisions – John 8:31-32
8. Supervise people for ministry – 1 Thessalonians 5:12-13
9. Coping with change, preparing a group for change
10. Conflict resolution – Matthew 5:24, Matthew 18:15
11. Promote ministry and events.
12. Leading worship – Psalm 149:1, Genesis 35:2-3, Psalm 95:6, 1 Peter 4:11
13. Leading small groups – Proverbs 11:30,
14. Motivate and cast vision for adult and student leaders – Matthew 28:19-20

**3. Youth Specialist**

The youth pastor as a youth specialist must understand youth development and youth culture in such a way that they are effectively able to minister among young people. 1Timothy 4:12 Don’t let anyone look down on you because you are young, but set an example for the believers in speech, in life, in love, in faith, and in purity.

Character:

1. Secure in own personality development – Philippians 4:11-13, Job 11:13-18, 1 Timothy 6:6
2. Open to learn from youth – Galatians 6:6, Matthew 10:24
3. Positive about family – Ephesians 5:22-6:4
4. Incarnational – 1 Timothy 3:16, John 1:14

Knowledge:

1. Personality development – characteristics and developmental tasks
2. Trends in society (What’s in/ what’s out) – 1 Corinthians 9:22-23.
3. Family ministry
4. Incarnation as a model for ministry – John 1:14

Skills:

1. Age-appropriate ministry – Titus 2
2. Identify trends in society - 1 Corinthians 9:22-23
3. Ministry among youth sub-cultures – Matthew 5:13-16
4. Minister to parents and families
5. Involvement in the life of the community – 1 Corinthians 22-23
6. Ministering incarnationally in youth culture – John 1:14

**4. Youth Evangelist**

The youth pastor as a youth evangelist must be able to lead young people to Christ through the local church and youth group.

Character:

1. Attractive, Christ-like nature – Ephesians 4:29, Matthew 5:14
2. Passion for evangelizing the lost – Matthew 28:19-20a
3. Life-style evangelism – Matthew 5:16, Philippians 2:14-16a

Knowledge:

1. Understand youth: non-Christian, unchurched, seekers, etc. – John 10:14, 1 Corinthians 9:22
2. Know and understand the Gospel - Philippians 3:10, 1 Corinthians 9:22-23
3. Evangelize youth in the youth group – Colossians 2:2-3
4. Involve Christian youth in evangelism – 1 Timothy 4:12, Matthew 28:19-20a

Skills:

1. Lead youth to Christ through personal evangelism – Colossians 4:5
2. Discover strategies for reaching lost youth.
3. Motivate and train Christian youth to evangelize – 2 Corinthians 5:11-21
4. Teach methods of presenting the Gospel – 1 Corinthians 9:19-23
5. Involve Christian youth in service projects and mission trips- 1 Timothy 4:12

**5. Youth Worker**

The youth pastor as a youth worker is responsible for working among young people who are outside the local church context. They should be skilled in working outside-in with youth in the community who will not enter the church. This role also involves caring for the social dimensions of the life of youth by addressing their concerns and intervening in their lives where necessary. Mark 16:20, Acts 8:4.

Character:

1. Trustworthy – keeping confidences – Proverbs 11:12-13
2. Love and care for youth – Mark 10:13-16
3. Respectability – 1 Thessalonians 4:11-12, 1 Timothy 3:2

Knowledge:

1. World view of unchurched youth – 1 Corinthians 9:19-23
2. Dynamics of life in society and the family – John 4:7-9, Luke 19:5-7
3. Ways to develop leadership qualities in youth – 1 Timothy 4:9-16, Philippians 4:9.
4. The Gospel and culture – John 4:7-9
5. Ministry in schools, malls, homes, sports fields, etc. – John 4:7-9, Luke 19:5-7, Mark 16:15, Matthew 5:14-16

Skills:

1. Nurture healthy relationships between youth and their parents and other adults
2. Help youth deal with problems – John 17:15-16
3. Develop leadership skills in young people
4. Support and educate parents
5. Help youth develop social skills
6. Creative hanging with unchurched youth
7. Express the Gospel in youth culture
8. Ability to minister in school, malls, homes, etc. – John 4:7-9, Luke 19:5-7

**6. Youth Discipler**

The youth pastor as a youth discipler is responsible to establish new converts in the faith and grow Christian youth to maturity. – Ephesians 4:11-15, Titus 2:6-8.

Character:

1. Passion for discipling others – 2 Timothy 2:8-10
2. Personal spiritual growth – Hebrews 5:13-14
3. Involvement in mentoring relationships with student and adult leaders – 2 Timothy 2:2

Knowledge:

1. Understanding discipleship – 2 Timothy 2:15
2. Faith and commitment development – 2 Peter 1:5-10
3. Contexts that facilitate spiritual growth – John 15:2,5, 2 Corinthians 9:10, 2 Peter 1:5-10

Skills:

1. Identify commitment levels in youth – 1 Peter 2:2
2. Ways to increase commitment in youth – 1 Corinthians 15:58
3. Develop youth for leadership – 1 Timothy 4:11-13
4. Involve youth in ministry – 1 Timothy 4:11-13
5. Lead a small group – Scriptures concerning Christ and the 12.
6. Develop a cell ministry including cell leaders and adult cell coaches – Matthew 28:18-20
7. Integrate youth into the life of the church – Ephesians 4:11-12
8. Disciple adult leaders – Ephesians 4:12

**7. Youth Counselor**

The youth pastor as a youth counselor is responsible to help young people help themselves reach maturity, experience healing or move through crises or personal problems. 1 Peter 5:2-3, Titus 2:1, Titus 2:6-8, Proverbs 19:20, 1 Thessalonians 5:14.

Character:

1. Warm and caring – 1 Peter 5:2, John 21:15-18, Ephesians 4:2
2. Positive view of self – aware of strengths and weaknesses – Romans 12:3-8
3. Biblical and positive handling of personal problems – Proverbs 13:10
4. Open to personal growth – Psalm 141:5
5. Positive view of people – believe in their ability to change – Philemon 11
6. Genuine interest in people – 1 Peter 5:2

Knowledge:

1. Principles and practices of Christian counseling – Psalm 37:30-31, 1 Kings 22:5
2. Hazards and limits in counseling – Proverbs 11:12-13
3. Models for counseling – 1 Thessalonians 5:14
4. Techniques for the counseling process – Proverbs 16:23, 1 Kings 22:5
5. Crisis situations youth face – James 1:14-15, 1 Peter 5:7, 2 Timothy 2:22, Proverbs 3:5-6, Proverbs 19:20
6. Defense mechanisms youth use – Psalm 95:8, Proverbs 14:12, Proverbs 15:12, Ephesians 4:31
7. Issues youth face – 1 Corinthians 10:13, James 3:14-15, John 14:27, Proverbs 29:11, Luke 21:34, Psalm 147:3, 1 John 2:16
8. Knowing when to refer youth for professional help – Proverbs 11:14b, Proverbs 20:18

Skills:

1. Respond to youth with warmth and concern – Romans 12:10, 2 Timothy 4:2
2. Set guards against dangers in counseling – Proverbs 20:19, Proverbs 3:5-6, James 1:19, Proverbs 11:13
3. Work with personalized model for counseling – 1 Thessalonians 5:14, Proverbs 27:9
4. Use skills for the counseling process – Proverbs 8:14, Proverbs 23:23, 26:4, Psalm 78:72
5. Intervention strategies for crises – James 5:19-20, Romans 15:7
6. Deal with defense mechanisms – 2 Corinthians 10:4-5
7. Counsel youth through issues they face – Psalm 1:1, 2 Corinthians 1:3-4, 1 Peter 5:9, Romans 15:7
8. Practicing referral when necessary –Proverbs 15:22, Proverbs 20:18
9. Provide pastoral counseling to youth and/or parents – Proverbs 13:14, Proverbs 2:9, Psalm 78:71-72, 2 Timothy 4:2

**8. Youth Presenter**

The youth pastor as a youth presenter is responsible to communicate Christian truth to youth in various contexts such as Bible studies, messages, devotions, programs, etc. – 1 Corinthians 9:16.

Character:

1. Relational – Mark 4:33
2. Integrity – Titus 2:7
3. Confidence – Romans 1:16

Knowledge: Titus 2:7-8

1. Programming for different age groups; commitment levels – 1 Kings 8:61
2. Principles of effective programming
3. Structure and methods of programming
4. Christian education – 2 Timothy 3:16
5. Communication theory – Isaiah 28:9-10, 2 Timothy 2:24-26
6. Commitment level programming - Hebrews 10:24
7. Youth group management – discipline, building unity – Ephesians 4:11-13

Skills:

1. Communicate truth to youth – 2 Timothy 2:15-16, 2 Timothy 4:2
2. Evaluate presentations and programs – Philippians 1:10
3. Presentation techniques – Philippians 1:10
4. Handle audience behavior – Nehemiah 8:3
5. Building unity in a youth group – Ephesians 4:3