

Job Description: Worship & Youth Pastor

Position: Worship Leader & Youth Pastor (Full-Time)

Reports to: Senior Pastor

Church Size: Small (<100)

Compensation: \$63,000- \$65,000

Position Summary

The Worship Leader/Youth Pastor will provide leadership, vision, and development for the church's worship ministry while serving as the Youth Ministry Pastor coordinating volunteers, partnering with parents, and providing pastoral care for youth. This role requires a dynamic individual with a heart for discipleship, a passion for engaging the next generation, and the musical skill and leadership abilities to cultivate a worshipful atmosphere.

Key Responsibilities

I. Worship Leadership (approx. 50-60%)

- **Service Planning:** Plan and lead Sunday worship services in collaboration with the Senior Pastor, choosing songs that are theologically sound and engaging.
- **Rehearsals:** Lead weekly rehearsals with the praise team to prepare for Sunday morning, fostering a spirit of excellence and community.
- **Team Development:** Recruit, audition, and train new musicians and vocalists to serve in the church.
- **Technical Oversight:** Collaborate with A/V team volunteers to manage sound and projection for worship services.
- **Technical Development:** Design & implementation of systems and improvements.

II. Youth Ministry Leadership (approx. 40-50%)

- **Discipleship & Teaching:** Plan and lead weekly youth meetings, including Bible studies and engaging lessons tailored to middle and high school students in alignment with overall church doctrine and goals creating and implementing a strategy for growth spiritually and numerically.
- **Relationship Building:** Actively build Christ-centered relationships with students through mentoring, counseling, and being present at school events. Create a ministry culture that seeks to foster relationships with parents and volunteers that includes individual investment with students, parents and volunteers.
- **Events & Retreats:** Organize and lead retreats, camps, service projects, and mission trips to foster community.
- **Celebration Opportunities:** Worship is at the heart of what we do and who we are. Providing opportunities for the students to express their worship in joyful celebration is critical.

- **Volunteer Equipping:** Recruit, train, and support a volunteer team to assist in the youth ministry implementing a strategy of growth and greater responsibility to develop leadership for the ministry and the church as a whole.
- **Parent Partnership:** Communicate regularly with parents to support the spiritual development of their children.

III. Pastoral & Administrative Duties

- **Collaboration:** Participate in staff meetings, providing input on the overall vision of the church.
- **Budget Management:** Manage the budgets for both the youth and worship departments.
- **Integration:** Actively seek ways to integrate youth into the larger church family, such as involving them in worship team, serving, or intergenerational activities.

Qualifications

- **Growing Christian Faith:** A mature, Spirit-filled believer with a deep love for God and people.
- **Ministry Experience:** 1–3 years of experience in youth ministry and/or leading worship in a church setting.
- **Musical Ability:** Strong vocal ability and proficiency in leading worship from a guitar or piano.
- **Leadership & Communication:** Strong organizational and communication skills, with a passion to equip volunteers and the ability to set, communicate, and direct strategic vision.
- **Education:** Bachelor's degree in music, worship arts, or biblical studies preferred.

Skills Required

- Ability to connect with and mentor teenagers.
- Familiarity with contemporary worship music and modern tech tools (e.g., Planning Center, Proclaim, Multi-Tracks).
- Self-motivated and able to manage varied and pressing priorities.
- Ability to work within a team-focused environment and develop musicians.

IV. Theology & Doctrine

The candidate should affirm the following doctrines:

God

God is the creator of the universe. He has existed forever and is the sustainer and Lord of our lives. The Godhead exists eternally in three persons - Father, Son, and Holy Spirit - and these three are one God. God, by his sovereign choice and out of love for mankind, sent Christ into the world to save sinners.

Father

the first person of the Trinity: unbegotten, sovereign, holy, and the loving Creator of all things. He is distinct from, yet perfectly united with, the Son (Jesus) and the Holy Spirit.

Son

Jesus Christ is the one and only living Son of God. He is God in human flesh, fully God and fully man. Jesus died on the cross for our sins and He rose from the dead. God opened the way to abundant and eternal life through His death, burial, and resurrection. He was made a perfect atonement for sin. Mankind is saved, justified, and sanctified through His shed blood.

Holy Spirit

The Holy Spirit is a person, is God, and possesses all of the divine attributes. He is given to believers at the time of their salvation. He is present in this world to make people aware of their need for Jesus Christ. He provides the Christian with guidance and power for living. He gives spiritual gifts to believers.

God's Word

The Bible is the inspired written Word of God. It was written by human authors under the supernatural guidance of the Holy Spirit. It is the authoritative rule of faith and practice for Christians and the Church. It is inerrant in its autographs.

Man

Mankind, both male and female were created in the image of God. Mankind was given the task to fill and subdue the earth, to live in perfect harmony and relationship with God but fell in sinful rebellion in the garden.

God made only two sexes or genders, distinct in roles but equal in worth and dignity.

Salvation

1You must acknowledge yourself to be a sinner in God's sight (Romans 3:23), unable to correct your condition by yourself (Proverbs 14:12; Ephesians 2:1-3; 1 Corinthians 2:14), and in need of a Savior (Romans 3:24; 6:23).

2You must believe that Jesus Christ died on the cross to be the Savior you just admitted to needing (1 Peter 3:18; Colossians 1:19-20; Ephesians 2:4-7).

3You must personally receive Jesus Christ into your life by faith (Ephesians 2:8-9), believing that He takes away sin (1 Peter 2:24).

4Saving faith demands that you promptly turn away from sin. The Bible calls this act repentance (Luke 13:3; Acts 17:30-31). Repentance is followed by public acknowledgment of your faith in Jesus Christ. The Bible calls this act confession (Matthew 10:32-33; Romans 10:9). Confession is followed by the act of baptism, which is immersion in water (Acts 2:38; Romans 6:1-7; 1 Peter 3:18-22; Acts 8:35-38).

The Family

Marriage is a covenant founded by God himself in the garden. Marriage exists between one man and one woman, and exists as the image of Christ and His church. Any sexual relationship outside of marriage is sinful, and the husband is to be head of his house,

managing his household well and raising his children in the knowledge of God, not exasperating his children but dealing patiently and lovingly with his family.

V. Hours & Compensation:

This is a full-time position requiring approximately 40-45 hours per week. The position offers 2 weeks of paid vacation a year, with one week mandatory.

Salary:	\$40,000-42,000
Housing Allowance:	\$15,000
Insurance (stipend):	\$6,000
Retirement (stipend):	\$2,000
Total compensation:	\$63,000-\$65,000