

Position of Youth and Worship Pastor

Heritage Baptist Church, Prattville, AL

Summary- The job of Youth and Worship Pastor is to oversee and lead all middle and high school ministries, lead in congregational worship, and manage the music program of the church.

Job Description:

I. Youth Ministry (60% of the job)- Oversee all aspects of HBC student ministries (Grades 7-12) and seek to build a growing and vibrant student ministry environment.

a. Weekly Meetings and discipleship

- i. Lead weekly mid-week youth group meetings to engage, encourage, and equip students for a thriving and vibrant relationship with Jesus Christ.
- ii. Teach sound, Biblical, relevant, and meaningful materials weekly. HBC currently uses Word of Life materials for Student Ministry.
- iii. Either teach or recruit teachers for youth group Sunday school classes.
- iv. Provide opportunities for one-on-one/small group discipleship/mentorship

b. Relational engagement

- i. Develop relationships with the students
- ii. Encourage service and discipleship with students
- iii. Model Christ-like behavior to students
- iv. Connect and communicate with parents in an effective and timely manner
- v. Provide counsel and encouragement to students and their parents as needed.
- vi. Work to facilitate student ownership of the ministry and encourage involvement in leadership development
- vii. Use social media, as appropriate, to engage students
- viii. Make contact with the local schools and develop partnerships

c. Team-building

- i. Work with existing small group leaders and youth ministry volunteers
- ii. Recruit and train new small group leaders and other volunteers as needed
- iii. Provide a vision and goals (in line with the church vision and mission statements) for the ministry for leaders to follow
- iv. Partner with parents to support youth ministry events and activities

d. Activity planning

- i. Plan regular activities for fellowship, service, and community outreach and engagement
- ii. Lead an annual summer camp trip
- iii. Take students on mission exploration opportunities at least every other year.

II. Worship Ministry (40% of the job)- Oversee all aspects of music ministry and seek to provide meaningful opportunities for musicians to serve and the congregation to engage in worship through music.

a. Worship Leadership- Lead the congregational music in all Sunday worship services.

- i. Select and prepare all congregational music and specials for weekly worship service

- ii. Work with all existing band and praise team members
 - iii. Recruit band and praise team members as needed
 - iv. Plan and lead a weekly practice for the praise team.
- b. **Choral Leadership-** To recruit for and lead the choir or other vocal teams.
 - i. Plan and lead a weekly practice.
 - ii. Select and schedule all choral music.
 - iii. Lead or collaborate with other qualified leaders to prepare and present Seasonal cantatas and musicals.
- c. **Service Planning-** To plan and organize all worship services in cooperation with the Pastor and the Worship team and communicate that worship service plan to the church secretary.
- d. **Sound and media oversight-** To recruit, schedule, and if necessary, train technicians for sound booth, media, and live streaming.
- e. **Delegation-** To either lead or recruit leaders to facilitate other aspects of the music ministry, including Wednesday evening Bible study. It is within the discretion of the Youth and Worship Pastor to delegate other musical leadership at times as deemed appropriate or necessary.

III. General church staff expectations

- a. Attend and participate in all staff meetings
- b. Attend worship services and participate in the regular life of the church
- c. Manage the budgets of each ministry area
- d. Attend to other ministry tasks as needed or assigned.

Qualifications:

- a. Growing relationship with Christ and a commitment to the Word
- b. At least a bachelor degree in Bible, theology, ministry leadership, or equivalent.
- c. Strong communication skills and upfront presence.
- d. Experience in student ministry and discipleship.
- e. Proficiency in leading congregational worship and leading a band and praise team.
- f. Knowledge and experience in choral leadership and the ability to read music.
- g. The ability to manage time well and delegate tasks effectively.

Compensation Package- The Youth and worship Pastor will be expected to maintain regular office hours and work no less than 40 hours per week. The starting salary will be commensurate with experience and education, ranging from \$48,000 to \$53,000. Compensation will also include full insurance coverage for the staff member and his family. The staff member will also start with 10 working days of paid vacation (2 weeks), major holidays off (when they do not fall on Sundays), and 12 days of annual sick leave. Comp time is also provided.