



Job Description | Youth Pastor

Salaried, Full-Time Exempt

Purpose

The Youth Pastor at Morris Evangelical Free Church (MEFC) leads the partnership among MEFC families to disciple junior and senior high school students in our church and community.

Qualifications

Character

- A mature and growing relationship with Christ, displaying the qualifications of 1 Timothy 3:1-7 and Titus 1:6-9.
- A servant-hearted shepherd-leader with a clear call from God to ministry.
- Affirms MEFC's Statement of Faith and additional doctrinal statements.
- Evidence of a gospel-centered and discipleship-driven lifestyle with a healthy home/ministry/work balance.
- Proactive in relating with a broad range of people with an Affinity for building teams and casting vision.
- Emotional maturity and humble confidence.

Competencies

- Has a firm grasp of the Bible and can accurately and thoughtfully teach it to others.
- Experience leading Jr. and/or Sr. High ministry.
- Is a gifted communicator and teacher, able to relate thoughts, concepts, and Biblical truths to individuals with different learning styles (visual, auditory, hands-on, etc.)
- Strong administrative/organizational skills.
- Formal education or certification in a ministry-related field. Bachelor's degree preferred.
- Is licensed in the EFCA or willing to pursue licensure within the first 3 years of employment at MEFC.
- Strong technology skills with the ability to use tools like Google Workspace apps (Gmail, Google Docs, etc), Canva, and Planning Center Online.

- Additional skills that would be highly valued in this role include mental health awareness, counseling, conflict resolution/mediation, media production, or online communication.

Expectations & Responsibilities

- Work with the Senior Pastor to clarify a strategy for pursuing and implementing MEFC's mission, values, measures, and strategy within the youth ministry.
- Engages with parents/families intentionally and consistently.
- Recruit, equip, and empower a team of volunteers, discipling them while they help disciple students.
- Lead the youth ministry element and collaborate with all staff in the whole-church elements of our Sunday morning and Wednesday night gatherings.
- Create and oversee opportunities (weekly or monthly groups/programs, seasonal events, etc.) for students to hear and respond to the Gospel and apply it to their lives.
- Oversee the administrative elements of the youth ministry, including:
 - tracking student information and engagement
 - managing the youth ministry calendar
 - communicating with parents, staff, general and elder boards
 - creating a yearly budget & managing expenses
 - submitting quarterly/annual reports

Relationships

- Is led by and reports directly to the Senior Pastor
- Is accountable to the Elders
- Collaborates with all staff members and key ministry volunteers
- Leads, equips, and serves volunteers serving in the youth ministry

Other Information

- This position is a full-time, salaried exempt position averaging 40-50 hours per week. The salary range is \$55,000 - \$61,000 depending on experience.
- This position is eligible for a 2% matching contribution to a retirement account with FCMM (*Free Church Ministers & Missionaries*), or 40 additional hours of PTO *after* one full year of employment.
- Receives 80 hours of PTO, which includes sick leave and vacation. Additional unpaid emergency medical/family leave is also available.