



Job Description: Youth Director (Pastor)

Anticipated Start: Summer 2021

Position: The role is a full-time position of 40 hours per week on average but may vary from week to week, as needed. It is expected that you will manage the variability of this average work week.

Location: This role has the freedom to work from home with the expectation that the incumbent will participate in-person at services, meetings, and events throughout the week at our two main locations (Church on the Rock and Calvin Christian School) and other special event locations as required.

Reports to: Executive Pastor

Overview of the Organization:

Church on the Rock (COTR) is a vibrant, young at heart church passionate about reaching and transforming lives on the Hamilton Mountain. We want to see as many as possible of the emerging generation experiencing the adventure of a thriving relationship with Jesus so that they are transformed by the Holy Spirit and empowered to live out God's eternal purposes.

Primary Purpose:

The youth director is responsible for facilitating COTR's mission of Reaching & Transforming the next generation with a desired outcome of seeing young people experience salvation, transformation and integration into the local church. The youth director will be an individual who recognizes and has faithfully responded to God's call to utilize their God-given skills and abilities for God's glory in the service of COTR's mission. This is a pastoral role involving oversight of and responsibility for the spiritual care of youth and of volunteers engaged in youth ministry (grades 6-12) at COTR.

Main Accountabilities:

1. Leadership / Oversight / Vision (10%)
 - Lead and facilitate the strategic planning, development and evaluation of youth ministries to ensure that they are effectively accomplishing COTR's mission of "Reaching and Transforming"
2. Youth Programming: Outreach/Evangelism, Discipleship, Leadership Development (50%)
 - Together with the Youth Ministry Team, ensure that COTR provides high-quality and engaging (high fun/high faith) programming for youth on a weekly basis and other opportunities including special events and retreats.
 - Facilitate the spiritual development of young people through outreach, growth groups, mentoring and leadership training.
 - Facilitate the transitions into and out of COTR's Youth Ministry by working alongside the Children and Young Adults Ministry pastors to ensure a smooth flow between ministries.
 - Participate in the leadership and development of COTR's summer camp ministry along with the Children and Young Adult Directors/Pastors.

3. Team & Leadership Development (15%)
 - Facilitate the ongoing recruitment, training and development of the Youth Ministry Team. Team development includes community building, encouragement and accountability.
4. Connection with Parents (10%)
 - Partner with parents in their roles as spiritual mentors to their children through consistent communication and support.
5. Connection of Youth/Youth Ministry with the wider Church on the Rock community as well as additional youth ministry community opportunities (including CBOQ).(10%)
 - Collaborate with COTR staff and leadership, particularly with the Director of Community Connections, to promote the involvement of youth in the wider church community through ministry participation and service.
 - Participate in the wider youth ministry community including CBOQ youth ministry opportunities.
6. Other Duties As Required (e.g. staff responsibilities & youth fundraising initiatives) (5%)

Experience:

- Experience with leading and/or supporting youth ministry outreach, discipleship, and leadership development activities. Experience in a local church environment is preferred.
- Experience working with youth in a variety of contexts is an asset.

Interpersonal Skills and Personal Attributes:

- People Skills: Able to make positive connections and communicate well with youth, ministry team members and the wider congregation.
- Cooperation: Proven ability to work with a team including all levels of management, staff and volunteers.
- Initiative and Problem Solving: Ability to see next steps and take them! Able to define problems and recommend/implement solutions. Able to work independently and prioritize tasks.

Education:

- Post-Secondary education in a related field preferred. Formal theological training is an asset.

Technical Skills:

- Mature biblical/theological understanding.
- Engaging teaching skills.
- Volunteer and program management skills.
- Organizational and time management skills.

Personal Commitment:

- Follower of Jesus Christ who wholeheartedly subscribes to Church on the Rock's Statement of Faith and Partnership Requirements.
- COTR considers its reputation with its church family and the broader public its greatest asset. Accordingly, employees are expected to be professional, competent, and ethical at all times. We expect all COTR staff to comply with COTR's policies as introduced and administered during the course of their employment and to lead by example through seeking to abide by the spirit of our Partnership Requirements.