

***Vision***

Together at Westwood Church, our vision is to “bring Jesus into life” by becoming an increasingly healthy, vibrant, and effective witness for Jesus in Prince George and around the world. Through our ministry, we invite everyone to...

- Discover who Jesus is
- Build meaningful relationships with others on the same spiritual journey
- Allow God to transform our thinking, values, and actions
- Partner with us to make a difference in the world

***Values***

- Biblical Authority
- Knowing God
- Christ as Centre
- Dependence on the Holy Spirit
- Worship
- Loving Relationships
- Bold Outreach
- Developing Disciples
- Sacrificial Service
- Grace-filled Excellence

***Ministry Model***

***Gather – Word and Worship***

***Groups – Community and Study***

***Go – Service and Spiritual Gifts***

Running through our Ministry Model is what we define as Congregational Life which includes prayer, care, and connection.

***Vital signs (Metrics of a growing disciple)***

- Is Jesus my Saviour and Lord?
- Do I invest in Christian community?
- How am I growing in my relationship with Jesus (prayer, worship, listening, confession, baptism, giving, etc.)?
- Is my life being transformed by God’s Word?
- With whom and where am I being an active witness?
- Where am I serving others with the compassionate love of Jesus?

## WESTWOOD CHURCH - PASTOR OF YOUTH

**Contact Information:** Rob Dyck ([robert@westwoodchurch.bc.ca](mailto:robert@westwoodchurch.bc.ca))

**Ministry Position:** Pastor of Youth Ministries

**Full-time Equivalent:** 1.0 (full time)

### **Ministry Overview**

The Pastor of Youth Ministries is responsible to the Board of Elders and works under the supervision and leadership of the Lead Pastor. As a member of the Pastoral Team, this individual will contribute enthusiastically to that team, working in unity, and fully embracing the vision and values of the larger church family. The primary responsibility of the Pastor of Youth Ministries is to provide spiritual and practical leadership in the areas of our youth (grades 6-12). The overall goal of our Youth Ministries is to nurture young people in “maturity and ministry” in order to lead an increasing number of youth toward becoming fully-devoted and mature disciples of Jesus Christ. Together with a team of engaged individuals who are passionate about youth and their families, this individual will focus on a sustainable discipleship pathway with the youth of Westwood, in Prince George and beyond.

### **Ministry Context**

Westwood Church is an established church affiliated with the British Columbia Mennonite Brethren located in Prince George, BC. While Westwood has professional, white collar origins, our congregation has become more diverse over the years reflecting greater aspects of the city as a whole. Currently, Westwood comprises approximately 800 people from newborn to very elderly. Our average Sunday morning attendance is about 650 over two worship services at 9:00 and 10:45 am. Our Youth Ministries currently reach about 65 youth from grades 6-12. Our desire is to see the youth of Westwood and Prince George come to know and follow Jesus passionately, becoming fully integrated in the local church. The Pastor of Youth Ministries will play a key role in this regard equipping a broad volunteer youth team to disciple youth, supporting the families from which they come, and collaboratively pursuing our vision with the Pastoral Staff, Board of Elders, and other spiritual overseers.

### **Qualifications**

- Foremost, this individual will be a vibrant and growing disciple of Jesus who lives and models biblical qualifications for church leadership;
- If married, she/he will have a supportive spouse;
- In this season of their life, through the local church, this individual will have a clear expression of God’s calling to serve the Lord full time in missional ministry.
- She/he will have a love for Jesus, His Church, and youth made in the image of God;
- The individual is one who has completed an undergraduate program with a good foundation in Bible, Theology, and Youth Ministry. Several years of previous Youth Ministry experience is preferred. Persons not having these criteria may be considered based on spiritual maturity, depth of biblical/theological understanding, and previous ministry experience;
- The Pastor of Youth Ministries will be highly relational in nature – a people-oriented person who conveys warmth and concern in a genuine manner, is able to initiate conversation with youth and parents alike, is skillful in drawing in outsiders and bringing youth together to share a common purpose;

- The individual has people-developing skills and a discipleship approach to ministry as well as the ability to provide organizational and administrative oversight within a youth ministry that requires planning, scheduling, communication, and equipping a team;
- She/he can understand and effectively interact with youth culture; and,
- This person must be in agreement with the MB Confession of Faith, be willing to be credentialed within the BC Mennonite Brethren Conference, and be supportive of Westwood Church's vision, values, and philosophy.

### ***Ministry Responsibilities***

The ministry responsibilities of the Pastor of Youth Ministries will include but not be limited to responsibility...

#### ***To God***

- Love God with heart, soul, mind, and strength;
- Demonstrate a maturing relationship with God through personal spiritual disciplines such as those evidenced through Bible study, prayer, journaling, fasting, and solitude;
- Joyfully respond to God's call to ministry; and,
- Demonstrate servant leadership following Jesus' example.

#### ***To self and family***

- Demonstrate a healthy physical, marital/family (if married), and emotional well-being; and,
- Maintain a healthy ministry/life balance.

#### ***To Westwood***

- Contribute to the well-being of and be engaged with Westwood Church as a member of the body, and not just an employee;
- Develop and implement an effective Youth Ministries model that synchronizes with and supports Westwood's overall vision and ministry model. Specific to Youth Ministries, Westwood espouses the following values...
  1. Discipling youth and equipping them to make disciples;
  2. Incorporating youth into the life of the local church;
  3. Fostering an inclusive environment (able to belong before believing);
  4. Developing a culture of mentoring;
  5. Teaching with a strong emphasis on sound biblical principles;
  6. Having a strong emphasis on Life Groups;
  7. Identifying and developing teen leaders;
  8. Developing missional culture among young people; and,
  9. Collaboratively utilizing teamwork with Pastoral Lead Team and various leadership teams.
- Recruit, train, and encourage youth leaders in a relational and sustainable leadership ministry model (Eph. 4:11-16);
- Provide overall leadership to the youth ministry through an intentional discipleship pathway (e.g. Bible study, Life Groups, mentoring relationships, community, worship, prayer, service,

evangelism, music, drama, social outlets, mission trips - done in conjunction with the “Go” Pastor). This role should be understood in the context of Ephesians 4 where we are not asking a Pastor of Youth Ministries to do everything but to equip for service both youth and others in the Body;

- Model and encourage commitment to prayer, different elements of worship, biblical teaching, and outreach embedded within loving relationships as central components of a youth ministry;
- In a relational, mentoring manner, engage in the life of youth, youth leaders, and the families from which they come;
- Establish meaningful two-way communication with parents ensuring awareness of regular Youth Ministries programs and opportunities for service and engagement in the life of the Body;
- Develop a collaborative ministry relationship with the Children’s Ministries Leader with a focus on equipping parents and bridging older children into Youth Ministries;
- Prepare annual Ministry Action Plans alongside a financial budget and lead the Youth Ministries within those frameworks;
- Be able to preach/teach occasionally within the broader congregational context;
- Engage as a pastoral leader at weekend worship services serving together with the rest of the Pastoral Staff, Worship Leaders, and Ministry Team volunteers in a variety of roles.
- Other duties as assigned; and,
- Demonstrate a strong work ethic. Within the context of Westwood Church, a full work week comprises 40 hours. However, it would also be anticipated that an employee serves several hours (e.g. 4-5) beyond a work week in the same way that most volunteers serve Westwood Church above and beyond their vocational calling.

#### ***To the Board of Elders and Pastoral Leadership Team***

- Be a cheerful and whole-hearted contributor to the larger church vision;
- Faithfully interact with and support the other members of the staff team;
- Attend and participate in regular staff meetings and scheduled retreats;
- Support, pray, and contribute to a spirit of unity among the leadership team;
- Put the good of the team ahead of any personal agenda; and,
- Participate in ongoing Youth Ministries and leadership evaluations including a commitment to ongoing professional development.

#### ***To the community***

- Develop and model outreach to youth in Prince George and around the world; and,
- Work in cooperation with other churches and para-church groups serving the kingdom of God.

***Lines of accountability***

While the Elder Team serves as the overall “shepherd employer” of all the staff, on a day to day ministry level, the Pastor of Youth Ministries shall be accountable to the Lead Pastor. The Lead Pastor will take initiative in mentoring, coaching, and encouraging the Pastor of Youth Ministries.

***Financial compensation***

The Pastor of Youth Ministries shall be compensated according to the salary grid that Westwood Church utilizes. This grid combines aspects of education, prior ministry experience and role, together with a base salary, to set specific salaries.

Westwood Church also participates in the benefits program of the Canadian Mennonite Brethren Conference and, therefore, full-time pastoral staff receive extended health and dental benefits and contribute to a pension plan.

***Holiday time***

The starting point at Westwood Church is three weeks paid vacation that may be negotiable based on previous experience.