



WESTWOOD CHURCH: PASTOR OF YOUTH MINISTRY PROFILE

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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 passionate about youth and their families, this individual will focus on a sustainable discipleship pathway with the youth of Westwood and beyond in Prince George.

Ministry Context

Westwood Church is an established church affiliated with the British Columbia Mennonite Brethren located in Prince George, BC. Currently, Westwood comprises approximately 500 people from newborn to very elderly. Our average Sunday morning attendance is about 500 across an “in person” and “online” worship service at 10:00 a.m. 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 Youth Ministry Team.

Qualifications

- Foremost, the candidate will be a vibrant and growing disciple of Jesus who lives and models biblical qualifications for church leadership;
- The candidate will have a clear expression of God’s calling to serve the Lord full time in youth ministry, through the local church, in this season of their life. They will have a love for Jesus, His Church, and youth made in the image of God;
- If married, the candidate will have a supportive spouse;
- The candidate 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 candidate have a discipleship approach to ministry, will be highly relational in nature – a student-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 candidate has people-developing skills and the ability to provide organizational and administrative oversight within a youth ministry that requires planning, scheduling, communication, and equipping a team;
The candidate is able to understand and effectively interact with youth culture; and,
- This individual must be in agreement with the Mennonite Brethren Confession of Faith and be willing to be credentialed within the BC Mennonite Brethren Conference, and 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 and 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 (belonging before believing);
 4. Developing a culture of mentoring;
 5. Teaching with a strong emphasis on sound biblical principles;
 6. Having a strong emphasis on Micro Churches;
 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.

In their Youth Ministry role, areas of focus include...

Relationship

- Engagement in the life of youth, youth leaders, and the families from which they come in genuine relationship and friendship;
- Establishment of meaningful two-way communication with parents;
- Cultivation of a collaborative ministry relationship with the Children's Ministries Leader with a focus on equipping parents and bridging older children into Youth Ministries;

Leadership

- Leadership should be understood in the context of Ephesians 4 where a Pastor of Youth Ministries is not expected to do everything but to equip both youth and others in the Body for service;
- Development and implementation of an intentional discipleship pathway (eg. Bible study, small groups, mentoring relationships, community, worship, prayer, service, evangelism, music, drama, social outlets, mission trips - done in conjunction with Westwood's "Go" emphasis).
- Recruit, train, and encourage youth leaders in a relational and sustainable leadership ministry model (Eph. 4:11-16);

Administrative

- Provide organizational and administrative oversight within a youth ministry that requires planning, scheduling, communication, and equipping a team;
- Prepare annual Ministry Action Plans alongside a financial budget and lead the Youth Ministries within those frameworks;

Pastoral

- Will engage as a pastoral leader at weekend worship services serving together with the rest of the Pastoral Staff, Worship Leaders, and Ministry Team volunteers.
- Other duties as assigned; and,
- Demonstrate a strong work ethic. Within the context of Westwood Church, a full-time salaried pastor is expected to work at least 37.5 hours per week.

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.