



## LINCOLNTON Methodist Church

<b>Job Title:</b>	Associate Pastor of Youth and Family Ministries	<b>PT/FT Status:</b>	Full-time
<b>Reports to:</b>	Senior Pastor	<b>Expected Hours:</b>	40 or more Hrs per week
<b>Job Type:</b>	Ministerial	<b>FLSA Status:</b>	Exempt
<b>Supervises:</b>	N/A	<b>Pay Type:</b>	Salaried (Monthly)

(NOTE: For the right candidate who is not ordained, the title would be “Director of Youth and Family Ministries.” It is preferred that the candidate would be willing to seek ordination in the Global Methodist Church and some educational funding will be provided to support achieving an M.Div. at an approved Global Methodist Church seminary.)

### **Position Summary:**

The Associate Pastor of Youth and Family Ministries will develop and support a ministry that seeks to help every 6th through 12th grader and families of all ages to connect to the Church and make steps toward a deeper maturity in Christ and in keeping with the mission and values of the Global Methodist Church and Lincolnton Methodist Church.

In addition, this position will support the Senior Pastor by preaching once per month and the preaching topic will align with the current sermon series established by the Senior Pastor, and the youth will be integrated into this monthly worship service. Visit the shut-ins when the Senior Pastor is not able. Support the Senior Pastor in other areas and be engaged across all the activities of the Church.

### **Work Schedule:**

- Ability to work weekdays, evenings, weekends, and all major Christian Holidays. To help build teamwork and ensure communication across the staff, must work in the office at least 32 hours per week, most of which should be during regular office hours.

### **General Job Responsibilities and Duties:**

- Strategically build youth and family ministries towards Phase III when the Family Life Center is built.
- Collaboratively create and communicate vision for the youth and family ministry program.
- Attend all Worship Services and most Church activities, interacting with the youth, families of all ages, and all attendees; and pay specific attention to new visitors.
- Teach and delegate the Bible-based doctrine of the Global Methodist Church.
- Proclaim the gospel clearly and consistently to children, youth, and families.
- Plan and support regular and upbeat youth worship services in events such as River of Life and the 5<sup>th</sup> Quarter.
- Plan and lead exciting regular youth events and family ministries that are well-organized, safe, and marked by excellence.
- Use creativity and innovation to connect with today’s youth and families of all ages, while remaining biblically faithful and grounded in the doctrine of the Global Methodist Church.
- Develop a program that guides and mentors the youth to grow into Disciples who make Disciples through the following process:
  1. Those who don’t know Christ and are seeking.
  2. Those who accept Christ.
  3. Those who are doing good works and bearing fruit.



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### 4. Those who make other Disciples.

- Go on local, national, and international mission trips and bring youth and families of all ages to Christian concerts and help the youth and families discern what the Holy Spirit taught them during the trip or concert.
- Encourage Confirmation age students to attend the North Georgia Confirmation Camp, and when possible, attend with them.
- In partnership with the Senior Pastor, lead annual confirmation classes.
- Establish and use communication tools to communicate regularly with the youth and families, including Text messaging, Instagram, etc.
- Proactively attend Middle and High School activities and sit with the youth during events such as athletic events, concerts, Fellowship of Christian Athletes events, Fields of Faith, etc.
- Invite youth currently not involved in our youth group to join.
- Identify and lead youth and family sports programs at the Church as we build towards Phase Three and the new Christian Life Center.
- Proactively researches youth and family ministry best practices and incorporates these into the ministry.
- Be a ministry leader within the Church and the community.
- Assume the Senior Pastor's role during one worship service per month and engage the youth to participate in this worship service.
- When preaching, follow the sermon series established by the Senior Pastor.
- Proclaim the gospel clearly and consistently to children, youth, and families.
- Design and lead engaging programming that attracts new families and encourages growth.
- Lead families toward active participation in the life of the Church, with a focus upon attracting the unchurched and de-churched.
- Develop and communicate a bold vision and strong leadership for all youth and family-related ministries. Have this vision approved first by the Senior Pastor and Leadership Council.
- Teach regularly in youth and family ministry settings.
- Lead outreach-oriented events such as camps, retreats, and community-focused initiatives.
- Equip parents and caregivers to be the primary spiritual leaders in their homes.
- Develop discipleship tools, classes, and resources that help families live out their faith daily.
- Recruit, train, and empower volunteer leaders to multiply ministry impact.
- Build a leadership pipeline that raises up new volunteers and future ministry leaders.
- Foster a culture of invitation, love, and spiritual expectancy.
- Ensure youth and family ministries are well-organized, safe, and marked by excitement and excellence.
- Provide input to strategically build Church ministries toward the Phase III of the long-term plan when the Family Life Center is built.
- Always follow the Church's Child Safety Program.

### **Relationships**

- Be young hearted enough to connect with youth and mature enough to communicate with adults.
- Establish an annual plan for major youth group and family events and have it approved by the Youth Committee, the Senior Pastor, and the Leadership Council.
- Recruit, train, schedule, and lead a team of adult volunteers and ensure that they have received training on our Child Safety Program and ensure a background check is on file.
- Regularly meet with the parents for input and guidance.
- Work with a Youth Committee that meets on a regular basis to provide input and ideas.
- Connect with area Church Youth Groups and where appropriate plan joint events.
- Proactively invite people to our Church.



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- Partner with parents, Senior Pastor, Director of Children's Ministries, and Leadership Council on Youth and Family Ministry opportunities.
- Counsel youth and families who are struggling, understanding boundaries and limits, and include the Senior Pastor if necessary.
- Act as a mentor to the youth and families.
- Be visible and engage the youth in school activities, Fellowship of Christian Athletes, Fields of Faith, etc.

### **Communication and Admin**

- Use electronic communication systems to regularly communicate with youth, parents, families, and volunteers.
- Establish and maintain creative communication strategies to draw the attention of the youth and families.
- Attend and participate in regular staff meetings and monthly Leadership Council meetings.
- Partner closely with the Senior Pastor, staff (in particular with the Director of Children's Ministry) and lay leaders to advance the Church's overall vision.
- Present a unified ministerial team.
- Ability to plan and maintain an annual budget.

### **Other Expectations**

- Actively engaged in the means of grace (communion, prayer, reading the Bible, tithing, etc.)
- Engaged in ongoing sanctification and spiritual growth.
- Attend training events to continue learning on an annual basis.
- Always maintain Child Safety policies.
- Other duties as assigned.

### **Qualifications:**

- An MDiv seminary degree or seeking an MDiv at an approved Global Methodist Seminary is preferred.
- Be ordained in, or preparing to be ordained in, the Global Methodist Church is preferred.
- A minimum of two years of youth and family ministry experience is preferred.
- Willing to work and grow into a Senior Pastor role.
- Must be a born again Christian and willing to profess his/her faith in Jesus openly.
- Conservative/Biblical theology with a following of Wesleyan theology and the doctrine of the Global Methodist Church.
- Heart, habits, and passion to see youth and families come to Jesus and grow into Christ.
- Experience in leading youth and families into a transforming relationship with Jesus.
- Experience recruiting, leading, and organizing teams of volunteers.

### **Physical Requirements:**

- A high energy person who interacts with youth, parents, families, Church leaders, Church attendees, and volunteers in an exciting way.
- Able to lead youth and family events, worship services, and other activities.
- Able to drive the Church van and bus (CDL license required, if needed training cost will be provided) with all appropriate licenses and insurance.

### **Personal Competencies:**



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- **Leadership:** Demonstrates positive and proactive leadership support of the Church and the Global Methodist Church. Demonstrate strong leadership interaction with youth, families, volunteers, Church members, and Church staff.
- **Spiritual Maturity:** Demonstrates a mature faith and is constantly growing and maturing in his/her own spiritual life.
- **Interpersonal Skills:** Demonstrates the ability to connect to Middle and High School youth and families. Demonstrates the ability to lead adults in a positive way. Demonstrates the skills of active listening. Productively engages and resolves interpersonal conflict. Relates easily with a variety of personalities. Proactively stays in contact with volunteers and Church staff. Truly cares for the wellbeing of others and loves others.
- **Biblical and Theological Knowledge:** Engages in biblical and theological reflection that is informed and sensitive to a traditional or Biblical theology and the Global Methodist Church doctrine, particularly pertaining to leading youth groups and family ministries.
- **Organization:** Understands the necessity of short and long-range planning. Realizing that for goals and targets to be achieved, people affected must be a major part of the planning and implementation process.
- **Teamwork:** Demonstrates the ability to work as a team in planning, preparing, and implementing programs and events.

### **Benefits for Ordained Pastor:**

1. Health Care is heavily subsidized by the Church with some plans having no employee monthly premium.
2. Long-Term Disability and Life and AD&D Insurance paid by the Church.
3. Dental and Vision insurance is available for purchase.
4. Church Contribution to Retirement Account.
5. Paid Vacation, Personal Time Off, and Holidays.
6. Housing Allowance.
7. Education Allowance.
8. Moving Allowance.

### **Benefits for Director Position (non-ordained):**

1. Health Care (50% of monthly premium paid by the Church).
2. Paid Vacation, Personal Time Off, and Holidays.
3. Church Contribution to Retirement Account.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_