



Job Posting Central Baptist Church Victoria, BC

Position: Director of Youth Ministry

Summary

Located in downtown Victoria, Central Baptist Church is a diverse community of almost 500 people seeking to follow Jesus and His way of life. We're passionate about sharing Jesus' love by caring for each other, impacting our city, and reaching the next generation with the Gospel of Jesus Christ.

Central is at a unique and strategic crossroads. Our relatively new staff team and church community are growing increasingly convinced that God is preparing us for the next season of ministry. We are excited to add a full-time Director of Youth Ministry to that mix.

The Director of Youth Ministry (DYM) is responsible for spiritual and practical leadership, vision, discipleship, shepherding, and outreach for Central Baptist Church's youth in grades 7-12. This person will be able to come alongside our youth to encourage them to live for Jesus.

The DYM provides direction and oversight to Central's Youth Ministry as part of the overall vision of the church. This is a full-time, permanent position working as a part of the staff and collaborating with volunteers.

Accountability

The DYM is appointed by the Board of Management and, thus, reports regularly to the board. In day-to-day activities, the DYM is supervised by and accountable to the Executive Pastor.

Conditions of Employment

The DYM will become an active member of the Central Baptist Church community, committed to the Youth Ministry as an extension of that community. Therefore, the DYM must follow the Constitution, Bylaws and Policies and affirm the Statement of Faith.

Responsibilities

1. Spiritual Leadership

- a. Demonstrate a growing and authentic relationship with Jesus that our youth want to emulate.
- b. Demonstrate a growing knowledge of and commitment to God's Word as authoritative and sufficient.
- c. Demonstrate a deep understanding of the current cultural climate and its influence on young people.

- d. Express a desire to see youth equipped to be whole-person followers of Jesus.

2. Team Development

- a. Train, equip and empower new and existing volunteer leaders, collaborating with other staff as needed.
- b. Shepherd members of the Youth Ministry Leadership Team (YMLT) by providing care, encouragement, and relational connection.
- c. Communicate clear expectations and ministry direction to volunteer leaders.
- d. Recruit new members for the YMLT as needed.
- e. Train, equip and empower youth for peer ministry.

3. Program Oversight

- a. Cast a vision for the Youth Ministry based on key values as an extension of the vision and values of Central.
- b. Build a Gospel-based discipleship strategy in continuity with the Kids' and Young Adult ministries.
- c. Apply the discipleship strategy in an annual ministry plan that currently includes:
 - i. Weekly ministry for youth.
 - ii. Sunday opportunities to explore life and faith more deeply.
 - iii. Regular outreach, cross-cultural ministry, and service events.
 - iv. Assess and revise strategies according to the needs of the youth.
- d. Collaborate with other organizations to create partnerships that benefit youth in our church and community.
- e. Provide support for and integration of youth at churchwide events.
- f. Use social media, our website, and other means of communication to promote the Youth Ministry.
- g. Ensure the Youth Ministry will continue to meet the growing needs of Central Baptist Church and its downtown location.

4. Parental Involvement and Equipping

- a. Regularly engage and communicate with parents regarding Youth Ministry.
- b. Create opportunities for parents to invest and participate in their teenager's spiritual formation.
- c. Provide resources and support to equip parents to raise teenagers.
- d. Seek out resources and support for youth and their families who are going through difficult situations.
- e. Develop a larger vision for ministry to youth and families at Central as the Lord leads.

5. Practical and Administrative Leadership

- a. Use Planning Center software to schedule volunteers and record information.
- b. Ensure Plan to Protect policies are followed.
- c. Follow up on personal and ministry references for volunteers.
- d. Organize and provide equipment and other supplies for Youth Ministry events.

- e. Design and implement a personal and professional developmental plan with the Executive Pastor.
- f. Work with the Executive Pastor to create monthly reports and annual budget requests for the board.
- g. Actively participate in staff events such as planning meetings, prayer retreats, professional development, and team-building activities.

6. Other duties as assigned by the Lead or Executive Pastor.

Qualifications and Skills

- A diploma or degree in Youth Ministry or related field.
- A minimum of 3-5 years of experience in youth work or related fields (a minimum of 1-3 years in a church or Christian ministry).
- Able to organize, delegate, and collaborate.
- Able to communicate the Gospel to youth.
- Able to guide Christian youth through challenges to faith and life.
- A student of the Bible.
- Able to develop and implement a discipleship strategy for youth.
- Able to reach out to youth outside of the church.
- Able to teach others and to be taught.
- Able to communicate in person and through social media.
- Able to provide practical support to parents.

Salary Range

Annual salary range of \$58,000 - \$73,000 (determined by ministry experience and education).

How to Apply

To apply, please send your resume and any questions to dym-job-posting@centralbaptistchurch.ca.

Our search committee will contact you within two weeks of receiving your application.

Resumes will be received from May 1 until June 30, 2024.