



Position Title: Youth Pastor

Location: North Edge Church, Sudbury Ontario. 1-705-566-9447 mitch@northedgechurch.ca

Reports To: Lead Pastor

Position Type: Full-Time (40 hours a week)

North Edge Church:

Here at North Edge, our mission is to reach out in tangible ways across Great Sudbury and the North in order to share the transformational Gospel of Jesus Christ.

Reaching:

We are committed to making an impact with the Gospel of Jesus Christ in our community, nation, and around the world. Matthew 28:18-20

Shaping:

We are committed to the discipling process, shaping believers into Christ-like maturity. Hebrews 5:12-14, 6:1

Serving:

We are committed to serving our community in tangible ways through mission and outreach. Matthew 25:40

Releasing:

We are committed to releasing believers to live out their purpose and mission. John 20:21

Job Summary

We are seeking a Pastor that will lead and develop the youth ministry at North Edge, focusing on the spiritual growth and discipleship of youth (ages 12-18). This role involves planning and executing weekly youth services, organizing events and retreats, providing pastoral care, and engaging with the broader church community to foster a supportive environment for youth.

Key Responsibilities

1. Spiritual Leadership and Discipleship

- Develop and lead a comprehensive discipleship program for youth, encouraging spiritual growth and a deeper relationship with Christ.
- Prepare and deliver biblically-based messages relevant to the youth.
- Foster an inclusive and welcoming environment where all youth feel valued and supported.

2. Program Development and Management

- Plan, organize, and oversee weekly youth services, discipleship group, small groups, and outreach activities.
- Coordinate special events such as retreats, mission trips, and community service projects.
- Ensure that all programs align with the church's mission and vision.

3. Pastoral Care

- Provide pastoral care and support to youth and their families.
- Develop meaningful relationships with youth, offering guidance and support in their personal and spiritual lives.
- Engage with parents and guardians to support the youth ministry's objectives and address any concerns.

4. Team Leadership

- Recruit, train, and mentor volunteer leaders for the youth ministry.

- Facilitate regular meetings with the youth leadership team to plan and evaluate programs and activities.
- Encourage a team-oriented approach within the youth ministry.

5. **Other Duties**

- Assist Pastoral Team with Announcement Videos.
- Communicate regularly with church leadership, parents, and the congregation about youth ministry activities and needs.
- Other Ministry Tasks as assigned by Lead Pastor.

6. **Community Engagement**

- Establish connections with local schools and community organizations to enhance outreach efforts.
- Promote the youth ministry through social media and other communication channels.
- Represent the North Edge at community events and activities involving youth.

Qualifications

- A strong, growing relationship with Jesus Christ and a commitment to personal spiritual development.
- Bachelor's degree or diploma in theology, ministry, or a related field (preferred).
- Previous experience in youth ministry or related field.
- Excellent communication and interpersonal skills.
- Ability to work effectively in a team environment.
- Organizational and administrative skills.
- Proficient in using technology and social media to engage with youth.

Working Conditions

- Ability to travel for events, retreats, and mission trips.
- Must comply with all health and safety regulations.
- Must have a valid G license.
- Must be a Canadian Citizen.

HR Policy for Ontario

Employment Standards

- **Employment Contracts:** All employees will receive a written contract outlining their roles, responsibilities, salary, and benefits.
- **Hours of Work:** Employees are expected to work specific hours, with flexibility for evenings and weekends as required by ministry activities.
- **Vacation:** Employees are entitled to vacation time and pay as per Ontario's Employment Standards Act, generally a minimum of two weeks after one year of employment. Consideration given for previous work experience.

Health and Safety

- **Workplace Safety:** The church will maintain a safe working environment in compliance with the Occupational Health and Safety Act.

Privacy and Confidentiality

- **Data Protection:** Employees must handle all personal data with confidentiality and in accordance with the Personal Information Protection and Electronic Documents Act (PIPEDA).

Professional Development

- **Training Opportunities:** The church will provide opportunities for professional development, including workshops, seminars, and conferences relevant to youth ministry.
- **Performance Reviews:** Regular performance evaluations to support employee growth and ministry effectiveness.

This job description and HR policy are designed to ensure a supportive and structured environment for the Youth Pastor to thrive in their ministry role, fostering spiritual growth and community within the youth of North Edge Church.

Compensation:

- Salary is based off of 40 hours per week and previous experience.
- Kechnie Benefits Package (Plus \$500 Health Care Spending Account)
- Mileage Compensation