

Job Description: Youth Pastor - Full Time | Minimum 40 hours/week
Reports to: Lead Pastor

Position Summary

The Youth Pastor will serve as a key member of the pastoral team at New Life Church Brantford. This role provides visionary leadership, oversight, and discipleship for students (Grades 6–12). The Youth Pastor will create a Christ-centered, life-giving student ministry that engages students through weekly gatherings, discipleship opportunities, outreach, and leadership development—helping them grow in their faith and discover their God-given gifts. As part of the pastoral team, the Youth Pastor will also support and serve alongside other ministry departments to strengthen the overall mission of the church. The expectation is that the Youth Pastor will be actively involved in the life of the wider church family, participating in Sunday services, church events, and engaging relationally with families and leaders.

Primary Responsibilities

Vision & Leadership

- Create and execute a clear vision for Student Ministry in alignment with the overall mission and vision of New Life Church.
- Develop annual ministry plans that integrate the church's values and goals.
- Build and manage the annual Student Ministry budget with good stewardship.
- Partner with parents in the spiritual growth and discipleship of their students.
- Participate in regular ministry reviews and goal-setting with the Lead Pastor to ensure accountability and alignment with church vision.

Ministry Development

- Lead dynamic weekly youth services with engaging preaching, teaching, worship, and small group opportunities.
- Plan and oversee special events such as retreats, camps, conferences, mission trips, and service projects.
- Develop programs to engage both Jr. High and High School students in spiritual growth, discipleship, and service.
- Create and implement a discipleship pathway that helps students grow deeper in faith and equips them to live out their calling.
- Foster a welcoming and inclusive environment for students and their friends.
- Provide pastoral care for students through one-on-one mentorship, school visits, being present at student activities, and offering spiritual and emotional support in times of need.

Volunteers & Student Leaders

- Recruit, train, equip, and invest in adult volunteer leaders to serve in Student Ministry.
- Develop and disciple student leaders, releasing them into ministry roles and opportunities.
- Implement ongoing training and support for volunteers to ensure healthy and effective leadership.

Outreach & Engagement

- Encourage students to actively serve in the church, community, and world through service projects, outreach events, and mission opportunities.
- Develop strategies to integrate students into the larger church body.
- Create opportunities for yearly mission trips and service initiatives.
- Build bridges to the community through outreach in schools, partnerships with local organizations, and intentional evangelism to unchurched youth.

Administration & Oversight

- Oversee registration, program management, promotion, and security policies for youth events and weekly services.
- Ensure the “Protection policy” is fully implemented and followed.
- Attend weekly staff meetings and contribute to the overall health of the pastoral team.
- Support other pastoral duties as assigned by the Lead Pastor.
- Be a team player who willingly supports and collaborates with other church departments to advance the overall ministry of New Life Church.

Leadership Expectations

- Provide direct supervision of Student Ministry teams and volunteers.
- Maintain a periodic presence in Children’s Ministry to ensure smooth student transitions.
- Pursue personal leadership growth through reading, training, and ongoing learning.
- Model Christ-like character and integrity, living as an example of a faithful disciple of Jesus.
- Attend ministry conferences, PAOC gatherings, and other professional development opportunities to stay connected and equipped for effective student ministry.

Qualifications & Skills

- Bible College/Seminary degree/diploma (or equivalent experience in a related field).
- Credentialed, or eligible for credentials, with the PAOC.
- Strong communication, organizational, and leadership skills.
- Competence with digital tools such as Word/ Pages, Excel/ Numbers... and Planning Center.
- Passion for teaching God's Word and helping students grow in their faith.
- Team-oriented mindset with the ability to collaborate across ministries.

Personal Expectations

- Maintain a growing personal relationship with Christ.
- Demonstrate a strong work ethic and servant leadership attitude.
- Stay culturally aware and engage students with relevant, creative programming.
- Be committed to the mission, values, and leadership of New Life Church Brantford.
- Serve as a cooperative and supportive member of the pastoral staff team.
- Live a lifestyle consistent with biblical standards, agree with the Statement of Faith of New Life Church and the PAOC, and demonstrate commitment to prayer, and Bible study.