



Youth Pastor | Bearspaw Campus

Full-time 40 Hours per Week

Hello! We are Centre Street Church, committed to making an impact on people's lives, our communities and in the world. How do we do that? By leading people to Jesus and helping them become fully devoted followers of Christ. That's the driving purpose behind everything we do.

Though we are a large church, at our core we are a network of small communities. These small communities function as extended families that support and challenge one another through discipleship. All of these communities networked together make us united as one large church that gathers weekly for worship over 10 services across 5 campuses.

We are looking for a Youth Pastor to join us on this exciting journey God has us on.

If you love to have a heart for using your skills and abilities to make a difference in people's lives and are excited about how your experience can help us accomplish our mission of introducing people to Jesus and helping them become fully devoted followers of him, we would love to talk to you.

The focus of this position is to work with the Youth Ministries team to provide energetic, creative, highly organized and passion-filled leadership to a transformational Youth Ministry that impacts youth from grades 7 to 12; to accomplish our mission of reaching youth and developing disciples.

Primary Duties and Responsibilities:

- This position provides leadership over all programming (mid-week, weekend, events, retreats), volunteer leaders, and pastoral care for Youth Ministries at Bearspaw Campus.
- Serve and lead with the Youth Ministries CORE Team at all required events and activities.
- Attend all required meetings/events/activities for Centre Street Church and Youth Ministries. This includes all-staff meetings, prayer meetings, special events, retreats, membership meetings, staff development days, staff reunion days, strategic ministry planning sessions, and other activities as designated by the YM CORE Team Leader or Family Ministry Pastor.
- Serve during high-impact ministry opportunities throughout the ministry year. This includes Christmas productions, Christmas Eve services, Easter productions, Good Friday, Easter Sunday services, Parent Days, etc. \



- Complete all Ministry Health Reporting requirements on a timely basis.
- Fulfill other duties as requested by the Bearspaw Campus Pastor, The YM CORE Team Lead, or the Family Ministry Pastor.
- Actively engage in a yearly Our Work Matters assessment and process which includes practical feedback, identifying areas of personal and professional growth, and establish follow up goals.

VISION AND STRATEGY IMPLEMENTATION

- Provide input into the all-campus Youth Ministries Strategic Ministry Plan developed by the CORE Youth Ministries Team (hereby referred to as “YM CORE”).
- Lead through strategic change in Youth Ministries with excellence using the vision, strategies and goals found in the Strategic Ministry Plan.
- Partner with the YM CORE Team Lead in casting vision for Youth Ministries to drive the mission: reach youth, develop disciples.
- Ensure Youth Ministries is operating in a way that embodies the philosophy of being “one Youth Ministry at all CSC Campuses”.

LEADERSHIP CULTIVATION, DEVELOPMENT AND DISCIPLESHIP

- Actively discover, develop, deploy and provide pastoral care and leadership for volunteers in ministry roles (hereby referred to as “Teams”). This includes Community Group Leaders, Coaches, Event Leaders and Pursuit Leaders, and Guest Services.
- Effectively on-board Teams following the best practices and guidelines established by the YM CORE Team, having leaders serve in their area of giftedness and passion.
- Communicate regularly with Teams and provide them with updates, important information, curriculum distribution, available to answer questions when asked.
- Organize a Team Night every month (x10/year) with the Teams for the purpose of connecting, celebrating what God is doing, talking about challenges, going through and discussing the next month curriculum, planning for upcoming events, and prayer.
- During weekend services, actively interact with, coach, support and disciple Teams.
- Connect with Teams on a regular basis (minimum once per quarter) to ensure they are in a place of emotional, relational and spiritual health to serve youth (in-person, phone calls, emails etc.)



- Regularly evaluate Teams effectiveness on a regular basis (minimum once per quarter) for the purpose of helping them ascertain greater personal effectiveness, increase their Kingdom impact, and discover their God-given potential.
- In collaboration with the YM CORE, carry out appropriate training and equipping opportunities for Teams.

MINISTRY OVERSIGHT – MIDWEEK AND WEEKENDS

- Ensure safety of youth by:
 - Following the Policy to Protect and all appropriate policies/best practices for Youth Ministries contained within the Youth Ministries Leader Handbook.
 - Making sure Teams are screened, interviewed and appropriately vetted in accordance with the Policy to Protect.
- Be the main connection point for youth and families at the campus, providing clear information, next steps for getting connected, answering questions, and pastoral care.
- Effectively on-board new youth into Community Groups following the best practices and guidelines established by the YM CORE Team.
- Connect with youth and their families on a regular basis for the purpose of building relationships and connection at the campus.

Community Groups

- Attend assigned Community Group(s) a minimum of once a month (unless not possible with number of Community Groups). Focus of this time is to be part of the group, to teach/provide spiritual leadership, to support Leaders, get to know youth, and to ensure Community Groups are following best practices established by the YM CORE Team. It is also intended that this time be used to disciple and grow leaders by reflecting, discussing, and debriefing the experience with Leaders (providing feedback, encouragement and practical training opportunities).
- Ensure environments and before/after activities are engaging for youth and help them feel welcome and connected.
- Ensure Community Group Leaders have everything they need for a successful night. This includes ensuring rooms are set-up, equipment is ready, and Teams have been sent the curriculum through a weekly email.
- Ensure attendance statistics and applicable registration forms, attendance records, first time decisions, baptisms are all submitted on a weekly basis to the Youth Ministries Coordinator.



Events

- In collaboration with the YM CORE Team, develop, plan, and execute Campus Events, ensuring they are executed with a high degree of excellence. This includes:
 - Leading the campus Teams in discussions around the events, roles, and execution of the event.
 - Completing organizational and waiver requirements for the event.
 - c. Ensuring events are exciting, meaningful, engaging, age-appropriate, and follow safety guidelines established by YM CORE.
 - d. Sending Teams event information before the event so they are prepared and ready to engage.
 - e. Arriving early to set up, providing leadership during the event, and then cleaning up afterwards.

Weekend Programming

- In collaboration with the YM CORE Team, execute the weekly weekend program for Junior High youth at the campus (The Pursuit). This includes:
- Arriving early to ensure all elements are ready and technology is working,
- Actively engaging with youth and families before, during and after The Pursuit, actively inviting them to events, community groups, and other practical next steps.
- Ensure environments and activities are engaging for youth and help them feel welcome and connected.
- Ensure Pursuit Leaders have everything they need for a successful service. This includes ensuring rooms are set-up, equipment is ready, and Teams have been sent the curriculum through a weekly email.
- Ensure attendance statistics and applicable registration forms, attendance records, first time decisions, baptisms are all submitted on a weekly basis to the Youth Ministries Coordinator.

Fam. Nights / Serve Nights

- In collaboration with the YM CORE Team, develop, plan and execute Campus FAM nights (one time a month) ensuring there are opportunities for youth to hang out, connect, and serve together. This includes:
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- Planning and implementing opportunities for Community Groups to connect with each other and make memories.
- Create focused opportunities for Community Groups to engage in meaningful service opportunities within the church and in partner organizations.

UNITE Events, Gatherings, Curriculum and Programming

- In collaboration with the YM Curriculum and Programming Coordinator, prepare assigned teaching messages for youth in grades 7-12 which are delivered in-person (The Summit) or digitally recorded (video).
- In collaboration with the YM CORE Team, engage in UNITE gatherings, NOW services, events, retreats, or mission trips. This includes:
- Actively contributing ideas to the planning of events.
- Taking responsibility for elements assigned projects/tasks/elements required for UNITE events, gatherings, trips, retreats, and services.

Training

- In collaboration with the YM CORE Team, carry out training during assigned times.
- Actively engage youth at the campus who are part of the LEAD/Serve Team and participate in youth training/equipping (spiritual growth, discipleship, leadership development).

FAMILY CONNECTIONS AND PASTORAL CARE

- In collaboration with the Youth Ministries Coordinator, follow the Youth Ministries follow-up engagement process in a timely manner. This includes:
 - New youth connection requests and next step conversations.
 - Follow up pastoral care calls to families who have not attended Youth Ministries for specified consecutive weeks determined by YM CORE.
 - Engaging in regular check-in phone calls with families (callouts) using a list provided.
 - Follow up with youth and their parents who have made first time decisions to follow Christ.
- Actively shepherd, provide spiritual and pastoral care for youth and families.



- Connect with caregivers/guardians/parents who are experiencing difficulties in their relationships, needing support, or are experiencing a crisis. This includes home and hospital visitations.

EQUIPPING AND PARTNERING WITH PARENTS:

- Effectively communicate with parents about programs, weekend teaching themes, events, follow up to learning experiences, and connection opportunities.
- In collaboration with the YM CORE, plan and execute meaningful learning opportunities (Parent Day)
- In collaboration with the YM CORE, compile and provide resources to parents to support and equipping them in their parenting journey.
- In collaboration with the YM CORE, provide meaningful baptisms for youth following the baptism process.

Core Skills/Experience:

- A deep awareness of the importance of relationships and empowering volunteer teams to do the work of ministry.
- Passionately pursues discipleship for youth and families equipping parents to be the spiritual leaders of their home.
- Understanding of the unique challenges, issues, and current realities facing youth and strategies/resources to effectively reach and equip youth/families in their faith.
- Proven ability to discover, develop, deploy, retain, disciple, and work with volunteers.
- Understanding effective large group and small group learning experiences that are age-appropriate and reflect best practices in child development and learning.
- Excellent relational skills and task-management skills with a proven ability to handle crises.
- A demonstrated team player that is organized, efficient, systems oriented, and dedicated to excellence.
- Proven ability to multi-task and work effectively in a collaborative work environment.
- Proven ability to deal with diversity and change on an ongoing basis.
- Experience in discovering and developing volunteers.
- Excellent communication skills.
- Exceptional organizational and time/self-management skills.
- Possess a strong curiosity to learn and ask crucial questions.



- Excellent interpersonal skills and ability to respectfully deal with conflict using the principles set out in Matthew 18.
- Flexible and adaptable
- Ability and/or experience of working in a collaborative team environment.
- Ability to problem-solve/troubleshoot “on the fly.”
- Detail-oriented and ability to complete tasks quickly and effectively.

Qualifications:

- Understand, support and live out CSC’s membership covenant and statement of faith.
- Be a model to others of what it means to be a fully devoted follower of Christ.
- Willingness to commit to and uphold CSC’s Human Resources Policies, Code of Conduct, Confidentiality Agreement, Job Performance Expectations, Staff Values Based Behaviours, Lifestyle Agreement and Staff Expectations.
- Spiritual gifts essential to the position must be evident: Pastoring, Teaching, Leadership, Encouragement, Wisdom, Discernment, and Administration.
- Proven working knowledge of a variety of social networking platforms, including Facebook, Instagram, YouTube, the Internet, etc. and Microsoft Office Suite.
- Bachelor’s degree preferred, or equivalent within ministry to youth.
- Experience/Education working with children and adult learning is considered an asset.

If you can check all the boxes above, we want to hear from you! Please apply by completing our CSC Employment Application [CSC Employment Application](#) , sending it along with your resume and cover letter to careers@cchurch.ca