

ASSOCIATE PASTOR OF YOUTH AND FAMILY MINISTRIES SIMPSON CREEK BAPTIST CHURCH

I. Principal function

To provide Christ-centered leadership and pastoral care to youth and their families, developing a comprehensive disciple-making ministry that aligns with the mission, doctrine, and vision of Simpson Creek Baptist Church. The Associate Pastor of Youth and Family Ministries will work in close partnership with the Senior Pastor, the Pastor of Education, and other ministry leaders to integrate youth and family ministry into the overall life of the church.

II. Accountability and reporting structure

1. Pastoral Office, Character, and Mutual Accountability

- All three pastors of Simpson Creek Baptist Church—the Senior Pastor, the Pastor of Education, and the Associate Pastor of Youth and Family Ministries—serve together as **equal holders of the biblical office of pastor/elder**.
 - sharing the same spiritual calling,
 - moral expectations,
 - and scriptural qualifications.
- Each pastor is expected to meet and continually pursue the standards set forth in **1 Timothy 3:1–7** and **Titus 1:5–9**, modeling Christlike character, integrity, and maturity before the congregation.
- As fellow under-shepherds of Christ, the pastors will commit to **grow in sanctification together**, practicing mutual encouragement, confession, and accountability.
- They will regularly exhort one another toward holiness, pray for one another, and maintain a culture of honesty, humility, and spiritual brotherhood as they shepherd the church in unity.

2. Primary Supervision:

- The Associate Pastor of Youth and Family Ministries will **answer to and be evaluated by the Senior Pastor**, who is responsible for directing and overseeing this position.

3. Doctrinal and Educational Oversight:

- In matters of **teaching doctrine, curriculum, and educational philosophy**, the Associate Pastor of Youth and Family Ministries will **answer to and work under the doctrinal oversight of the Pastor of Education**.

- The Pastor of Education will collaborate with the Associate Pastor of Youth and Family Ministries to ensure that all youth and family teaching, programming, and resources are consistent with the church's doctrinal statement and educational strategy.
- The Pastor of Education will help the Associate Pastor of Youth to form and maintain the Simpson Creek Pipeline for leadership development.

4. **Board/Committee Relationships:**

- The Associate Pastor will attend Board of Christian Education (or equivalent) meetings and provide regular reports on youth and family ministries.
- The Associate Pastor will attend regularly scheduled deacons meetings as a normative practice, unless otherwise excused.
- The Associate Pastor will oversee and manage the Youth Pastor Pipeline team.

III. **Primary responsibilities**

1. **Vision and strategy for youth and family ministry**

- **Develop and implement** a clear, biblical vision for youth and family ministry (grades and ages as defined by the church).
- Align youth and family ministry goals with the overall mission and strategic priorities of Simpson Creek Baptist Church.
- Work with the Senior Pastor and Pastor of Education to integrate youth and family ministry into the broader discipleship pathway of the church.
- Work with Youth to integrate into the greater Sunday Service.

2. **Teaching, discipleship, and spiritual formation**

- **Coordinate and create programming and curriculum** for youth, including but not limited to:
 - Sunday School
 - Youth Praise Band
 - Retreats, camps, and other special activities, including summer activities.
- **Teach** weekly, including but not limited to Sunday School and Wednesday Night, or ensure qualified teachers are in place when not personally teaching.

- Develop a **discipleship process** for students (e.g., small groups, mentoring, leadership development, missions involvement).
- Ensure all teaching is biblically faithful and consistent with the church's doctrinal statement, in cooperation with the Pastor of Education.

3. **Parent and family partnership**

- Equip and encourage **parents as primary disciple makers** of their children and teenagers.
- Provide resources, training opportunities, and communication that help families apply biblical truth at home.
- Maintain regular, clear communication with parents regarding teaching content, events, and expectations.

4. **Pastoral care and counseling**

- Provide **pastoral care and biblical counseling** to youth and their families, within the scope of training and church policies.
- Be available to students and families in times of crisis, transition, or spiritual need, in coordination with the Senior Pastor and Pastor of Education.
- Maintain appropriate boundaries and adhere to all church policies regarding counseling and interaction with minors.

5. **Volunteer leadership and team development**

- **Recruit, train, and support** volunteers and teachers to serve in youth and family ministries and other Christian education activities as needed.
- Develop a culture of **team-based ministry**, equipping lay leaders to share in teaching, shepherding, and event leadership.
- Provide ongoing training in doctrine, teaching skills, safety, and relational ministry.

6. **Outreach and community engagement**

- Lead and encourage **outreach to youth** through community activities, school involvement (where appropriate), and evangelistic events.
- Mobilize students for **mission projects and service opportunities** locally, nationally, and internationally as appropriate.

- Represent Simpson Creek Baptist Church in the community in a manner consistent with the gospel and the church's witness.

7. **Worship leadership and broader church ministry**

- Assist and conduct worship services, including **preaching on occasion** as requested by the Senior Pastor.
- Participate in staff meetings, church wide events, and other ministries as assigned.
- Support the overall pastoral ministry of the church, including hospital visits, funerals, and other pastoral duties as needed.

8. **Communication and publicity**

- Handle all **publicity for youth and family activities**, including newsletter articles, website updates, social media, and other communication to the congregation and the public.
- Maintain clear, timely communication with students, parents, volunteers, and church leadership.

9. **Administration, planning, and safety**

- Develop and manage the **youth and family ministry budget** in coordination with church leadership.
- Plan and organize events, trips, and weekly programming with attention to logistics, risk management, and spiritual purpose.
- Ensure compliance with all **child protection and safety policies**, including screening, training, and supervision of volunteers.

IV. **Qualifications**

• **Spiritual:**

- A clear testimony of faith in Jesus Christ and a life marked by spiritual maturity and integrity.
- Agreement with the church's doctrinal statement and the Baptist Faith and Message (2000), as adopted by the church.

• **Educational/Professional:**

- Bachelor's degree preferred; theological training from an accredited evangelical/Southern Baptist institution preferred.
- Prior experience in youth and/or family ministry preferred.
- **Personal/Ministry Skills:**
 - Demonstrated ability to teach Scripture clearly and faithfully to youth.
 - Strong relational skills with students, parents, and volunteers.
 - Organizational, administrative, and communication skills appropriate for leading a multifaceted ministry.