

Job Description Minister to Youth

Calvary Baptist Church, Ruston, LA
October 13, 2025

POSITION TITLE: Minister to Youth

PURPOSE: The minister to youth will lead a Christ-centered ministry for students in 7th through 12th grades with a focus on helping students develop a personal relationship with Jesus Christ, discipling students to be disciple makers, equipping families to engage in discipleship, and engaging the broader church in nurturing the spiritual growth of students.

KEY RESPONSIBILITIES:

Spiritual Leadership

- Model a vibrant personal faith and spiritual maturity.
- Provide pastoral care and mentorship to students.
- Become a lifelong learner — taking advantage of training events, conferences, and other opportunities to grow in professional skills, knowledge of current trends, and personal spiritual growth as a minister.
- Maintain proper decorum with students (living “above reproach”).
- Pray for students and families regularly.

Program Development

- Bible Study
 - Plan weekly Bible study meetings.
 - Teach biblically sound lessons during weekly gatherings and special events.
- Discipleship
 - Create and carry out a discipleship plan for helping students become disciples who make disciples who make disciples.
 - Have a plan for learning about each student’s walk with Christ and helping him/her grow.
 - Choose or develop biblically sound, engaging discipleship material.
 - Equip students to disciple others and provide opportunities to do so.
- Worship
 - Engage in weekly corporate worship with church family.
 - Provide opportunities for student-led worship and facilitate participation (through youth band, sharing testimonies, reading scripture aloud, A/V team, etc.) and growth in this area among students.
- Fellowship

- Provide regular opportunities for youth to gather for the purpose of getting to know each other better and engaging in relationship with one another, including occasional events planned specifically for this purpose.
- Outreach
 - Plan activities/events that seek to reach unchurched students with the Gospel and engage them in Calvary's youth ministry.
 - Encourage and equip students to reach their unchurched friends for Christ and engage them in the church.
- Evangelism
 - Teach students the Gospel in a clear, concise way and model evangelism by personally sharing the Gospel with others.
 - Train them to share the Gospel with others and provide opportunities to do so.
 - Encourage students to always be ready to give an account for the hope they have in Christ.
- Missions
 - Plan and facilitate or cooperate with other groups to engage students in praying for, giving to, and going on missions with the goal of helping students develop a life-long desire to participate in the Great Commission.
 - Participate in local mission projects yearly.
 - Plan a mission trip opportunity for students at least every other year.

Volunteer Coordination

- Recruit, train, and support adult volunteers and student leaders who are mature believers to participate in the discipleship of students.
- Foster a team culture among volunteers that reflects the church's mission and values.
- Provide oversight and accountability for volunteers working with youth.

Family Engagement

- Communicate regularly with parents and guardians.
- Equip families to disciple their children at home.
- Offer resources and support for parenting and faith development.

Administration

- Plan and manage ministry budget, event logistics, and communication.
- Develop a calendar of engaging, age-appropriate activities that meet the expectations listed under "Program Development" above.
- Maintain records of attendance, student information, and volunteer involvement.
- Collaborate with church staff and attend regular meetings.

Church Integration

- Participate in worship services and church-wide events.

- Encourage student involvement/service in other ministries (worship, tech, missions).
- Align student ministry with the overall vision of the church.
- Create and encourage opportunities for multi-generational activities and discipleship.
- Encourage youth and their families to be active members of the church.

Staff Relations

- Attend weekly staff meetings.
- Help, support, and encourage other staff as co-laborers for Christ.
- Participate in staff retreat or leadership conferences planned by the senior pastor.
- Execute other duties as assigned by supervisor or senior pastor.

Qualifications

- A born-again follower of Jesus Christ with a vibrant, growing, personal relationship with Him.
- Bachelor's degree (seminary degree or desire to obtain a seminary degree preferred).
- Experience in student ministry or related leadership roles.
- Strong communication, organizational, and relational skills.
- Ability to work collaboratively with staff, volunteers, and families.
- Agreement with the church's doctrinal statement and mission.

Preferred Skills & Attributes

- CDL license or willingness to obtain the license
- Creative and energetic approach to ministry.
- Knowledge of current events impacting youth and willingness to stay abreast of such events and address them in a biblical and age-appropriate manner with youth
- Conflict resolution and counseling skills.
- Social media presence with accountability and willingness to use that platform to engage in a biblically appropriate manner with youth, promote church events, advance the gospel, and maintain awareness of issues facing youth.
- Eagerness to pursue engagement with students outside of church activities in such ways as attending school events, extra curricular activities, etc.
- Willingness to pursue ongoing training and development.

Work Schedule

- Sunday mornings and midweek programming are required.
- Office hours: Monday - Thursday, 8am-5pm, with flexibility to allow for off-campus ministry, meetings, and events.
- Occasional overnight trips (retreats, camps, mission trips, etc.).