

Heritage CRC, Byron Center, MI - Youth Pastor / Youth Director

Scope

This is a full-time salaried role open to both ordained (Youth Pastor) and non-ordained (Youth Director) candidates. The main responsibility is to nurture and disciple the young people in our church and community, guiding them into a lifelong relationship with Jesus Christ as their Savior and Lord.

Qualifications

- A strong love for Jesus Christ, commitment to spiritual growth, and dedication to Reformed theology.
- A sense of calling to lead youth into a personal relationship with Jesus Christ.
- Ability to work effectively with youth and build trusting relationships.
- Understanding of the physical, moral, faith, and social challenges facing young people.
- Strong administrative and organizational skills for working with church staff and youth leaders.
- Excellent communication skills.
- Preferred: at least one year of formal training or experience in youth ministries; could be ordained (Youth Pastor) or non-ordained (Youth Director).

Key Responsibilities

1. Spiritual Leadership and Youth Engagement

- Lead youth in spiritual growth aligned with the church's mission and vision.
- Build strong, supportive relationships with students.
- Maintain regular contact with students while following Safe Church guidelines.
- Communicate with parents at least once per month to strengthen ties between youth and families.

2. Volunteer Leadership

- Recruit, train, supervise, and mentor volunteer leaders for all youth groups.
- Foster a team atmosphere with volunteer leaders by holding planning meetings throughout the year.

3. Youth Group Oversight

- Lead En Fuego (grades 6–8), including bi-monthly meetings, coordinating activities, and an annual retreat.
- Lead Fusion (grades 9–12), including bi-monthly meetings, coordinating activities and fundraisers, planning an annual retreat, and organizing a week-long summer service project.

4. Youth and Family Ministry Coordination

- Coordinate catechism classes, including recruiting volunteer teachers and substitutes.
- Research appropriate catechism curriculum materials to be used.
- Serve on the student ministries committee.
- Act as a resource for children’s ministry leaders (e.g., Cadets, GEMS) and collaborate with the children’s ministry director.

5. College and Career Engagement

- Support college and career-age ministry, which meets monthly.

6. Worship and Church Involvement

- Participate in worship services at least once per month, which may include preaching (if ordained), leading songs, praying, or facilitating ARK services.
- Assist the Director of Music and Worship with involving youth in worship.
- Offer profession-of-faith classes as needed.

7. Administration and Reporting

- Maintain 20 hours of on-site office hours weekly.
- Ensure a minimum of 40 hours worked per week.
- Submit a monthly written report to the Council.
- Provide annual goals and vision as part of the annual review process.

8. Additional Responsibilities

- Perform other responsibilities as assigned.
- Encourage innovation and flexibility in youth programming, with any changes discussed and approved by the Council.

This position reports to the Pastor of Preaching and Leadership and the administrative elders. The role also collaborates closely with the Full Council.

This job description will be reviewed annually to ensure it meets the goals, plans, and needs of Heritage CRC.



Heritage
CHRISTIAN REFORMED CHURCH

Application

On a separate sheet, please include the following information:

1. Name, Phone Number and Email Address
 2. Personal Testimony of Faith in Jesus Christ
 3. Why are you interested in this position?
 4. What part of this job description are you most excited about?
 5. What part of this job description are you most concerned about?
 6. What past experiences have helped prepare you for this position?
 7. Other Comments or Questions
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1. Please turn in applications to the church office or email to the church office@heritagecrc.net.
 2. Please turn in your resume to the church office or email to the church office@heritagecrc.net