

Director of Youth Ministries (Permanent Part Time – up to 20 hours per week)

Application Deadline: October 1, 2025

Position Summary

The community of Northgate Baptist Church exists to bring all people into a reconciled relationship with God, themselves, others and the world. Our three priorities are spiritual maturity, authentic community and Missional living. We desire to be a church that does God's work to accomplish His will on earth. As a church, this is what we strive to be. As the Youth Ministries Pastor, this will be the focus you will have as an individual and a staff member leading our youth. The desire of Northgate Baptist Church is to have a youth ministry that is pursuing these goals as we go into the future.

As our Director of Youth Ministries, you will serve as the main overseer of the Junior High, and Senior High at Northgate Baptist Church. You will model a growing Christian life and set the vision for these groups according to the overall church vision, along with the youth sponsors and parents.

Responsibilities: Youth

1. Plan, facilitate and lead youth ministry that helps them to:
 - a. Grow in spiritual maturity
 - Friday Night Youth (weekly)
 - ABA youth retreats (twice yearly including junior & senior highs)
 - Bible study & training
 - Mentoring Youth one on one
 - b. Build authentic community for NBC Youth
 - Community building events (monthly). This includes establishing relationships across other church youth groups to coordinate and intermingle with their pastors and members.
 - Developing girls and boys exclusive retreats utilizing youth leaders and parents.
 - Engaging youth in the life of NBC in media, music, arts, ushering, etc.
 - c. Live missionally
 - Engaging with the Cellar or other community based ministries and invite NBC youth to attend.
 - Outreach events utilizing NBC youth (monthly)
 - Equipping youth to be the salt and light at school by equipping them with the tools to do so.
2. Develop mentoring relationships with youth through Sunday interactions, Friday Youth, online messaging and scheduled coffees. This includes identifying leadership potential within youth and encouraging and supporting them into service roles at church.

3. In youth ministry and other facilitated ministries, spend time with volunteers to maintain vision coherency, encouragement, engagement and training.

Responsibilities: Other

1. As time allows, to be involved in other church ministries and programs based on your passions and giftedness in consultation with the Supervisor and Lead Pastor.
2. Spend time in study and prayer.
3. Keep current of relevant trends and research through regular professional development opportunities.
4. Be active in engaging with other ministers in and outside the church for the sake of brainstorming, encouragement, etc.
5. Engage personally with local community organizations or individuals near Northgate to reach youth outside of the church, collaboration, etc.
6. Ensure youth group vision and roadmap are communicated to and understood by parents.
7. Create and work alongside a youth leadership team

Accountability

The Director of Youth is accountable, first and foremost, to God and His word, secondly to his supervisor who reports to the lead Pastor and then to the Board and the membership of Northgate Baptist Church.

The supervisor of this position or their delegate will conduct an annual review.

This will include some feedback collected from both youth, parents/volunteers and C&C representatives.

Qualifications

Personal and Spiritual

- Has a personal, active and growing relationship with Jesus Christ.
- Agrees to the Northgate Baptist Church statement of faith and staff covenant.
- Wholeheartedly supports the mission and values of Northgate Baptist Church.

Education and Skills

- A vision and passion for ministry to youth and young adults.
- Spiritual gifts and/or natural competencies in:
 - Relational skills, administration, delegation, volunteer development and management, communication and adaptability.
 - Technical abilities using computer, social networking, data projector and other equipment used in this ministry.
- Proven experience in working with youth and functioning within a team environment

- A desire and plan to further their education in Biblical studies
- Musical ability, worship-leading skills or appreciation is an asset.