

**MISSION:** To develop, implement and oversee effective Jr. Teen, Teen and Young Adult ministries, in accordance with the mission and vision of CrossPoint Christian Reformed Church.

**Status:** This is a part-time position (flexible, 20 to 30 hours per week depending on Teen needs and on the nature and need of ministry to Young Adults; depending on applicants this position could be divided between Teen and Young Adult tasks).

**QUALIFICATIONS:**

1. Gives evidence of a sincere commitment to Christ, and a dedication to see teens & young adults know and grow in their knowledge of and relationship with our Triune God.
2. Is a member of the CRC or willing to become one.
3. Is committed to CrossPoint CRC, its mission, vision, core values, and goals.
4. Has a clear vision and genuine passion for Teen & Young Adult ministry.
5. Ideally, has some training for ministry to teens and young adults.
6. Is self-motivated and able to work independently with minimal supervision.
7. Has strong relational, administration, and communication (verbal & written).
8. Is able to plan and organize teen & young adults ministries and curriculum.
9. Is able to recruit, train and motivate others for ministry.
10. Is team oriented with the ability to work closely with the Sr. Pastor, Staff Team, & ministry volunteers.

**RESPONSIBILITIES:**

**I. PROGRAM DEVELOPMENT AND IMPLEMENTATION**

1. Oversee, direct and continue developing the Teen Ministries, including:
  - a. Junior Teen Club (grades 7 – 8)
  - b. Teen Club (grades 9 – 12)
  - c. GOD Matters (grades 9 – 12 Catechism/Doctrinal instruction)
2. Oversee, direct and continue developing the Young Adult Ministries (ages 19-30). Encourage young adults to be involved in the life and ministry of the Church and of CrossPoint, specifically, and equip them to lead their own ministries.
3. As a member of the new “Faith Formation Design Team” and working within it, develop a systematic Biblical teaching strategy which complements what our other Faith Formation ministries are doing within CrossPoint.
4. As a key part of cultivating the faith, look to encourage intentional missional living in our church, with a focus on teens and young adults. This would include encouraging opportunities for young people to give testimony to what God is doing in their lives, to talk about their faith with others, and the task of mentoring and discipling others.
5. As gifted and available, and in partnership with the Sr. Pastor, offer and teach Profession of Faith membership classes throughout the year.

## **II. PASTORAL CARE**

1. Calling, meeting with, counseling, supporting and encouraging those who are ages 13-18 and young adults (ages 19-24). This may include formal one-to-one visits, attending social events in the lives of teens or young adults, informal contact at church functions, etc.
2. Providing critical pastoral care for teens and young adults in times of crisis.
3. Read the Bible and pray regularly. Specifically, spend time praying for our teens and young adults, as well as the various teen and young adult ministries and their volunteers.
4. Visit with parents of youth approximately once per year, or as needed.

## **III. DEVELOPING LEADERS & SUPPORTING PARENTS**

1. Encourage volunteers within the teen and young adult ministries to develop their gifts for service, either by providing training on site or encouraging attendance at training seminars and conferences within reasonable distance from the church.
2. Provide leadership development materials for volunteers within the teens and young adult ministries (i.e., books, videos, journals, magazines, etc.). Encourage them to lead some of our teen, but especially our young adult ministries.
3. Encourage parents of children and teens to attend marriage and parenting seminars and conferences, either on site or within reasonable distance from the Church.
4. Provide development materials for parents of teens & young adults (e.g., in house seminars (either self-led or guest led), books, videos, magazines, journals, etc.).

## **IV. WORSHIP ACTIVITIES**

1. Assist the Worship Team Leader in encouraging and facilitating the participation of teens and young adults in the worship services. This includes both encouraging them to share their gifts within the worship services, as well as working with the Worship Team Leaders to ensure that the worship services relate to and include teens and young adults.
2. Be visible at the worship services. This means more than just regular church attendance. The Teen & Young Adult Ministry Director should look to be regularly involved in the services. This may include leading parts of the service (i.e., Welcome and Announcements, Call to Worship, Congregational Prayer, etc.).
3. If time and personal gifting allows, preach occasionally in coordination with the Sr. Pastor.

### **I. Administration & Council/Staff Relations**

- 1) Meet monthly with Sr. Pastor for encouragement, prayer, communication, training, planning and accountability.
- 2) Work with Sr. Pastor and Staff Lead Team to set and evaluate annual goals.
- 3) With some exceptions (vacation time, etc), meet 2x per month with staff for encouragement, prayer, communication, training, shared ministry planning, &

accountability. Prepare for weekly meetings by completing agreed upon tasks and readings.

- 4) Submit an accountability report once per month detailing the previous month's activities and the upcoming month's goals.
- 5) Submit reports, recommendations, requests and budgets to Sr. Pastor and Council/Admin Board as appropriate or requested.
- 6) Submit monthly mileage and expense forms to Sr. Pastor for approval.
- 7) Submit weekly or as required bulletin announcements regarding our Children's ministries.
- 8) Attend Fall and Spring congregational meetings; prepare written and verbal presentations about your ministry & ministry plans for these meetings.
- 9) Working within a team environment may occasionally require the Teen & Young Adult Ministry Director to assist other staff members in their areas of responsibilities. This will be done as directed by the Sr. Pastor.

## **V. PROFESSIONAL DEVELOPMENT**

1. Network with other CRC youth ministries within the region.
2. Network with youth ministries with Brampton.
3. Attend professional development seminars and conferences regarding children, youth and young adult ministries as able and as approved by the Sr. Pastor

## **REPORTING, SUPERVISION & EVALUATION:**

The Teen & Young Adult Ministry Director is directly accountable to the Sr. Pastor and shall fulfil his/her responsibilities as directed and supervised by the Sr. Pastor. He/she will report regularly to the Council/Administrative Board (via Sr. Pastor) and is to be evaluated annually, with input from the Sr. Pastor, Teen Leaders and Young Adults, and agreed upon members of the congregation.