



**Pastor of Youth and Young Adults**  
**Hope Bible Church Niagara**  
**Job Description**

**Summary:** The Pastor of Youth and Young Adults will provide leadership, vision, and spiritual oversight to ministry of Hope Bible Church Niagara (HBCN) to our youth and young adults. This includes not only the pastoral care of youth and young adults but also resourcing parents and families for their ministry to one another in the home. The objective will be, in the power of the Holy Spirit, to lead a ministry that is faithfully focused on making 5G disciples who are equipped to be Christ followers and live on mission for Him.

This position requires strong alignment with HBCN's vision and direction. The successful candidate must clearly understand our values and priorities and be able to steward them through their leadership role.

**Accountability:** You will report to the Senior Pastor or his designate.

**A. Organization Description**

Hope Bible Church Niagara exists to glorify through the fulfillment of the Great Commission (Matthew 28:18-20) in the spirit of the Great Commandment (Matthew 22:37-40). We seek to achieve this purpose by making "5G" disciples (<https://www.hopeniagara.ca/5g>).

**C. Key Responsibilities**

- I. Overall Responsibilities:
  - a. Make 5G disciples among the youth and young adults of HBCN.
  - b. Promote a culture of healthy, persevering relationships built on Christ's love within our church family, particularly among youth and young adults.
  - c. Identify, recruit, equip, shepherd, and lead volunteer leaders.
  - d. Be responsible to manage the budgets for youth and young adults.
  - e. Participate with the staff team in meetings, planning, mutual encouragement, and prayer.
  - f. Provide spiritual and practical training for volunteer leaders.
  - g. Provide leadership, direction, and coaching for direct reports.
  - h. Be genuinely committed to prayer.
  - i. Other responsibilities as assigned.
  
- II. Pastor the youth and young adults of HBCN...

- a. Lead, oversee, and cast vision for our HBCN student ministry (Grades 6-12).
  - b. Be the primary teacher and shepherd of our youth, watching over and caring for their life and doctrine.
  - c. Disciple parents to faithfully and biblically lead their own youth.
  - d. Disciple leaders in spiritual discipleship of kids and parents, and in relationship with one another
  - e. Lead and oversee all aspects of the weekly gathering of our students.
  - f. Provide a full range of opportunities for our students that include attending youth events / conferences, mission trips, outreach initiatives, and relationship building times.
- III. Pastor the young adults of HBCN...**
- a. Lead, oversee, and cast vision for our HBCN young adult ministry (ages 18-25).
  - b. Be the primary shepherd for our young adults, providing pastoral care and giving oversight and leadership to weekly gatherings.
  - c. Encourage and assist young adults in being fully integrated into the life of the church.
  - d. Coordinate and provide opportunities for young adults to grow in their faith and flourish as 5G disciples through conferences, ministry/outreach opportunities, missions, and building Christ-centered relationships.

#### **D. Qualifications**

##### Competency:

- Master of Divinity or equivalent is preferred. An applicant with a bachelor's degree in theology or biblical studies or who has education/training in another discipline may be considered provided 1) they are pursuing further theological training and/or 2) they possess life experience that brings a rich biblical understanding of pastoral ministry and discipleship.
- A minimum of 5+ years of experience with significant leadership responsibility in church ministry or related Christian ministry.
- Must have clear gifting as a teacher of the Bible.
- Must demonstrate skill in leadership, management, team building, and communication.
- Must be an independent, quick learner, with initiative, creativity and a commitment to excellence.
- Must be committed to personal growth, being self-aware of personal strengths and weaknesses.

##### Character:

- Must have the biblical qualifications of a pastor/elder (1 Timothy 3; Titus 1).
- Must demonstrate a servant's heart and be teachable and humble (Mark 10:42-45; Philippians 2:3-7).
- Displays an authentic love for Jesus and people and embodies the qualities of a Spirit-filled life (Matt. 22:37-39; Galatians 5:22-26).

- Exemplifies strong self-motivation and diligence, seeks to be organized, and attentive to detail and excellence in all things.

**Chemistry:**

- Must be committed to the local church and active in building community (Acts 2:42-47).
- Must demonstrate an ability to work well with others and have an evident love for people.

**Conviction:**

- Must be in full agreement with the Hope's mission, vision, doctrine, foundational priorities, and ministry strategy.
- Must embody the Hope mission and culture and be willing to lead the ministry in a way that is consistent with this approach.
- Will champion the vision of the senior pastor and elders by upholding the mission, doctrine, pillars, and ministry strategy of HBCN.

**Capacity:**

- Must be highly motivated and action oriented; a strong work ethic; a get-it-done kind of person.
- Must be willing to put in the hours necessary for the church ministry while maintaining a healthy personal and family life.
- Must be a self-starter and able to provide vision and initiative to grow and enhance our youth and young adults ministries.

**E. Compensation**

- Full time.
- Salary to be determined based on qualifications and experience.
- Family benefits package included.
- Retirement contribution plan.
- Vacation commensurate with experience plus a reading week.
- Moving expenses to be determined.

**F. Commencement Date:** Summer 2025.

**To Apply:** Submit resume and cover letter via email to [elders@hopeniagara.ca](mailto:elders@hopeniagara.ca).