



Youth Minister

CHURCH OVERVIEW

Cross Timbers Baptist Church's mission is to be disciples who make disciples. We are imperfect people, pursuing maturity, proclaiming Christ.

POSITION SUMMARY

The Youth Minister leads and develops the church's ministry to students in grades 7-12. This role focuses on building a healthy, Christ-centered student ministry through consistent teaching, relational discipleship, and intentional outreach. The Youth Minister will cultivate an environment where students are known, engaged, and growing in their faith, while establishing a sustainable ministry supported by volunteers and aligned with the church's overall mission.

REPORTS TO: Executive Pastor & Senior Pastor, with additional oversight from the elders (& Personnel Committee for first year)

POSITION STATUS: Part-Time (25-30 hours per week). Regular participation in Sunday morning and midweek youth programs, worship services and key church activities. Some evenings, weekends, and occasional trips required.

COMPENSATION: Salary Range: \$30,000 - 35,000. Salary to be determined based on scope of experience.

RESPONSIBILITIES

- **Ministry Development & Programming:** Take primary ownership of the development and consistency of the Youth Ministry. Define and implement a discipleship pathway that helps students grow toward spiritual maturity during their time in ministry (what we believe, why we believe it, how to practice our faith).
- **Teaching & Discipleship:** Plan and lead engaging, biblically grounded youth gatherings. Provide teaching that is faithful to scripture, clear, and applicable, utilizing a curriculum, parents, & volunteers to best disciple teens.
- **Volunteer Recruitment:** Implement a team of regularly scheduled adult volunteers. Establish clear expectations for student safety and consistent training.
- **Purposeful Events:** Plan and lead periodic events that support spiritual growth and community (e.g., camps, retreats, service projects, mission opportunities). Ensure events are clearly tied to the church's discipleship values. Start with a manageable number of well-executed events and expand over time.
- **Church-Life Integration:** Encourage student participation in Sunday worship and connect with the larger church family by providing opportunities for relationships. Collaborate with the Children's Ministry Director to smoothly transition children into the Youth Ministry.

- **Administration:** Ensure classroom(s) is prepared with materials or technology, staffed appropriately, and function effectively each week. Represent the Youth Ministry during staff meetings, church council and business meetings as well as attend other church functions. Maintain MinistrySafe © policies & procedures for all volunteers. Create and successfully execute an annual Youth Ministry budget according to the church's policies and procedures.

QUALIFICATIONS

- **Spiritual Leadership:** The Youth Minister should demonstrate a strong, personal and growing relationship with Christ. Meets biblical character expectations for ministry leadership. Affirms the church's statement of faith and Southern Baptist doctrine.
- **Education:** A Bachelor's degree is required. Some biblical or ministry training preferred.
- **Experience:** Prior experience working with students preferred (church, camp, school, etc.). Experience developing or growing a ministry is a plus.
- **Skills:** Strong relational skills with students and parents. Ability to teach and communicate biblical truth effectively. Self-starter with initiative to build and grow a ministry. Organizational ability appropriate for a part-time leadership role. Good judgment and appropriate boundaries when working with minors.
- **Communications:** Able to represent Cross Timbers Baptist Church well through verbal, written and nonverbal communication.

KEY DELIVERABLES

- Develop and articulate a clear vision for what students should understand and begin to live out by the time they transition into College and Career.
- Design and implement a ministry approach that builds progressively across age groups from foundational biblical knowledge to increasing understanding, application, and ownership of faith as a young adult.
- Evaluate ministry effectiveness based on consistency, engagement, and spiritual development, not attendance alone.
- Consistent, high-quality Sunday and Wednesday experiences.
- Consistent parent and volunteer engagement.
- Stability and increasing participation within 6-12 months.

EXPECTATIONS

- Active membership (or willingness to become a member) of the church.
- Agreement with and support of the church's mission, vision, and values.
- Compliance with church safety and MinistrySafe © policies and procedures.