



Highland Baptist Church

Position Description

Position Title: Associate Pastor to Youth and Young Adults

Status: Full-time

Reports To: Pastor

Position Summary

The Associate Pastor to Youth and Young Adults serves the full congregation of Highland Baptist Church (Highland) with a focus on youth (6th-12th grades), their families, and young adults (post-high school through 20's).

Our youth and young adult ministry communities are built on nurturing strong bonds within a diverse group, offering relatable and relevant faith formation and providing a brave place that honors the challenges that youth and young adults face.

Essential Responsibilities

As an Associate Pastor to Youth and Young Adults,

- a. Shepherd the continued work of the youth and young adult ministries, creating an intentional, holistic ministry that invites young people to explore, embrace and embody faith and justice in their daily lives and decisions
- b. Develop relationships with youth, their families and young adults, offering pastoral care and support for daily life
- c. Offer opportunities for social engagement, spiritual development and faith in action including but not limited to: Bible study, retreats, camp experiences, opportunities for service and advocacy, worship leadership
- d. Communicate regularly with the youth and young adult communities, as well as the entire congregation, about the life and activity of these ministry areas
- e. Recruit, train, and support leaders from across the congregation to invest in the lives of our youth and young adults in consultation with the pastoral team
- f. Maintain a vision for, and implement action toward, external community outreach, connection and hospitality for these age demographics
- g. Support the self-differentiation of students into young adulthood for families with youth by creating a mechanism within congregational life for this developmental transition
- h. Collaborate with lay leadership groups in these areas for support, evaluation, and implementation of ministry objectives
- i. Develop and oversee the ministry budgets for youth and young adult ministries, practicing good stewardship of financial resources

As an Associate Pastor of Highland,

- a. Ensure that the theology, message and quality of ministry are consistent with Highland's mission, vision and core values including but not limited to diversity, inclusion, courage and curiosity
- b. Be present to self, God and others, practicing self-compassion and soul care
- c. Collaborate and vision as a member of the pastoral team with clergy and laity
- d. Offer regular leadership in worship
- e. Cultivate pastoral relationship with Highland members and visitors
- f. Provide leadership in additional areas of congregational life based upon individual gifts and the needs of the church
- g. Actively participate in the organizational structures of Highland, including but not limited to staff meetings, supervisory meetings, Quarterly Church Conferences, the Diaconate and the Ministry Council
- h. Serve as staff liaison to Youth Ministry Group, Young Adults Ministry Group, and other Ministry Groups as assigned
- i. Perform other ministry tasks in consultation with the Pastor, such as occasional preaching, participation in wedding and funerals, etc.

Required Qualifications

- A deep faith in, and love for, God as revealed through the life and teachings of Jesus
- A Master of Divinity or other related degree
- 3-5 years of ministerial experience in youth ministry
- Full affirmation of Highland's progressive theology and mission, vision, and core values
- Love and compassion for youth, their families, young adults, and people from a diversity of backgrounds
- Demonstrated ability and passion to carry out the duties and responsibilities of the position
- Ordained or prepared to be ordained by Highland Baptist Church
- Ability to affirm and support Highland Baptist Church affiliations. Prior experience with and knowledge of these affiliations/traditions is a plus: Cooperative Baptist Fellowship, Alliance of Baptists, the Baptist Joint Committee for Religious Liberty, Baptist Peace Fellowship, Baptist Seminary of Kentucky as well as local organizations that support anti-racism efforts, migrant/refugee care and welcome, and LGBTQ+ inclusion
- Essential skills include high levels of organization, ability to multitask, strong emotional intelligence, robust work ethic, and flexibility to creatively re-imagine and re-invigorate ministry in the days ahead