



VISTA COMMUNITY
CHURCH

YOUTH PASTOR JOB DESCRIPTION

We're looking for the right person to join our staff as Youth Pastor. The ideal candidate is a relational leader who has an entrepreneurial spirit and has experience in building a team of volunteers with various spiritual gifts and strengths. The candidate should be passionate about winning the lost, building believers up in their faith, equipping them for a life of ministry and sending them out on mission, Matthew 28:18-21.

Our Church

Vista is a contemporary church that is willing to live in the tension of Grace and Truth. We teach the word of God to people longing for truth who also struggle with the issues of living life in a fallen world. Jesus is the answer for this world today; He changes everything and makes all things new! We often say... "Come as you are, become more like Jesus". We are affiliated with the Evangelical Free Church of America (EFCA). For more information about our denomination and beliefs, go to EFCA.org.

Our Purpose

The purpose of this church shall be to work together to win the lost, build the believers, equip the workers and multiply leaders for Christ's church and to multiply healthy churches among all people groups.

Our Community

Historically Castroville has been a very small town, but recently that has changed as the San Antonio population has moved west along both Potranco Road and Highway 90. Medina county is growing quickly as farmland is being sold and turned into major subdivisions with thousands of people moving into the area. The Medina Valley ISD is one of the fastest growing school districts in Texas. There are plans for a second high school, a third middle school, and several elementary schools to be built in the next 5 years. The words of Jesus come to mind when he said in *John 4:35*, "Open your eyes and look at the fields, they are ripe for harvest."

Ideal Candidate

- 1. Spiritually Mature:** His walk with the Lord will be the highest priority. He strives to be a person of character who meets the qualifications of 1 Timothy 3:1-7, He makes time to care for his own soul.
- 2. Biblically Sound:** He is able to correctly handle the Word of God and submit his life to its teaching. He will also live in the tension of grace and truth as he



teaches the word of God to people longing for truth, but struggling with the issues of living life in a fallen world.

3. **Family Man:** If married, he will ensure his family has the proper care needed. He must be a faithful husband who spends quality time with his wife and is leading his family spiritually. He must also be present and intentional as a father to his children.
4. **Called to Ministry:** He must have a clear call to vocational ministry.
5. **Philosophy of Ministry:** He must be in agreement with the Vista Community Church philosophy of ministry. We are a church that welcomes all people to come as they are, and then we help them become more like Jesus.
6. **Relational:** Must be able to connect and relate well with students, parents, others in the church, and in the community. He must be emotionally healthy, sensitive to the needs of others, compassionate, tactful and a team player.
7. **Leadership skills:**
 - He must have entrepreneur skills to help develop a teen ministry.
 - He must be able to prayerfully plan, organize, and cast vision for the youth and VistaKids ministries.
 - He must also be able to recruit volunteers, build teams, and develop and multiply leaders.
 - He should have good organizational skills, but also be flexible and adaptable
 - He should have great people skills and great communication skills
 - He must be a self-starter who can manage his own schedule
8. **Education and Experience:** He should have 2 years of Bible college, seminary or equivalent training. He must have at least 3 years of leadership in youth ministry. He should have a working knowledge of Christian apologetics.
9. **Missionary to small towns:** Castroville is a small town within a growing county. Small towns are known for Friday night football games and relationships. It's important to develop healthy relationships in the community with families, organizations, other churches, and community leaders.



Youth Pastor Duties

Vista Teens: (70% of time)

- Provide vision, strategy, and development for the Student Ministry (6th-12th Grade)
- Recruit, train, lead and shepherd ministry team volunteers
- Foster an inviting, authentic, and fun culture in which students can experience a life-giving relationship with Jesus and others
- Help parents, leaders, and teens think biblically and love others unconditionally
- Be involved in the community by attending FCA events, youth activities such as band concerts, football games, etc.
- Organize and conduct camps, retreats, and service opportunities
- Mobilize students to grow in their personal faith and be outwardly focused in reaching their peers for Jesus
- Develop and oversee the budgets and expenses as well as policy and procedures for the Student Ministry
- Create a fun, safe learning environment for large youth group gatherings where teens can bring friends from school to hear about Jesus, ask questions, and get biblical answers in a grace-filled environment.

VistaKids: (20% of time)

- Help establish a long term vision that will include a fun, safe learning environment for the VistaKids ministry
- Provide pastoral care for VistaKids leaders, workers, and families
- Work with the VistaKids leaders to ensure recruitment and training of volunteers
- Oversee the VistaKids yearly budget that will support the vision of the ministry
- Ensure curriculum is reviewed and vetted for sound doctrine and taught in a fun learning way
- Ensure safety procedures and background checks are up-to-date and followed

Additional Responsibilities (10% of time)

- Be a team player with the staff of Vista.
- Attend staff meetings
- Participate in general pastoral duties as needed
- Become licensed with the Evangelical Free Church of America
- Attend leadership development and training