



FIRST BAPTIST CHURCH ON FIFTH

Winston-Salem, North Carolina

Position Profile

Position: Associate Pastor for Youth, Missions, and Adults
Status: Full-time, 40 hours a week
Reports To: Senior Pastor

The Associate Pastor for Youth, Missions, and Adults will serve as a member of a dynamic team of staff and among the beloved community of First Baptist Church on Fifth, as they offer comprehensive, creative leadership to the youth, missions, and adults area of ministries. The position is ideal for a candidate with experience in parish ministry and passion for each of these areas of ministry, with ministry among youth being the highest priority of the role. The Personnel Committee and Pastor imagines the estimated breakdown of time to be as follows:

Ministry with youth – 35%

Ministry of missions – 25%

Ministry with adults – 20%

General pastoral ministry – 20%

In their leadership, our new minister will deepen the commitments claimed within our church's Confession of Identity and engage fully within the vision of the church, which states: *We are a community in the heart of the city called by Jesus to practice bold love of God and neighbor and boundless compassion for all people.*

Principal Function: The Associate Pastor for Youth, Missions, and Adults coordinates and catalyzes the ministries for youth (middle & high schoolers) and their families, missions (including community/denominational partnerships), and median adults at First Baptist Church on Fifth.

Responsibilities:

Youth

1. Coordinate and catalyze ministry with youth and their families, building an authentic and faithful youth group community that is distinct in practice yet integrated with the whole church in identity.
2. Coordinate the planning of youth Sunday School and other faith formation, trips and retreats, and fellowship events in conjunction with the Youth Ministry Team.
3. Catalyze the work of the Youth Ministry Team. Enlist and train youth volunteers to do outreach, pastoral care, and missions within the youth group, with particular attention given to the unique needs of our group.
4. Support youth and their families through direct pastoral care efforts as time allows and, in conjunction with ministry staff, be physically, spiritually, and emotionally present for them throughout the changing seasons of life.
5. Serve as the lead administrator for youth functions, collecting payments & forms throughout the year as needed and managing the various youth funds.

Missions

1. In conjunction with staff and Deacons, give leadership to the church's continued implementation of our churchwide missions efforts, including but not limited to our Good Neighbor refugee team, tutoring at Ashley Academy, and advocacy at Crystal Towers, all to further our church's engagement with our stated priorities for mission (*cultivating the well-being of children, mitigating poverty in our community, becoming a teaching and learning church, growing in number and faithfulness*)
2. Give leadership to the work of the Missions Committee and together create regular opportunities for churchwide missions engagement and education. Work with the Missions Committee as they oversee the distribution of missions funds, and with the Accounting Manager to ensure their disbursement.
3. Lead strategically in the cultivation of our missions partnerships, particularly those around the city. Strengthen existing partnerships, and listen carefully for any possible new ones that fit the need and focus of our church's ministry. Help connect our members to these partners, engaging their individual passions for the world.
4. Shepherd our shared witness around matters of justice and reconciliation to equip our members as they engage faithfully in the cultural landscape. Potential gatherings could include: book studies, community-wide gatherings, lectures, new partnerships, etc.
5. Manage the intake of benevolence requests from church members and folks in the community.

Adults

1. Within the spirit and mission of the congregation, cultivate and grow our congregation's adult discipleship in the way of Jesus Christ as a key orientation of our beloved community's life together.
2. Create opportunities to engage each adult in Christian discipleship by strengthening existing forms and imagining new ones.
3. Give leadership to the work of the Adult Ministry Team (AMT), as well as our adult Sunday School teachers and small group leaders as they shepherd our adults. This includes serving as the lead administrator for adult functions and adult Sunday School, working closely with administrative staff to order Sunday School curriculum and to manage various funds for adults and faith formation.
4. In conjunction with staff and Deacons, give leadership to the development and implementation of one of the church's four missional priorities – becoming a teaching and learning church.
5. Support median adults through direct pastoral care efforts.

General pastoral responsibilities

1. Collaborate and create with the pastor and pastoral staff. Participate actively in staff meetings, and be a vital part of our staff team.
2. Perform general pastoral duties, including worship leadership for Sundays and special services, hospital & homebound visitation, monthly weekend on-call duty, collaborative part of vision/mission development for the church.
3. Other duties as assigned.

Confidentiality Statement: I acknowledge and understand the confidential and sensitive nature of the work contained in this job description. I agree to maintain confidentiality of information and records at all times as a condition of my employment, sharing it only with those deemed appropriate. I fully understand that should I breach this confidentiality, it can result in disciplinary action and/or termination.

I verify that I have read this Position Profile and understand these to be my duties as the Associate Pastor for Youth, Missions, and Adults for First Baptist Church.

Employee Signature _____ Date _____

Pastor _____ Date _____

Personnel Committee Chair _____ Date _____