



## YOUTH & WORSHIP PASTOR

### Responsibility Description

#### POSITION SUMMARY

At Nashville Church of the Nazarene, our mission is to Encounter Jesus, know God deeply, grow together in faith, and go out to spread the Gospel. The Youth and Worship Pastor plays a key role in this mission by enhancing worship experiences and nurturing our youth. This role involves leading worship through thoughtful music selection and improving the overall worship atmosphere. Additionally, the pastor will foster community connections and develop initiatives tailored to engage youth in Nashville and Barry County, helping them deepen their faith and actively participate in our mission. These efforts are aimed at creating a vibrant community and making more and better disciples of Jesus Christ.

The Youth and Worship Pastor is a full-time salaried position. Therefore, a minimum of 35 hours per week is required. This position requires a complete background check, resume, and references.

#### ACCOUNTABILITY

The Youth & Worship Pastor is directly accountable to the Lead Pastor and works under their direction.

#### RESPONSIBILITIES (including but not limited to)

##### YOUTH

*Develop and implement programs that deepen the faith of our young members and integrate them into the life of the church.*

*Build relationships with the youth in our congregation and local community, guiding them to know God deeply and grow in their faith.*

1. Design and implement initiatives that cater to the spiritual, emotional, and social development of young church members. These initiatives should foster a deeper relationship with Jesus and encourage personal and communal growth.
2. Plan and lead youth-focused events such as retreats, mission trips, and weekly gatherings. Ensure these events are engaging, spiritually enriching, and provide safe spaces for meaningful interactions.
3. Develop and oversee a dynamic curriculum for youth teachings that aligns with the church's theological values and addresses the current needs of the youth.
4. Provide direct mentorship and spiritual guidance to the youth, helping them navigate their faith journey.
5. Recruit, train, develop, and support volunteers, equipping them for effective ministry.
6. Actively work to integrate youth into various aspects of church life, ensuring they feel valued and connected within the wider church community.
7. Develop outreach initiatives that encourage youth to engage with and serve the local community.
8. Maintain open communication with parents and guardians, keeping them informed of ministry developments.
9. Collaborate closely with other church staff and the Lead Pastor to ensure that youth ministry is a cohesive part of the church's overall mission.
10. Manage the administrative aspects of the youth ministry, including scheduling, budgeting, and logistical planning for events and regular gatherings.
11. Serve as a pastoral presence for youth, available to counsel and support them through personal or spiritual challenges.
12. Participate in the Pastor on Call rotation, providing pastoral care to youth and their families as needed.
13. Take on other duties as assigned by the Lead Pastor, which may include participating in community events, leading special service projects, and representing the youth ministry in church-wide initiatives.

## WORSHIP

*Plan and lead worship services that allow our congregation to encounter Jesus through music and other creative expressions of worship. This includes selecting appropriate music, overseeing production, and ensuring each service aligns with our theological values.*

1. Cast a clear and compelling vision for worship ministry.
2. Lead music for regular and special services and weekly rehearsals.
3. Select songs and arrangements for services and develop them into a worship flow for each service.
4. Minister beyond the music. Incorporate testimonies, scripture, prayer, and other elements into services.
5. Collaborate with the ministry team and Lead Pastor to plan and prepare for services, ensuring that content and creativity match and are planned at an appropriate pace.
6. Recruit, train, disciple, and support volunteers, equipping them for effective ministry.
7. Lead the overall design and aesthetic of the platform and sanctuary, ensuring a vibrant, inviting, and minimalistic environment that enhances worship while avoiding an overly personalized look.
8. Ensure role clarity and excellent execution of responsibilities for all volunteers.
9. Organize and administer volunteer schedules and service plans.

## CONNECTIONS

*While the primary focus remains on worship and youth, this role also includes developing outreach initiatives that resonate with both church members and the local community, aligning with the church's mission to extend its reach and impact.*

1. Develop and articulate a vision for enhancing community engagement and guest experiences at the church.
2. Build relationships with local organizations to understand how the church can serve Nashville and Barry County.
3. Create opportunities to reach new people in Nashville and Barry County with the Gospel.
4. Recruit, train, develop, and support volunteers, equipping them for effective ministry.
5. Perform additional tasks as directed by the Lead Pastor to support the church's mission and community outreach efforts.

## PERSONAL & SPIRITUAL QUALIFICATIONS

1. A vibrant, growing relationship with Jesus Christ.
2. Proven ability to lead spiritually, inspire others, and maintain a high level of personal integrity and reliability.
3. Theological compatibility with and active membership in the Church of the Nazarene.
4. Enthusiastic support of the mission, vision and values of Nashville Church of the Nazarene.
5. Support of the Lead Pastors' and Boards leadership.
6. Compatibility with the staff.
7. If married, a supportive spouse and family.

## JOB QUALIFICATIONS

1. Be, or be willing to become, a licensed or ordained elder in the Church of the Nazarene.
2. Education or work-related experience overseeing, directing, and/or managing paid or volunteer staff.
3. Excellent organizational, communication, and leadership skills, capable of fostering teamwork and building relationships within and outside the church.
4. Proven track record in youth ministry, demonstrating the ability to connect with young people and engage them in meaningful spiritual experiences.
5. Experience in leading worship and music programs, with a robust ability to manage diverse elements of church worship services including music, audio-visual production, and creative liturgical practices.
6. Demonstrated leadership and administrative gifts.
7. The ability to provide information, direction, and feedback to all constituents.
8. Strong problem-solving skills.

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Reviewed & Approved

Date

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Lead Pastor

Date