



PASTOR OF YOUTH AND KIDS – TEAM LEAD

Job Description

Position Purpose

This position is responsible for shepherding, leading and equipping the team of staff and volunteers that give oversight to all ministries for ages 0-18 at Heartland Alliance Church. The primary emphases will be towards mentoring staff and volunteers, and being the front-line face of the ministry to parents of kids and youth.

Primary Responsibilities

1. Give leadership and provide coaching to the members of the Student Ministries Lead Team (SMLT), as they seek to live out the following:
 - Recruit and equip youth ministry leaders (volunteer and paid staff), valuing and teaching servant-leadership at all levels
 - Develop, implement and model a strategy for pastoral care and mentoring of youth and youth ministry volunteers
 - Ensure delivery of effective and appropriate biblical, theological and practical teaching for students
 - Develop and implement communication strategies and social media presence to inform and engage youth, leaders and parents in student ministry emphases and events
 - Develop ongoing strategies for ministry to and with youth parents and families
 - Work in partnership with HKLT (see #2 below) and the Small Group Lead Team to facilitate seamless movement through the differing life stages of kids to students to young adults

2. Give leadership and provide coaching to the members of the Heartland Kids Lead Team (HKLT), as they seek to live out the following:
 - Recruit and equip kids' ministry leaders (volunteer and paid staff), valuing and teaching servant-leadership at all levels
 - Develop, implement and model a strategy for pastoral care of children and their families
 - Create and/or select curriculum that is biblically strong and relevant to each age group
 - Create and host events for kids and families throughout the year that provide connection with other families and/or opportunities for evangelism and discipleship (ie. summer daycamps)

- Develop and implement communication strategies to inform and engage parents and volunteers in kids' ministry emphases and events
 - Develop and/or find quality resources for parents in their efforts to raise their children in the ways of the Lord
 - Work in partnership with SMLT to facilitate seamless movement of students from Heartland Kids to Refuge Youth
3. Other Pastoral & General Duties
- Serve on the Senior Lead Team, working together to give overall leadership to all that Heartland does
 - Participate in staff meetings and functions, and be involved in District and/or National events, all as directed by the Senior Lead Team
 - As required and where appropriate, to be involved in preaching, weddings, funerals, baptisms, communion, child dedications and any other weekend platform responsibilities as determined by the Senior Lead Team
 - Serve as a visible and accessible leadership presence at weekend worship gatherings
 - Network with other leaders in related organizations (ie. other churches, District youth and/or kids lead teams, parachurch, local community partners, bible colleges)
 - Oversee development and maintenance of assigned ministry budgets
 - Adhere to all policies and procedures of Heartland Alliance Church

Skills, Knowledge & Gifting

- Highly relational and able to coach leaders in an Ephesians 4:12 ministry environment
- Accredited (required) and ordained (preferred) with the C&MA in Canada
- Holds a Post-Secondary Degree with relevance to this position
- 10 years or more experience in pastoral ministry is desired
- Proven track record of servant-leadership, collaborative teamwork and strong interpersonal and written communication skills
- Experience with small groups, and in effectively teaching large groups of students
- Enthusiastic about accomplishing ministry in team, and in agreement with Heartland's vision and values

Other Notes

- The successful candidate will be required to provide a satisfactory Criminal Record Check with Vulnerable Sector Check, an Intervention Record Check and a Driver's Abstract prior to official start of position.
- This position functions with authority as per the Heartland Alliance Church Org Chart.