

Pastor/Director of Youth Discipleship

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Grace Bible Church is committed to guiding youth into a vibrant, resilient faith that will carry them through every stage of life. We seek a Pastor/Director of Youth Discipleship (P/DYD) who shares this commitment, who will humbly serve and empower students to walk with Christ in a world that needs Him.

Therefore, we are seeking a Pastor/Director of Youth Discipleship with a clear calling for guiding youth to a Christ-centered life. This individual will lead middle and high school ministries, creating a space where students encounter biblical truth, deepen their faith, and are empowered to develop into strong disciples of Jesus Christ.

I. PRIMARY RESPONSIBILITIES

Discipleship and Spiritual Growth

1. Make disciples of Christ in the power of the Spirit to the glory of God in the context of youth ministry.
2. Provide biblically grounded, age-appropriate weekly teaching that equips students to understand and apply God's truth, particularly in navigating current cultural challenges.
3. Regularly engage students in meaningful conversations on faith, identity, and personal holiness, fostering a personal relationship with God that prepares them for life's pressures and temptations.
4. Teach students to develop healthy spiritual practices and life rhythms.

Community and Belonging

5. Create a welcoming, safe, and engaging environment where friendship and unity are fostered so every student feels a sense of belonging and community.
6. Organize and facilitate group activities, service projects, and bonding experiences that encourage deep relationships and provide opportunities to welcome youth from the surrounding community.

Administrative and Team Leadership

7. Recruit, equip, and support a team of committed volunteers who can help disciple and mentor students.
8. Delegate responsibilities and encourage the use of each team member's strengths to ensure a sustainable, well-organized youth ministry.
9. Lead with a clear vision, effectively organizing and planning events, retreats, and mission trips that deepen students' faith and provide experiential learning.
10. Develop an annual budget and monitor expenses throughout the year, modeling for the students biblical stewardship of resources.

Cultural Awareness and Responsiveness

11. Demonstrate cultural awareness and sensitivity to the unique pressures students face, providing biblical counsel as students encounter issues that challenge their faith.
12. Proactively address current cultural topics such as identity, relationships, and worldview using biblical wisdom.

Collaborative and Empowering

13. Collaborate with parents, empowering them to initiate discipleship at home and engage their child meaningfully using youth group objectives and teachings.
14. Work in partnership with church leadership, staff, and volunteers with clarity and appropriate follow-up.

II. PERSONAL ATTRIBUTES

Leading through Example. As a key leader of GBC, the Pastor/Director of Youth Discipleship will be a biblical role model and set a pattern of a rightly-ordered, godly life before those they serve in our church and community, demonstrating:

- **A Disciple of Jesus Christ.** Practicing the ways of Jesus daily.
- **Integrity.** Modeling and encouraging biblical values of honesty, trust, reliability, etc.
- **Fruit of the Spirit.** Living out Galatians 5:22-23.
- **Love & Service.** Humbly serving others in a loving way. Building chemistry and bonding with others.
- **Grounded in Scripture.** Knowing, properly interpreting, and applying Scripture in all things.
- **Prayer.** Demonstrating reliance on God through consistent prayer.
- **Gifting & Self-Awareness.** Knowing and growing in one's particular giftedness, strengths and calling. Recognizing and accommodating one's own weaknesses.
- **Perseverance.** Meeting goals and commitments despite obstacles.
- **Ministry/Life Rhythm.** Keeping your personal life healthy so your ministry can remain healthy.
- **"Teach-ability."** Demonstrating a continuing desire to learn and a willingness to adjust one's perspective or position on difficult topics when appropriate. Possessing an appropriate hesitancy for black/white thinking and an appreciation for nuance and intellectual honesty.
- **People-person.** A love for others who prioritizes relationships over tasks.
- **Communicator.** Strong interpersonal skills with a proven ability to communicate with clarity and compassion both orally and in writing, especially in relationship with young parents and youth. A great listener who "seeks to understand before being understood."
- **Joyful Living.** Young at heart, sense of humor, energetic, and fun loving who doesn't take themselves too seriously while trusting in the Lord to accomplish His purposes through joyful obedience.

III. PERSONAL PROFILE

- 2+ Years of relevant experience.
- Clear evidence of calling and a demonstrable pattern of relational disciple-making.
- Formal theological training with experience in family dynamics and/or youth ministry is preferred.
- A married applicant should have a spouse who is committed to supporting this calling and work in youth ministry.
- Resides within 10 miles of Elmhurst or be willing to relocate to meet this requirement.

IV. JOB PARAMETERS

- Full Time - 40 hours per week.
- Flexible schedule based on performance and ministry needs.
- This position will report to the Lead Pastor.
- Ability to provide occasional pulpit supply is preferred for pastoral candidates.