



Associate Pastor of Youth and Missions
Description of Ministry Role and Responsibilities
Ardmore Baptist Church
Winston-Salem, North Carolina

Ministry Role:

The Associate Pastor of Youth and Missions serves as a pastoral leader within the congregation and is responsible for guiding the spiritual formation of youth (7th–12th grade). Grounded in the love of Christ and shaped by our Baptist freedoms, the Associate Pastor of Youth and Missions will nurture faith development, facilitate community, and encourage service among this age group.

This role also provides primary leadership for the missional endeavors of Ardmore Baptist Church. The Associate Pastor of Youth and Missions will cultivate a comprehensive church-wide missions ministry that equips members of all generations to engage in holistic mission opportunities—across the street and around the world.

Responsibilities:

Youth Ministry:

1. **Nurture Faith Development**
 - a. Plan and lead weekly programs (e.g., Sunday Bible Study, discipleship gatherings).
 - b. Organize special events such as retreats, camps, and mission trips.
 - c. Serve as the pastoral staff liaison for the Youth Ministry Leadership Team.
 - d. Support parents and caregivers as primary faith-shapers by providing encouragement and resources.
 - e. Recruit, equip, and encourage volunteers for youth ministry.
2. **Facilitate Community**
 - a. Create a safe, welcoming environment for youth and their families.
 - b. Provide opportunities for fun, fellowship, and meaningful relationships.
3. **Encourage Service and Leadership**
 - a. Integrate youth into worship and the wider life of the church.
 - b. Provide opportunities for students to share their faith and serve others.
 - c. Connect student ministry with the church's larger missional vision.

Missions:

1. **Cultivate Missional Vision**
 - a. Work with Missional Engagement Leadership Teams to cast a clear vision rooted in Scripture and the church's Baptist identity.
 - b. Develop annual goals for engaging the congregation in local, national, and global mission opportunities.
2. **Facilitate Partnerships and Community Engagement**
 - a. Build and sustain partnerships with local and global mission organizations.
 - b. Communicate mission opportunities clearly and consistently to the congregation.
3. **Encourage Congregational Participation**
 - a. Plan, implement, and evaluate church-wide mission projects that are accessible for all ages and abilities.
 - b. Equip members to discover and use their gifts in service, moving from observers to participants.
 - c. Foster intergenerational mission engagement, ensuring youth and young adults are integrated into ongoing efforts.

Pastoral Role:

1. Serve as a pastoral presence, especially among youth.
2. Provide compassionate pastoral care during times of illness, grief, and transition.
3. Share in hospital visitation and congregational care for all ages as needed.
4. Lead in worship alongside other ministers, including occasional preaching, communion, and baptisms.
5. Participate in staff meetings, retreats, and ministry projects.
6. Assist with church-wide events and celebrations.
7. Model spiritual depth, emotional intelligence, and a collaborative spirit in staff and congregational life.
8. Uphold Ardmore's Baptist identity by encouraging Bible freedom, soul freedom, church freedom, and religious freedom.
9. Help foster a welcoming, hopeful, and supportive church environment for all people.

Qualifications:

1. A vibrant relationship with Jesus Christ, a love for the Church, and a commitment to ongoing spiritual growth.
2. Seminary/Divinity School degree from an accredited program.
3. Ordination (or willingness to pursue ordination in the near future).
4. Demonstrated experience in youth ministry and/or missions leadership preferred.
5. Strong skills in preaching, teaching, and pastoral care.
6. Effective communicator in large and small group settings.
7. Creative, organized, and able to balance multiple priorities.
8. A team player who collaborates well under the leadership of the Senior Pastor and with the ministerial staff.

No Direct Reports**Committee/Team Assignments:**

Youth Ministry Leadership Team
Missional Engagement Ministry Team
Missions Resource Team

Reports to: Senior Pastor