



# Prince Albert Alliance Church

*We are a community of people growing together in knowing God and making Him known.*

## — Job Description —

Associate Pastor of Youth Ministries

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**Position:** Prince Albert Alliance Church (PAAC) is looking for a full-time Associated Pastor of Youth Ministries to give leadership to our youth ministry (grades 7-12) and be a bridge to those graduating from grade 12 into the working world or higher education. (Young Adults Ministries)

**Who we are:** Prince Albert (PA) is the third largest city in Saskatchewan, home to over 39,000 people, located along the North Saskatchewan River. PAAC has been serving the community of PA for 60 years and had an average attendance on Sunday mornings of 300. Our youth (grades 7-12) meet on Wednesday night from 6:00 – 8:30 starting with one hour of quizzing and then Bible Study/small group with a social time at the end. Our average attendance is around 40 teens. They also meet on Sunday mornings for Sunday school (9:30 – 10:30) with average attendance of 10. There is a need in our city for a safe place for young people to gather. We also have a Young Adults ministry that is hosted by our church but attended by many from other churches.

### **Job Description:**

Overall Goal: To give leadership to our youth ministries and young adults to promote/foster connectedness, knowing God and making Him known.

### **Youth Ministry Expectations:**

1. Training and mentoring youth volunteers.
2. Serve as the primary youth speaker, teaching God’s word in a way that is both relevant to the age and culture of a teen and produces lasting life transformation.
3. Develop gifts of youth and offer opportunities for them to lead in ministry.
4. Motivate youth in doing evangelism both through lifestyle and through planned outreach.
5. Direct and conduct weekly youth meetings, including large group and small group meetings.
6. Oversee (and involvement as needed) youth Sunday school on Sunday morning.
7. Take youth to a yearly youth rally (ie. Youth Quake – Briercrest, Youth Edge – Millar, 365-Nipawin)
8. Project, submit, and track a youth ministries budget.

9. Communicate and promote activities (dates, times, etc.) to youth, congregation, and community through announcements, meetings, church bulletin, social media, mailings, posters, etc.
10. Interface with the Children's Ministry Director to: 1. Help fill volunteer positions with teens as a training ground for serving and ministry. 2. Help transition children in grade 6 into the youth program.

### **General Expectations:**

The following are expectations for all Pastoral staff at Prince Albert Alliance Church:

1. Be involved in a Community Group for your own growth and community.
2. Meet with a mentoring adult regularly who will be able to challenge you and listen to your heart, pray with you and for you.
3. Faithfully tithe and generously give.
4. Keep a calendar of events 6 months in advance. The calendar should include any events you are planning. Your calendar can change; the goal here is vision and preparation.
5. Be where you say you will be when you say you will be there and be prepared.
6. Keep an "I can" attitude. You will be faced with challenges that will demand learning new skills and rethinking strategies. Instead of, "I have never done that," our attitudes should be, "I will give it my best."
7. Education is a lifestyle. All staff are expected to keep learning through reading, studying, and continuing education.
8. Attend staff meetings.
9. Participate in all general church services and functions.
10. Maintain office hours in balance between expectations for a member of the church staff and the realities of effective ministry.
11. Accountability – The Associate Pastor of Youth Ministries is directly accountable to the Lead pastor in all matters relating to his/her ministry and conduct.
12. Maintain regular prayer, study, fasting, and serving.

### **Competencies for Pastor of Youth Ministries:**

1. Integrity, humility, and service - It is taken for granted that a person who is pursuing full-time compensated ministry will live a life of integrity, humility, and service. These characteristics are not optional.
2. Pragmatic – Must be able to generate sensible, realistic, and practical solutions to problems.
3. Resourceful – Passionately finds ways over, around, or through barriers to success. Achieves results despite lack of resources. Goes beyond the call of duty. A "doer."
4. First Impression – Professional in demeanor, creates favorable first impression – body, language, eye contact, posture.
5. Team Player – Reaches out to peers. Overcomes "we – they." Approachable. Leads peers to do what is best for the organization.
6. Conflict Management – Understands natural forces of conflict and acts to prevent or soften them. Effectively works through conflicts to optimize outcome. Does not suppress, ignore, or deny conflicts.

7. Drive – Exhibits energy, a strong desire to achieve, and a high dedication level.
8. Multi-Task – The Associate Pastor of Youth will have to oversee several people at the same time as week as ministering to many different needs within the group.
9. Self-Motivated – The lead Pastor believes in his staff. He is not looking to micro-manage a ministry. He is looking for someone that has an intrinsic motivation to give and do his or her best.
10. Technology – Sees culture trends and technology as tools to reach people.
11. Relational – The ideal candidate should be able to relate to, connect, and engage teens, and adults.

### **Experience Qualifications:**

1. At least 3 years of leadership experience.
2. Minimum of a four-year college degree but can be negotiated based on years of experience.
3. Must agree and support the Alliance church Statement of Faith and the Prince Albert Alliance church policies/procedures/governance document.
4. Accredited with The Alliance Canada or be willing to get accreditation.  
<https://www.canadianmidwest.ca/content.cfm?id=465> (link for viewing accreditation process)
5. Ordained or willing to be ordained. (Once accredited, The Alliance Canada puts every accredited worker on the path to ordination. If not ordained, the ordination process will be discussed in the interview with the applicant.)

### **Please provide:**

- A cover letter explaining why you think this job will be a good fit for you and us.
- Resume
- Please, answer the following questions:
  - What is your philosophy of ministry? What does ministry look like to you?
  - What nationally known Pastors or churches have influenced you?
  - What books or blogs have you read over the past 24 months that have influenced you?
  - If you could do anything in life, what would you do?

### **Contact Information:**

Pastor Mark Bergen: [office@princealbertalliance.com](mailto:office@princealbertalliance.com)



[office@princealbertalliance.com](mailto:office@princealbertalliance.com)



2777 6th Avenue West  
Prince Albert, Sk - S6V 5L4



306-763-3771