

CASTLETON CHRISTIAN CHURCH

Associate Pastor of Youth and Family Ministry

Overview

Castleton Christian Church, a vibrant and growing congregation in Indianapolis, Indiana, is seeking a full-time Associate Pastor of Youth and Family Ministry. This role is designed to shepherd and disciple youth (grades 6–12), children (birth–grade 5), and their families, fostering spiritual growth, community engagement, and alignment with the church's mission to make disciples of Jesus Christ. The Associate Pastor will work collaboratively with the Senior Pastor, staff, and volunteers to develop and implement programs that support the spiritual, emotional, and social development of youth, children, and families.

Key Responsibilities

Youth Ministry Leadership

- **Program Development:** Design, implement, and oversee a comprehensive youth ministry program for middle school and high school students, including weekly gatherings, Bible studies, small groups, and special events (e.g., retreats, mission trips, and service projects).
- **Discipleship:** Provide spiritual guidance and mentorship to youth, encouraging a deep relationship with Jesus Christ through teaching, counseling, and modeling a Christ-centered life.
- **Volunteer Coordination:** Recruit, train, and equip adult volunteers to serve as youth leaders, ensuring a supportive and safe environment for students.
- **Event Planning:** Organize and lead engaging activities, such as camps, lock-ins, and outreach events, to build community and attract new students to the ministry.

Children's Ministry Leadership

- **Program Development:** Oversee and develop a nurturing and engaging children's ministry program for children from birth through grade 5, including nursery care, Sunday school, and midweek activities.
- **Nursery Oversight:** Ensure the nursery (birth–age 3) provides a safe, welcoming, and Christ-centered environment, coordinating with staff and volunteers to meet the needs of infants and toddlers during worship services and church events.
- **Curriculum Implementation:** Select and implement age-appropriate curricula for children's ministry that aligns with the church's theological values, fostering biblical literacy and spiritual growth.

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- **Volunteer Management:** Recruit, train, and support volunteers for nursery and children's ministry, ensuring compliance with child safety policies and best practices.

Family Ministry

- **Parent Engagement:** Partner with parents to equip them as primary spiritual leaders in their homes, offering resources, workshops, and regular communication to support family discipleship across all age groups.
- **Family Integration:** Develop initiatives that connect youth and children's ministries with the broader church community, fostering intergenerational relationships and involvement in worship and service.
- **Counseling and Support:** Provide pastoral care to youth, children, and their families, addressing spiritual, emotional, and relational needs through one-on-one counseling and referrals as needed.

Collaboration and Church Involvement

- **Teamwork:** Work closely with the Senior Pastor and church staff to align youth, children's, and family ministries with the church's overall vision and goals.
- **Preaching and Teaching:** Occasionally preach or teach in worship services or other church settings, contributing to the spiritual formation of the congregation.
- **Administrative Duties:** Manage budgets, plan calendars, and maintain communication channels (e.g., newsletters, social media) for youth, children's, and family ministry programs.
- **Community Outreach:** Represent the church in the local community, building relationships with schools, organizations, and other ministries to expand the impact of the youth and children's programs.

Qualifications

- **Spiritual Maturity:** A committed follower of Jesus Christ with a strong prayer life and dedication to biblical teaching. Must meet the biblical qualifications for church leadership (e.g., 1 Timothy 3:1–7, Titus 1:5–9).
- **Education:** Bachelor's degree in ministry, theology, or a related field preferred; seminary training or equivalent experience is a plus.
- **Experience:** At least 2–3 years of experience in youth and/or children's ministry or a related role, with a proven ability to connect with teenagers, children, and families.

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- **Skills:**
 - Strong interpersonal and communication skills to engage youth, children, parents, and volunteers.
 - Ability to teach and preach effectively, with a focus on age-appropriate biblical instruction for both youth and children.
 - Organizational skills to manage programs, events, and volunteers across multiple age groups.
 - Familiarity with current youth and children's culture and trends, including social media and technology.
- **Character:** Demonstrates humility, integrity, and a passion for discipling young people, children, and families. Must be approachable, collaborative, and committed to the mission of Castleton Christian Church.
- **Background Check:** Must pass a criminal background check and adhere to the church's child protection policies.

Work Environment

- **Reports To:** Senior Pastor
- **Hours:** Full-time, with flexibility required for evening and weekend activities, including youth and children's events and Sunday services.
- **Compensation:** Competitive salary and benefits package, commensurate with experience and qualifications.

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