



CHILDREN AND YOUTH PASTOR

*We are currently conducting a nationwide recruitment to fill the position of Children and Youth Pastor for the **St. Paul Baptist Church**. Located in the heart of the historic Sacramento neighborhood of Oak Park, St. Paul Baptist Church has served as a leader and partner in the community for more than 74 years. The 79,000-square-foot worship center is known as a place for spiritual practice and serves as a community meeting place that accommodates numerous trainings, conferences, workshops, meetings, food programs, and much more.*





WHAT WE BELIEVE

At St. Paul Baptist Church, we believe that the Bible is from God and that the Bible is true. According to the Bible, the following are affirmations we hold:

About God

We believe that there is only one true and living God without division of nature, essence, or being but who reveals Himself to us in three distinct Persons: Father, Son and Holy Spirit.

We believe that God the Father is Father in truth to those who become children of God through faith in Jesus Christ. Jesus Christ is the eternal Son of God who was made provision for the redemption of mankind from sin, and will return in power and glory to judge the world and to consummate His redemptive mission. The Holy Spirit is the Spirit of God who exalts Christ, convicts of sin, righteousness and judgment.

The Authority and Power of the Bible

We believe that the Holy Bible was written by men divinely inspired and is the record of God's revelation of Himself to man.

Salvation

We believe salvation involves the redemption of the whole man and is offered freely to all who accept Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer.

About the Church

We believe that the church is a local body of baptized believers of the Lord Jesus Christ who are associated by covenant in the faith and fellowship of the gospel, observing the two ordinances of Christ, committed to His teachings, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth.

About Baptism

We believe that Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an obedient act symbolizing the believer's faith in a crucified, buried, and risen Savior, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus.

About the Lord's Supper

We believe the Lord's Supper is an ordinance mandated by Jesus Himself. This solemn act is to be done honestly and repeated in commemoration of Christ's death burial and resurrection. It is a time of introspection and a reminder of the atonement symbolized by the taking of the bread and juice.

About Ministry

We believe every Christian has been called by God to actively participate in ministry (Matthew 28:19-20 & Acts 1:8).



POSITION OVERVIEW

St. Paul Missionary Baptist Church is seeking a full-time leader who will effectively manage the day-to-day operations of the Children and Youth ministry. The Children and Youth Pastor reports to the Senior Pastor and will be responsible for leading St. Paul Missionary Baptist Church's (SPMBC) middle and high school students in their journey to understand their faith and identity in Christ. With the help of the Holy Spirit, the Minister of Youth Worship will grow spiritually healthy students by providing leadership, emotional support, and pastoral care. Additionally, the Children and Youth Pastor must demonstrate:

- Belief in, and adherence to, the Bible as God's Holy Word;
- A growing theology and practice of Christ-centered worship;
- Ability to shepherd the entire children and youth ministry team members, assisting them in their spiritual and personal needs.

PASTORAL/RELATIONAL RESPONSIBILITIES:

- Believe in, know, and follow the Word of God, as set forth in the Bible and demonstrated in the way you live your life.
- Care for, counsel, and disciple children and youth of St. Paul and the surrounding community.
- Develop and maintain relationships with the students, encouraging fellowship among students by creating an atmosphere of acceptance and belonging.
- Develop a creative biblical teaching ministry.
- Develop and maintain effective relationships with parents and leaders within the church and community for children and youth outreach opportunities and building bridges across generations.
- Consistently pray for and with children, youth, parents, and leaders.

ADMINISTRATIVE/PLANNING RESPONSIBILITIES:

- Administer and plan children and youth programs like evangelism, events, and Bible Study sessions.
- Assist in the organization and compilation of curriculum for the Sunday school program.
- Active participation in administrative tasks and meetings, as appropriate.
- Maintain a high-quality ministry environment where children, youth, and parents feel safe and secure.

LEADERSHIP RESPONSIBILITIES:

- Train and recruit volunteers for efficient implementation of church programs.
- Train youth on how to be faith-filled leaders and set up programs to facilitate spiritual growth.
- Equip children and youth to defend their faith, teach and lead their friends to the Lord.





POSITION OVERVIEW (Continued)

Knowledge Of:

1. SPMBC's Mission, Vision and Core Values.
2. Principles of administration, leadership, and management.
3. Committed to continual spiritual, emotional, and ministerial development.
4. Common computer programs such as Microsoft Office Suite.
5. Emotional intelligence for use in assessing situations and responding, as appropriate.

Ability To:

1. Develop and maintain effective relationships with staff, students, congregants, community agencies, the public, and members of the community.
2. Perform crisis intervention during emergencies.
3. Communicate effectively, orally and in writing.
4. Demonstrate emotional intelligence as a means of helping
5. Understand budgeting requirements and budgetary implications for programming.
6. Work effectively under stress and multitask.
7. Exercise appropriate judgment, decision making, and time management.
8. Be flexible and adaptable in any given situation.
9. Work as a member of a team.
10. Be well organized, flexible, and self-disciplined.
11. Work some evenings, nights, and weekends.

MINIMUM QUALIFICATIONS AND CERTIFICATIONS & LICENSES

Education, Training and Experience

A typical way of obtaining the knowledge, skills and abilities outlined above is through completion of a bachelor's degree in Theology/Religion, Biblical Studies, Youth Ministry or a related field from an accredited college or university; and, two (2) years-experience working/serving in children and/or youth ministry.

Licenses:

California driver's license & current vehicle insurance/registration if driving or the ability to get to various locations as needed, if unable to drive.

Note: Consideration may be given to individuals who possess a combination of education and experience within the above parameters.

Special Requirements:

- COVID-19 Vaccine is Required
- Criminal Record Clearance is Required
- Child Abuse Index Clearance is Required
- TB Test Clearance





COMPENSATION PACKAGE

Children and Youth Pastor will be compensated as follows:

- Starting salary range of \$70,000 - \$80,000 per year. (Annual reviews of salary, based upon performance and church growth, may result in additional income.)
- Medical and dental coverage.
- Supplemental Social Security reimbursement.
- Books and/or materials allowance.
- Conference/convention expense funds for approved events.
- Two weeks of paid vacation after one year of service.
- Up to one week of conference and/or training with advance approval of the Senior Pastor.

APPLICATION PROCESS

To be considered for this position, please submit the following items to Executive Pastor Lamont Harris at lharris@stpaulsac.org. Please indicate **Children and Youth Pastor** in Subject Line. Also, cc: thampton@stpaulsac.org. **This position will be open until filled.**

- Cover letter that explains how you are qualified for the position.
- Christian Experience Essay.
- Curriculum Vitae/Resume.
- List of five (5) professional references.

Note: *Applicants who fail to provide a complete package may not be considered.*

