



Full-Time Youth Pastor

Church of the Savior | Nicholasville/Lexington, Kentucky Area

Church of the Savior is seeking a called, gifted, spiritually mature **Full-Time Youth Pastor** to lead and grow our student ministry to middle school and high school students. This full-time exempt pastoral role is for a disciple-maker who can shepherd students, equip leaders, build healthy ministry culture, and help young people encounter Jesus in a Spirit-filled church community.

Church of the Savior is a vibrant, non-denominational, Spirit-filled congregation of approximately 1,000 worshipers committed to encountering the presence of God, prayer, discipleship, and local/global missions. The Youth Pastor will report to the **Lead Pastor** and serve as a collaborative ministry leader within the broader mission and life of the church.

About Church of the Savior

Founded in 1986, Church of the Savior has grown from a small gathering with a vision to change the world into a Spirit-filled church family where lives are genuinely transformed. The church believes in the full work of the Holy Spirit, the authority of Scripture, expressive worship, radical hospitality, and a discipleship strategy centered on making disciples who make disciples.

About Youth Ministry (currently Redeemed Youth)

Redeemed Youth is the student ministry of Church of the Savior, serving middle school and high school students through weekly gatherings, leadership development, camps, retreats, mission opportunities, outreach events, and discipleship relationships. The ministry already has momentum, a dedicated team of adult volunteer leaders, and a strong foundation for continued spiritual growth and Kingdom impact.

Redeemed Youth carries a clear hope: **lives transformed by God's presence**. The heart of the ministry is to see students encounter the love of God with passion in their hearts and live in the freedom Jesus Christ paid for.

A key discipleship framework in the ministry is CEL:

- **Community** – Students are encouraged to grow in faith by walking closely with other believers and trusted leaders who strengthen, encourage, and challenge them toward God.
- **Empowerment** – Students are taught to understand their identity in Christ first, then discover and use their gifts to glorify God and release His kingdom into the world around them.
- **Leadership** – Students are called out of comfort zones and into servant leadership, becoming meek, joyful, and ready to help others know Jesus.

The next Youth Pastor will help embody, strengthen, and expand this vision by building a culture where students are known, loved, disciplined, empowered, and sent.

Role Summary

The Youth Pastor will provide spiritual, pastoral, and strategic leadership for students in grades 6 through 12. This pastor will oversee weekly programming, disciple students, recruit and develop volunteers, partner with parents, raise up student leaders, and coordinate retreats, camps, mission trips, and outreach opportunities.

This is not simply a program management role; it is a shepherding and disciple-making role for someone who leads with conviction, humility, relational warmth, spiritual authority, and a life that reflects faithfulness at home as well as in ministry. While the Youth Pastor is primarily a shepherd and disciple-maker for the teens, they must also be able to impact parents for the Kingdom, as we view student ministry at COS as family ministry. Connecting with other churches and youth groups across the city to build and cultivate unity is a key part of the role.

Key Responsibilities

- Lead, develop, and grow a thriving ministry for 6th–12th grade students.
- Cast and maintain a compelling vision for youth ministry in alignment with the mission of Church of the Savior.
- Plan, prepare, and lead weekly Sunday night youth gatherings and Wednesday leadership and discipleship.

- Preach, teach, and cultivate Spirit-led environments where students can encounter God.
- Create on-ramps for new students and pathways for deeper discipleship.
- Recruit, train, and pastor a healthy team of adult volunteer leaders.
- Develop student leaders and help students grow in identity, gifting, and servant leadership.
- Oversee youth worship development and help cultivate future worship leaders and intercessors.
- Coordinate events, camps, retreats, mission trips, and special outreach gatherings.
- Partner with parents and families in the discipleship and pastoral care of students.
- Cultivate unity within the body of Christ by connecting with other churches and youth pastors across the city and region.
- Maintain all child safety standards, volunteer screening, and ministry compliance practices.
- Manage ministry communication, records, and budget responsibilities with excellence.

Qualifications

- A genuine and growing relationship with Jesus Christ, with evidence of spiritual maturity, prayer, worship, biblical devotion, and the fruit of the Spirit.
- Alignment with the theological convictions, values, and Spirit-filled culture of Church of the Savior.
- Proven ability to lead, influence, and inspire students, volunteers, and ministry teams.
- Strong communication and teaching ability in both public and personal ministry settings.
- A life marked by integrity, humility, emotional health, and faithfulness in personal, family, and ministry leadership.
- For married candidates, a healthy and well-led home life that supports the calling and demands of pastoral ministry.

- Bachelor's degree in ministry, biblical studies, Christian education, or a related field preferred; equivalent preparation and ministry experience will be considered.
- Minimum 2–3 years of full-time or substantial part-time youth ministry experience in a church setting.
- Experience leading volunteers, coordinating events, and building a healthy discipleship culture.
- Experience leading and training youth worship teams musically and spiritually preferred.
- Ability to pass a comprehensive background check and complete all required child safety training.
- Valid driver's license and availability for evenings and weekends required.

Compensation and Benefits

The base salary for this position is **\$57,000 annually**, with higher compensation available based on advanced schooling, seminary training, relevant ministry experience, and demonstrated qualifications for the role. Church of the Savior offers a benefits package that includes health insurance, mileage reimbursement, partial cell phone reimbursement, paid time off, paid holidays, housing allowance eligibility consistent with ministerial guidelines, access to church facilities and ministry resources, and possible relocation assistance for qualifying candidates.

Application Information

Called and qualified candidates should submit a cover letter, résumé, and references to **Neil Heffelbower, Executive Pastor** at neil@churchofthesavior.net. Applicants should be prepared to discuss their testimony, philosophy of youth ministry, leadership experience, theological alignment, and compensation expectations during the interview process.

Church of the Savior is an Equal Opportunity Employer. As a religious organization, the church reserves the right to make employment decisions consistent with its faith convictions and Statement of Faith.