



Job Description: Youth Pastor

Type: Full time, Salaried, FLSA exempt (40 hours / week)

Desired Start Date: Fall 2025

Location: On-site at Durham Evangelical Church (DEC) which is located at 114 Dover Road, Durham, NH, 03824. Relocation to the area is required, if applicable to the applicant.

Reports To: Pastoral Team and Elders

Supervises: Student leaders and volunteer Youth Ministry Team (grades 5–12 and young adult ministry)

The Opportunity: In partnership with DEC Leadership, the Youth Pastor will lead DEC Students, engaging grades 5–12 to encounter God and live out their calling as followers of Christ. This role will also include responsibilities for the DEC Young Adult Ministry. This leader will shape vision, programs, and volunteer teams aligned with DEC's mission: *"to bring glory to God in all things as we seek to know Christ and make Him known."*

Core Responsibilities:

Leadership & Vision (≈ 30%)

- Partner with pastoral staff to further articulate and implement DEC's youth ministry vision aligned with church values.
- Build and lead a Student Ministry team guiding weekly programming for middle and high school students.
- Develop faith-building curriculum and event plans for grades 5–12 (weekly gatherings, small groups, retreats, outreach).
- Communicate ministry direction to elders, parents, volunteers, students, and the broader church community.
- Build and lead and/or delegate a Young Adult Ministry team guiding weekly programming for Young Adults (18-25).

Volunteer Equipping & Coaching (≈ 25%)

- Recruit and equip adult volunteer and student leaders.
- Clearly define roles and expectations for the Youth Ministry Team involved in DEC Students.
- Organize quarterly training and coaching sessions.



- Collaborate with Children's Ministry and Family Ministry teams to equip families as primary faith influencers.

Teaching & Discipleship (≈ 25%)

- Preach or teach in middle/high school/young adult settings regularly (e.g. small groups, large group messages).
- Preach during Sunday congregational worship (≈ 2-3x per quarter)
- Mentor student leaders one-on-one and in groups.
- Maintain pastoral care conversations with students and parents when needed.

Administration & Communication (≈ 20%)

- Ensure compliance with DEC's safety guidelines for volunteers and youth events.
- Maintain consistent communication: weekly updates, event schedules, and service reminders to families and leaders.
- Work with the Pastor Team to develop and manage the Youth Ministry and Young Adult Ministry budgets.
- Plan and oversee DEC youth ministry participation in local and global missions.

Qualifications:

Character & Spiritual Maturity

- Spiritual qualifications in line with Titus 1 and 1 Timothy 3.
- Committed to Scripture, prayer, and worship in pursuit of knowing Christ more fully.
- Relational warmth, emotional maturity, and passion for discipling young people.

Education & Experience

- Bachelor's degree in Youth Ministry, Christian Education, or related field preferred.
- Seminary degree preferred.
- Minimum 3–5 years of experience leading vibrant youth ministries preferred.

Abilities & Gifts

- Strong communicator and gifted teacher—comfortable leading groups and preaching.
- Skilled in recruiting, equipping, and motivating volunteers and student leaders.
- Organized administrator with a collaborative and team-oriented spirit.



DEC Context: DEC's mission spans the NH Seacoast and beyond, seeking to build God's Kingdom by knowing Christ and making Him known. Additional details can be found at: [Who We Are — Durham Evangelical Church](#).

DEC hosts weekend services at 9 AM & 10:30 AM, with Kids Church for pre-K through grade 5 at the 9 AM service. DEC Students meet Sunday evenings:

- Grades 5–8: 5:00–6:30 PM
- Grades 9–12: 7:00–8:30 PM

Youth Ministry welcomes occasional service opportunities with local partners during the school year and events in the summer.

This role may involve coordination and support for missions trips with the DEC youth.

Currently, Young Adult Ministry includes a young men's group, ages 18-25.

Office & Support:

On-staff office hours are Monday–Thursday, 9 AM–4 PM.

Weekly staff meetings and communication are coordinated through Church Center and the DEC administrative team

Additional Details:

Salary Range: \$45,000 - \$65,000

Benefits: You will receive comprehensive benefits such as medical, dental, retirement, a housing stipend, and paid time off.

Statement of Faith: Assumption of this role requires signing an agreement to the DEC Statement of Faith, which can be found under Article III, [here](#).

Application Required Items: Resume/CV, Philosophy of Ministry, written affirmation of DEC's statement of faith (outlined below) ... all to be sent to Nic.Brenner@durhame.org

Optional Application Items: Letter(s) of Recommendation, Cover Letter, 2-3 professional references

Hiring Process:

- Application intake / review
- Initial Screening Phone Call



- Meeting with Youth Pastor Search Team
- Panel Interview with Elder Board
- Reference checks
- Sunday morning visit to meet the congregation
- Congregational Vote

Statement of Faith

A. God - We Believe:

1. In God, Who is the Creator and Sustainer of the universe, eternally existing in three persons: Father, Son, and Holy Spirit.
2. In God the Father, perfect in holiness, infinite in wisdom, measureless in power. He concerns Himself in human affairs; He hears and answers prayer; and He saves from sin and death all who come to Him through Jesus Christ.
3. In Jesus Christ, the eternal and only begotten Son of God, who was conceived by the Holy Spirit and born of a virgin, Mary. He is truly God and truly man. He was tempted in all points as all mankind, yet was without sin. He made atonement for the sins of the world by His death. He conquered death by His bodily resurrection. He ascended into heaven, and He presently ministers as High Priest and Advocate. He will visibly return for His church, and will establish His kingdom.
4. In the Holy Spirit, the eternal Spirit of God, whose ministry is to convince the world of sin, righteousness and judgment; to impart new birth, to glorify Jesus Christ; and to baptize, seal, sanctify, teach, comfort, and give spiritual gifts to those who believe in Jesus Christ.

B. Scriptural Authority - We believe:

That the Bible is God's Word, that it was written by men divinely inspired, and that it is the supreme and infallible authority in all matters of faith and conduct.

C. Man and His Salvation - We believe:

1. That men and women were created in the image of God and that they chose to sin and thereby incurred both physical and spiritual death. Thus by our nature, choices, and deeds we are all sinners and, apart from Christ, shall be forever separated from God.
2. That the Lord Jesus Christ died as a representative and substitutionary sacrifice for the sins of mankind according to the Scriptures. All who believe on Him are thereby justified on the basis of His shed blood.



3. That salvation is by grace through faith, not by works, and that all who receive by faith Jesus Christ as Lord and Savior are born again of the Holy Spirit, thereby becoming children of God, rejoicing forever in God's presence.
4. That both the just and the unjust shall be resurrected in body, the just to everlasting life in the presence of the Lord and the unjust to everlasting punishment.

D. The Church - **We believe:**

1. In the church universal, a living spiritual body of which Christ is the Head and of which all believers in Christ are members.
2. In the local church, a faithful reflection of the church universal gathered in a local setting, of which Christ is the head and believers in Christ are the members.
3. That the primary purpose of the local church is to make disciples of Jesus--evangelizing the lost through the proclamation of the Gospel, and maturing the saints through teaching, worship, fellowship, and service.
4. That every believer in Jesus Christ is to follow the example and command of the Lord in observing the ordinances of baptism and the Lord's Supper.

E. Ordinances - **We believe:**

1. **Baptism** As a Baptist church we teach and practice believer's baptism, i.e., immersing in water those who have made a credible profession of having been born again through faith in Jesus. We see this as a faithful way to obey our Lord's command to baptize, believing that baptism is a sign of the New Covenant, in which the washing away of our sins and our union with the crucified, buried, and risen Savior is best symbolized.
2. **The Lord's Supper** We believe that the commemoration of the Lord's Supper is a proclamation of the Lord's suffering and death, and that through the symbols of the bread and the cup we are reminded of the sacrifice of our Lord which has inaugurated a New Covenant, not of law but of the Spirit.