

First Baptist Church of Collinsville

Covenant of Expectations

Associate Pastor of Youth

Every healthy relationship is built on love, trust and mutual support. Recognizing the governing principles as defined in the Constitution and By-laws of our church as adopted, we adopt this covenant as evidence of our commitment to promote a harmonious working relationship between the membership and the Associate Pastor of Youth.

Each of us promises to support by our prayers and actions this Minister-Church Covenant. We prayerfully request the leadership and guidance of the Holy Spirit in this endeavor.

The Associate Pastor of Youth Responsibility to the Church:

COMPETENCY:

- To give evidence of a close and growing relationship with Jesus Christ with the goal of reaching persons for Christ and fostering an environment of academic, emotional, social, and spiritual growth and learning.
- To be or willing to become an ordained minister
- To become a member of First Baptist Church of Collinsville within 30 days.
- To love and affirm people and families within the fellowship without bias or prejudice.
- To be a resource for all youth activities.
- To conduct him/herself in a manner befitting a disciple of Jesus Christ and respecting church culture as a representative of First Baptist Church of Collinsville.
- To subscribe to the doctrinal positions as stated in *The Baptist Faith and Message* (2000)
- To have positive involvement in the work of cooperating Southern Baptist churches

AVAILABILITY:

- To visit the sick and bereaved, especially when related to youth and their families
- To officiate at weddings, funerals and baptisms when asked and in agreement with the pastor
- To assist the pastor and church leaders in worship and other church activities as requested by the pastor. These may include VBS, Pastor's Pals, Fall Festival, Summer Camps, Missionary opportunities, etc.
- To attend monthly Church Council Meetings and be prepared to speak on youth programs and engagement, prepare and submit an annual church youth budget.
- To attend deacons meeting

GENERAL RESPONSIBILITIES:

- To serve as facilitator of youth programs and ministries, aimed at their spiritual development, by communicating and recommending ministries/programs to the appropriate persons, in order to maintain balanced youth ministries at First Baptist Church of Collinsville.
- To work with committees, organizations, boards, and coordinators in the development and implementation of programs of ministry and mission activities as they relate to youth and provide visible leadership in these areas.
- To communicate regularly and clearly with youth, their families and youth leaders regarding youth ministry.
- To promote activities that include parental involvement.
- To provide teacher training for leaders of youth ministries.
- To actively promote the church's witness within the community, especially to youth and their families. This includes, but is not limited to, development and active participation in events that would provide enrichment and outreach.
- To abide by the established church office hours and seek to maintain those office hours for the benefit of all church members and the related business of the church; as a salaried position, work hours may extend outside normal working hours. In times of absence, the church secretary should be informed as to how you can be contacted.
- To assist the Pastor in planning, scheduling and conducting any special services, as requested by the Pastor.
- To fill the pulpit in the absence of the Pastor or as requested by the Pastor.
- The work of the Associate Pastor of Youth will always be under the leadership, guidance, and direction of the Pastor and Personnel Committee.

YOUTH RELATED RESPONSIBILITIES:

- To develop and maintain a cohesive Leadership Team to coordinate all youth programs and activities, with mutual respect from all parties.
- To facilitate planning youth fellowship, mission activities and camp activities while ensuring and enlisting proper supervision for each activity.
- To be actively engaged in the regular teaching ministry of the youth.
- To strive to involve youth in morning and evening worship services when appropriate.

- To review the selection of appropriate curriculums used for any youth teachings and endeavors.
- To provide training annually for youth workers and the Youth Coordinator, either on site and /or through leadership programs.
- To visit with youth in their homes and attend school activities when possible.
- To collaborate with other churches in the community
- To be an encourager to persons, programs and ministries of the church family

The Church's Obligation to the Associate Pastor of Youth

- Respect and support your ministry as long as you hold the office to which the church has called you
- Pray for you and your family
- Support your family as we would support any other family within the church
- Support you emotionally with our love and care
- Be faithful in our church attendance and our involvement in your ministry
- Provide for your support to the best of the church's ability
- Recognize because a minister is human, he/she makes mistakes and needs forgiveness like everyone else
- Be honest, open and compassionate with you in sharing our concerns, criticisms and suggestions

Matters of Mutual Agreement:

- The church shall have a minister-church relations committee (Personnel Committee) to work with the Associate Pastor of Youth in keeping this covenant, abiding by the guidelines adopted for the relationship. Review compensation and time arrangements, arrange for mutual evaluation sessions, handle criticisms of the minister, hear his complaints and deal with any problems that may arise.

- The church shall provide compensation annually which will include salary, annuity, and ministry-related reimbursements as designated by the minister.
 - The church shall provide a one-time negotiated reimbursement towards moving expenses
 - The Associate Pastor of Youth shall be granted time off, two days per week, as agreed upon with the Pastor. Paid holidays and sick leave will be awarded as outlined in the Personnel Policies. Vacation will be awarded at 5 days year one. The second year of employment, vacation will be awarded at 10 days, then an additional 1 day per year earned beginning with the third year of employment. Up to 5 vacation days may be carried over to the following year.
 - The church-minister relationship is entered into with a sense of God's guidance and blessing. If either the minister or church finds it necessary to end their relationship, thirty (30) days' notice must be given to or by either party.
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- **Associate Pastor of Youth Expectations of the Church:**
To be determined by the incoming candidate

Approved at the Quarterly Business Meeting held on May 4, 2025