



## **Youth Pastor – The Mission Church (Carlsbad, CA)**

*Full-Time / In-Person / \$50,000–\$60,000/year*

### **About The Mission Church:**

The Mission Church (TMC) is a Christ-centered, independent evangelical church in Carlsbad, California—a thriving beach community in northern San Diego County. TMC is a young, healthy, and growing church where lives are being transformed by the grace and truth of Jesus Christ. We are committed to high-quality, expositional Bible teaching because God's will is revealed in God's Word. Our mission is simple and profound: *We love Jesus, and we love people* (Matthew 22:36–40).

We emphasize grace, mercy, and forgiveness through Jesus Christ, the Lordship of Christ over all of life, and the divine calling upon every believer to glorify God and use their gifts for the edification of others. We exist to make disciples of Jesus who, in turn, make disciples of Jesus (Matthew 28:18–20).

### **Position Overview:**

We are seeking a full-time Youth Pastor to lead and develop both our Junior High and High School ministries. The man Jesus calls to this position will join a healthy, collaborative staff team under the direction of the Associate Pastor and in close partnership with the Senior Pastor. The Youth Pastor must have a genuine relationship with Jesus, a strong knowledge of the Bible, and the ability to love, teach, and disciple students effectively.

This role includes direct teaching responsibility in the Junior High ministry and overall oversight of the High School ministry, with the support of a paid High School Intern who handles regular teaching duties for that group.

### **Key Responsibilities:**

#### **Junior High Ministry**

Lead a vibrant Junior High ministry that meets weekly for Youth Group on Monday nights and during three Sunday morning services. Responsibilities include teaching, worship, games, discipleship, mentoring, leader development, and strategic planning.

#### **High School Ministry**

Oversee the High School ministry in a leadership and pastoral capacity, functioning like a Youth Director. The High School ministry meets on Monday evenings and during one Sunday service. A paid High School Intern is in place to teach during both Sundays and Monday nights, allowing the Youth Pastor to focus on vision, discipleship, oversight, and leader development while still being actively involved.

## **Volunteer Management**

Recruit, equip, and oversee a team of youth volunteers. Build and maintain student leadership programs.

## **Service & Missions**

Lead monthly student service projects. Provide spiritual support and accountability for missionaries supported by the church, including financial oversight where applicable.

## **Youth Events**

Plan and oversee two annual camps for both Junior High and High School students. Organize off-campus events and outreach opportunities that foster fun, fellowship, and gospel impact.

## **Campus Outreach**

Build relationships with local school administrators, teachers, and staff. Attend school functions and Christian clubs to engage students outside church walls and connect them to discipleship at TMC.

## **Ministry Development**

Establish annual measurable goals for the youth ministry. Implement strategic steps to achieve those goals and develop meaningful partnerships with parents to foster student discipleship.

## **Qualifications:**

- Must be a man who fulfills the Biblical qualifications of elder/pastor (1 Timothy 3:1–7; Titus 1:6–9)
- Agreement with The Mission Church's doctrine, vision, and values
- Strong communicator (both verbal and written)
- Gifted in teaching, leadership, and administration
- Capable of teaching multiple services each week (Sunday and midweek)
- Strong work ethic and high relational engagement with students
- Proven experience in youth ministry
- Ability to collaborate in a team-oriented environment
- Bible training (B.A. or M.Div. preferred)

**Why This Role is Special:**

- Paid vacation
- Professional development assistance
- Great staff culture
- Sound doctrine and solid Bible teaching
- Just one mile from the beach in the heart of Carlsbad Village

**About Carlsbad, California:**

Carlsbad is located along the Pacific Coast, about 35 miles north of San Diego. This coastal city of 113,000 offers panoramic sunsets, top-rated schools, and a family-friendly lifestyle with mild winters and warm summers. Fun fact:

- Carlsbad is named after a 19th-century spa in the former Czech Republic
- The world's first skateboard park was built here
- Famous for strawberries, flower fields, and LEGOLAND
- Surrounded by mountains, lagoons, and premier surf spots

**Compensation:**

Competitive salary based on experience and credentials (\$50,000–\$60,000/year)

**To Apply:**

Submit your résumé and a personalized statement of faith to:

[info@themissionchurch.net](mailto:info@themissionchurch.net)