**Proposal for a Youth Catalyst – Classis Huron – September 2025**

**Introduction**

From 2017–2020, Classis Huron was served by a Youth Champion, Amy Baarda. The position arose from recommendations by the Canadian Youth Ministry Committee (CMYC) to address gaps in youth ministry across the CRC.

The role of Classis Youth Champions was defined as:

“Classis Champions are passionate for youth ministry and faith formation within the CRC. We are here to empower and encourage those working on the frontline in youth ministry within each Classis across Canada. We will listen, pray, help connect and be a voice on behalf of youth workers at a Classis level. Our desire is to strengthen youth ministry in the CRC by reminding churches that we are all in this together and we all play a significant role in furthering the Kingdom of God.”

The Youth Champion advised outreach to youth workers in Classis Huron, represented youth ministry at Classis meetings, and participated in the Classis Youth Ministry Committee as a networking and catalyst presence. The role was volunteer-based with a small stipend.

When Amy left in 2020, the role was left vacant during COVID.

**Process**

In 2022, Classis began exploring next steps for youth ministry leadership. Research and discernment included:

* Consultation with other Classes about their youth champion/ministry positions
* Consultation with Ron DeVries, CRCNA Youth Consultant
* Hosting an information session with Ron DeVries (30+ attendees)
* A youth leaders’ retreat and visioning session (with Ron DeVries and Mission Catalyst Joan Brady)
* A follow-up consultation with youth leaders affirming the need for a more robust pastoral and equipping role
* A report to Classis resulting in approval to prepare a proposal
* Interviews with Youth Ministry Leaders in Classis Lake Superior, Classis Alberta North, and the Minn-I-Kota region, gathering job descriptions, accountability structures, and best practices

**Proposal:**

The Classis Huron Mission Team, therefore, proposes the creation of a **Youth Ministry Consultant (YMC) position**:

* A **pastoral leader** committed to equipping and supporting youth ministry leaders across our congregations and campus ministries
* A **connector and catalyst** for collaboration, training, and Classis-wide initiatives
* A **spiritual encourager** who will walk alongside leaders with care, prayer, and theological grounding
* A **strategic partner** helping churches sustain vibrant, Christ-centered youth and young adult ministry into the future

This role would begin at **30 hours per week**, with a **three-year evaluation period** to assess outcomes and discern growth.

The intent is clear: **to invest proactively in the discipleship of youth and young adults by equipping the leaders who serve them.**

**Grounds**

* The Youth Champion role, while limited, proved valuable. Its absence left leaders less connected and resourced.
* Leaders consistently affirmed the need for a more **robust, pastoral, equipping support**.
* Churches face challenges in recruiting, training, and sustaining youth leaders. Lack of resources and confidence hinder effective ministry and youth engagement.
* Declining youth and young adult membership across Classis highlights the urgency of proactive investment in youth discipleship.
* Churches identified a gap in **discipleship continuity**—from children to youth to young adults, especially those leaving for school or careers.
* A dedicated staff person would enable **collaboration and coordination** across churches, multiplying impact through joint efforts, networking, and shared learning.

**Accountability**

The YMP will be a member of the **Classis Huron Mission Team (CHMT)**. An employment review will take place at six months and annually thereafter.

**Compensation (50-60k)**

Remuneration is dependent on qualifications and education and is inclusive of a travel and expense allowance.

**Job Posting: Youth Ministry Consultant (YMC)**

**Classis Huron – Christian Reformed Church**
**Fill-time: 30 hours/week (3-Year Term, with evaluation)**

**About the Role**

Classis Huron seeks a passionate and pastoral leader to serve as our **Youth Ministry Consultant (YMC)**. Youth and young adult discipleship is at a critical crossroads: many congregations face declining participation, challenges in sustaining local youth ministry leadership, and a growing need for intentional discipleship that carries young people from childhood through adulthood in the church.

The YMC will equip, encourage, and support youth ministry leaders in member congregations, and in Classis supported Campus Ministries, provide pastoral care, facilitate training and collaboration, and serve as a voice for youth ministry at the Classis level. This role is designed to strengthen and sustain youth ministry leadership so that young people in our congregations grow as lifelong followers of Jesus.

This is a **full-time position (30 hours/week)** with a **three-year evaluation period**, beginning as soon as a suitable candidate is found.

**Key Responsibilities**

* **Equip and Train Leaders**
	+ Organize training, seminars, and retreats to strengthen youth ministry leadership
	+ Connect leaders to denominational and external resources
* **Pastoral Care & Encouragement**
	+ Provide consistent support, prayer, and care for youth leaders (volunteer and staff)
	+ Mentor and walk alongside leaders to help prevent burnout and sustain ministry
* **Networking & Collaboration**
	+ Maintain a database of youth leaders in Classis Huron
	+ Facilitate and support inter-church youth events and collaboration opportunities
	+ Foster peer-to-peer support among youth ministry leaders
* **Advocacy & Representation**
	+ Raise youth ministry opportunities and challenges in Classis meetings and with church councils
	+ Share stories, celebrate successes, and encourage investment in youth discipleship
* **Ongoing Development**
	+ Engage in personal and professional growth
	+ Stay connected with CRCNA Youth Ministry networks for support and best practices
	+ Participate in opportunities for pastoral care/connection within Classis (Pastor’s Breakfast, Regional Pastor, etc.)

**Qualifications**

* Professing member in good standing of a Christian Reformed Church, or of a church in ecclesiastical fellowship with the CRCNA
* Clear sense of call to youth and intergenerational ministry within the Reformed tradition
* Bachelor’s degree in theology, ministry, or youth ministry required; **Master of Divinity or equivalent preferred**
* Ordination/commissioning as a Minister of the Word, Commissioned Pastor, or equivalent **preferred but not required**
* Minimum 3–5 years of significant leadership experience in youth ministry (paid or volunteer)
* Demonstrated ability to mentor and equip leaders for ministry
* Strong organizational, communication, and relational skills
* Experience working with diverse cultural and generational groups
* Commitment to Safe Church practices and fostering safe ministry environments

**A Note to Applicants**
While academic preparation in ministry or theology is an asset, Classis Huron also recognizes the value of **practical experience, spiritual maturity, and a clear sense of God’s call**. If you do not meet all the formal educational requirements but bring significant ministry experience, leadership gifts, and a willingness to **pursue further training or education while serving**, we warmly encourage you to apply.

**Experience**

* Significant leadership in youth ministry with measurable impact
* Experience providing pastoral care and mentoring to ministry leaders
* Demonstrated ability to organize events, training sessions, and collaborative projects
* Awareness of challenges facing youth and young adults in church and community contexts

**Compensation**

The Youth Ministry Position (YMP) offers a **compensation of $50,000–$60,000 per year**, dependent on education and qualifications, inclusive of a **travel and ministry expense allowance**.

**Application Process**

Interested candidates are invited to submit:

1. A cover letter describing your sense of call to this position
2. A resume highlighting education, ministry experience, and relevant skills
3. Contact information for three references (including one pastor or ministry supervisor)

**Deadline for applications:** [insert date]
**Start date:** As soon as possible after hiring

Applications may be sent to:
[Insert contact person, email, and mailing address]