**\*\*CMC Meeting – April 23, 2025 – to be confirmed before we can share more widely**

* *Recommended hours of work? (20 hours: parttime, 35 hours: fulltime)*
* *Accountability as member of CHMT (perhaps in Consultation with Safe Church Coordinator)*
* *Preferred qualifications and experience (?)*
* *CHMT to make proposal/motion to Classis*
* *Hiring process discussion (?)*

**Proposal for Youth Catalyst – Classis Huron**

**Introduction**

The Classis Huron Youth Champion, Amy Baarda, served from 2017 to 2020. The position was a result of a report written by the Canadian Youth Ministry Committee (CMYC) and introduced as a measure to fill the gaps within youth ministry in the Canadian CRC. The report defined the role 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, on 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 position advised outreach to all youth workers in the Classis and representation at Classis meetings to bring awareness of opportunities, needs, challenges and celebrations of youth ministry within Classis Huron. Classis Champions also participated in the Classis Youth Ministry Committee which acted as a networking and catalyst space. The position was not renumerated but a stipend was in place.

**Process**

Amy left the position in 2020 and was not replaced during COVID. Beginning in 2022, Classis undertook a research project to assess Classis Huron’s approach to Youth Ministry and a Champion role.

This research activities included:

* Consultation with other Classis as to the status of the Youth Champion position
* Consultation with Ron Devries – CRCNA Youth Consultant
* An invitation to Ron Devries to an information session attended by 30+
* A youth leaders retreat which included a visioning session led by Ron Devries and the Classis Huron Mission Catalyst, Joan Brady
* A consultation with youth leaders based on the outcomes of the retreat visioning session which resulted in an affirmation for a more robust position to equip, encourage youth leaders themselves and act in a pastoral capacity.
* A Report to Classis which resulted in approval to prepare a proposal for the position of Classis Huron Youth Ministry Position.
* Interviews with current Classis Youth Ministry Leaders in Classis Lake Superior, Classis Alberta North and the Minn-I-Kota Region (a joint position of Minnkota, Iakota and Heartland Classis). These contacts shared job descriptions, accountability structures and other information.

**Proposal:**

* Based on the data and feedback received from churches and youth leaders across our Classis, the Classis Huron Mission Team proposes that Classis Huron seek a Youth Ministry Position (YMP). The candidate should have pastoral qualifications and be hired for a minimum of 20 hours a week, to be adjusted as necessitated by the workload or as Classis Huron determines. Their mandate would be to effectively support, equip and encourage the churches and youth ministry leaders of Classis Huron. The YMP should have a strong theological base and/or a willingness to upgrade theological knowledge. The position would need the capacity to support 21 Youth Ministries in Classis with a goal of increasing capacity within each of the Youth Ministries by supporting Youth Ministry Leaders.

We also propose that Classis Huron commit to this position over a three-year evaluation period.

**Grounds:**

* Although limited in capacity, the work of a Classis Huron Youth Champion was appreciated and leaders felt less informed and empowered as a result of the vacancy in position.
* The various discussions recommended a robust Youth Ministry position (YMP) that invested in the development of local youth leaders. The YMP would develop pastoral relationships with youth leaders as well as with youth elders who might be seeking or filling the youth leader role within their churches.
* Churches, and their youth leaders shared various challenges with recruiting volunteers and filling the local youth ministry role. Lack of training, lack of access to resources and curriculum and the related lack of confidence in their ministry were sited as barriers to maintaining volunteers and paid staff to the positions. Lack of volunteers and resources impact the ability to engage and ensure the participation of youth.
* The vast majority of churches within Classis have seen declining membership by youth and young adults. Taking a proactive approach to youth ministry, giving churches and youth ministry leaders the support required to both retain youth and welcome community youth, is a critical consideration in the future of our congregations, Classis and Denomination.
* Many respondents identified a lack of discipleship opportunities for children, youth and young adults particularly, the lack of connection to young adults that move away for secondary education and careers.
* Conversations identified the need for an emphasis on discipleship as a continuum, engaging young Christians from an early age to full membership in churches and beyond.
* Our churches would benefit from someone who can facilitate collaboration and coordination of ministries leading to multi-church efforts which are more effective and efficient. Networking, learning from one another and sharing joys and burdens will strengthen our youth, our churches and our Classis.

**Accountability**

The YMP will be a member of the Classis Huron Mission Team. An employment review will happen at 6 months employment and thereafter on an annual basis.

**Classis Huron Youth Ministry Position Job Description**

**Purpose:**

The Youth Ministry Position (YMP) will be responsible to work with the churches of Classis Huron and their Youth Leaders to effectively support, equip and encourage the churches and youth ministry leaders of Classis Huron. An YMP will provide pastoral care, opportunities for networking and collaboration and support for the 21 Youth Ministries in Classis with a goal of increasing capacity within each of the Youth Ministries by supporting Youth Ministry Leaders. The YMP should have a strong theological base and/or a willingness to upgrade theological knowledge.

This position is xxx-time with an expectation to work xx hours/week

**Responsibilities:**

* Training and equipping the leaders of the youth ministries of the Classis members
	+ Offering seminars and training events as requested
	+ Link youth ministry leaders to information, resources and training events while identifying additional areas of need.
	+ Connecting with denominational agencies to host or promote complementary learning events and activities
* Pastoral Care
	+ Support and encourage both volunteer and paid leaders with personal, intentional connections on a regular basis.
	+ Regularly lift our churches, youth ministries and youth leaders in prayer
	+ Demonstrate care and concern of our Classis congregations as a trusted encourager and listener.
	+ Committed to operating within [Safe Church](https://classishuron.ca/safe-church-ministry/) guidelines
* Coordinate inter-church ministries and communication
	+ Maintain an updated database of the youth leaders in each of our Classis churches
	+ Support development of Classis-wide youth events
	+ Encourage, support and inform participation in regional and denominational youth events
	+ Facilitate networking among the ministry leaders in our Classis encouraging regional connections and collaboration between youth ministries.
* Act as the voice of youth to church councils and Classis
	+ Upon request preach/speak to congregations within the context of youth ministry and its culture
	+ Raise issues and opportunities affecting youth for the consideration of other church leaders
	+ Attend CHMT meetings – CMC meetings – Classis meetings
* Training and Development
	+ Commit to continuous learning and development
	+ Participate in opportunities for pastoral care/connection within Classis (Pastor’s Breakfast, Regional Pastor, etc.)
	+ Connect within the broader CRCNA Youth Ministry network for training, support and encouragement.

**Qualifications**

* Professing membership in a Christian Reformed congregation, or of a church in ecclesiastical fellowship with the CRCNA
* Passion for youth and experience in youth ministry
* Self-starter with organization skills and time management disciplines

**Experience**

* Degree in xx or youth ministry preferred
* 2 years of relevant work experience
* Experience in event management, relationship building, etc.