



## Youth Pastor Position Description

**Aim of Role:** We are looking for a Youth Pastor to lead our youth ministry team to help students love Jesus, themselves, and others, such that their faith overflows into their world and continues into their adult lives.

**Key Responsibilities:**

1. Provide long-term vision and infrastructure for a sustainable youth ministry that develops our youth into lifelong disciples of Jesus (success = graduates who are following Jesus after college and beyond)
  - a. Have a deep love for middle and high schoolers, and also know that the key to sustainable growth is through empowering other adults and student leaders to be the primary influencers
  - b. Cast vision and advocate for students to have a meaningful place in the broader church family
2. Lead and equip a team of youth staff, volunteers, and students who share ownership of the ministry
  - a. Develop a scalable structure where ministry can be accomplished through authentic relationships (not mainly through “one-to-many” teachings and programs)
  - b. Recruit, train, and develop adult volunteers to do the primary work of mentoring and leading
  - c. Cultivate a culture of and opportunities for student ownership and leadership of the ministry
  - d. Pastor and shepherd the spiritual depth of the adult and student leadership team, discerning their spiritual integrity and growth needs, helping with their discipleship
  - e. Approximately 50% of time will be spent with adults (staff, parents, volunteers) and student leaders
3. Shape content and programs that give our youth the knowledge, skills, and experiences they need
  - a. Lead the development of biblically-based teaching and teachers for youth gatherings
  - b. Leverage small group communities as a core part of the youth ministry’s program
  - c. Shape our youth community’s culture and values, and steward how this is developed and protected through hospitality, inclusiveness, confession, and healthy conflict resolution
  - d. Model and lead youth into authentic experiences of the presence of God in prayer and worship
  - e. Lovingly challenge the youth to live beyond themselves with a posture of love, compassion, justice, evangelism, and mission to the world around them

**Other Qualities We’re Looking For:**

- Understanding and thoughtfulness about adolescent development, challenges, youth culture
- Experience implementing insights from philosophies like *Sticky Faith* and *Sustainable Youth Ministry*
- Engages in tough issues (cultural, personal, interpersonal) with students, parents, and volunteers
- Demonstrated effectiveness in leading and shepherding a group of 60-120 students
- Strong communicator who brings value-added content and input to parents at regular parent meetings
- Proven administrative skills over many years – able to lead adults and students and delegate in a complex, multi-faceted ministry involving many critical details
- Sensitivity to and experience working in a multicultural, multi-economic, and multiracial context
- Familiar with and able to navigate the culture and rhythms of Silicon Valley families

To apply, send your resume and a cover letter to [jobs@the-river.org](mailto:jobs@the-river.org). Be sure to familiarize yourself with The River’s theology, values, and ethos to see if you’re a good fit with who we are.