



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 60-80 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. 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.