



Youth Pastor/Director Position Description

Aim of Role: We are looking for a Youth Pastor/Director who can lead our 120 middle and high schoolers at The River into a growing relationship with Jesus and help them learn to put God's love into action.

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. Understand current youth culture and dynamics, and what helps create sticky faith
 - b. Have a deep love for middle and high schoolers, and also know that the key to sustainable growth is through empowering other adults to shepherd and mentor the youth
 - c. Partner with Children's and Young Adult ministries to bridge the faith development of youth in the in-between years (vs working in silos)
2. Lead and equip a team of paid and volunteer youth staff who share ownership of the ministry
 - a. Develop a scalable structure where, despite being a big group, each student is known by an adult, and that continues to work as the youth group grows in numbers
 - b. Recruit, train, and retain adult volunteers to do the primary work of mentoring youth and leading other elements of the program
 - c. Pastor and shepherd the spiritual depth of the adult team, discerning their spiritual integrity and growth needs, helping with their discipleship
3. Shape content and programs that give our youth the knowledge and experiences they need to grow their relationship with Jesus and share what they have been given
 - a. Lead the development of biblically-based teaching for Friday nights and Sunday mornings, delegate and train others to share in the teaching
 - b. Shape our youth community's culture and values, and steward how this is developed and protected through hospitality, inclusiveness, confession, and healthy conflict resolution
 - c. Model and lead youth into authentic experiences of the presence of God in prayer and worship
 - d. Lovingly challenge the youth to live beyond themselves with a posture of love, compassion, justice, evangelism, and mission to the world around them
 - e. Develop structures and opportunities for increased student ownership of and leadership in the youth group

Other Qualities:

- Understanding and thoughtfulness about adolescent development and challenges
- Experience implementing insights from philosophies like *Sticky Faith* and *Sustainable Youth Ministry*
- Comfortable with tough topics and issues (cultural, personal, interpersonal), unafraid to engage youth, parents, and volunteers in them
- 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 youth and delegate in a complex, multi-faceted ministry involving many critical details and many volunteers
- 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. Job title depends on experience. 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.