

HOPE COVENANT CHURCH

JOB DESCRIPTION

TITLE: Pastor of Youth and Young Adults

DATE: December 15, 2022

REPORTS TO: Lead Pastor

JOB FUNCTION:

Youth Ministry: Provides leadership and direction to the youth ministry program at Hope Covenant Church (6th-12th graders). This ministry focuses on developing our young people into active, life-long learners of Jesus Christ. This includes Sunday morning discipleship, weekly Wednesday evening discipleship programming, special events and retreats throughout each year.

Young Adults: Provides leadership, innovation and pastoral shepherding to an evolving ministry with young adults. Located within blocks of a large college campus with close ties to multiple college ministries, Hope Covenant is perfectly positioned to grow as a local church option for college students. This ministry focuses on developing discipleship pathways for current Hope Covenant youth, disciplining and connecting 19-30+ year olds and building on existing relationships with Campus Crusade and InterVarsity.

DUTIES/RESPONSIBILITIES:

1. **Visioning and Planning.** Pastor of youth and Next Gen is responsible for developing, implementing and monitoring youth ministry with both long-range and short-term targets. This includes regular evaluation of existing ministries for either improvement or discontinuation.
2. **Youth Ministry (65%)**
 - Plan and facilitate a weekly Youth Ministry programming to develop our young people into active, life-long learners of Jesus Christ.
 - Meet regularly with students one-on-one and in small groups.
 - Provide environments/events for outreach and service in our local community (SERVE).
 - Provide environments/events beyond Wednesdays where students can connect:
 - To develop and strengthen relationships with others
 - To support one another
 - To create outreach focused special events
 - To foster small groups
 - To grow in their relationships with Christ
 - Offering retreats, conferences, camps and mission trips for the youth in coordination with the programs of the Evangelical Covenant Church (UNITE), the Northwest Conference ECC (ONE BIG DAY), and Lake Beauty Bible Camp.
 - Assisting in leading/teaching Confirmation with Lead Pastor as well as assisting in an advisory capacity.
 - Training and equipping youth volunteers.
 - Manage youth ministry budget.

3. **Young Adult Ministry (35%)**

- Build on existing college ministry partnerships (Cru and Intervarsity)
- Develop and implement a Young Adult ministry strategy at Hope covenant for 19-30+ year olds in collaboration with staff and leadership team.
- Provide clear pathways for current Hope Covenant highschool students to continue their faith development beyond high school.
- Establish Hope Covenant as neighborhood church option for St. Cloud State students.
- Continue building on recent success for meaningful connection for our next gen communities by creating space for community, discipleship, service and integration into the larger church community.
- Develop and lead a Next Gen leadership team for planning, mentoring and implantation of ministry objectives.

4. **Administrative/Executive Ministry Roles:**

- Work with Lead Pastor and staff on strategic planning, event planning, etc.
 - Preach Quarterly (or more)
 - Attend Leadership Team Meetings
5. **Participate as a member of the Hope Covenant Staff.** This includes regular meetings with the lead pastor as directed, regular participation in staff meetings and adherence to Hope's "staff covenant". It also includes collaboration and cooperation on events, ministries and projects that may be outside the director's immediate areas of responsibility but which are considered important for the larger church and therefore require broad staff participation.
6. **Lead the appropriate Youth's Ministry and Young Adult Ministry teams.** The Director of Youth and Worship will lead the church's youth and worship ministry teams in the process of planning, evaluating and implementing ministries as outlined above.
7. **Pastoral Care.** Pastor of Youth and Young Adults will provide youth and their families with pastoral care and direction as necessary. This will be done under the direction of the lead pastor.
8. **Coordinate LBBC camp, conferences, and retreat scholarships and distribution for youth ministry.**
9. **Purchase necessary supplies and equipment.**

SUPERVISION RECEIVED

The Pastor of Youth and Young Adult receives direct supervision from the lead pastor.

FINANCIAL RESPONSIBILITY

The Pastor of Youth and Young Adult develops and maintains the annual budget for the Youth Ministry and Young Adult ministries.

REQUIREMENTS/PREFERRED QUALIFICATIONS

- A Baccalaureate degree or equivalent advanced training in ministry to youth, family and next generation.
- Cares deeply about the faith trajectory of our youth and emerging generations.
- Demonstrates Christian character as biblically prescribed by ECC's purpose and Hope's vision.
- Proven leadership and organizational capabilities in equipping lay, parent & student leaders.
- Innovative spirit willing to try new things.
- Desires to learn and grow.
- Ability to initiate/develop new teams and contribute as a positive and effective team member.
- Ability to function independently without direct supervision.
- Agreement with and support of Hope Covenant's Core Values and the teaching of the Evangelical Covenant Church

Hours: Full Time (40 hrs/week)

Target Start Date: Spring 2022

Compensation: Flexible range based on experience and education; Competitive Benefit package, Continuing Education & Paid Leave

To apply please send resume and cover letter to Pastor Brian Zahasky (Brian@hopecovenant.org) Text questions to 847-372-2403