

MAIN OBJECTIVE

Hope Presbyterian Church (HPC) is a Reformed and evangelical church in the Presbyterian Church in America (PCA) committed to calling, gathering, building, connecting, and sending disciples for Jesus Christ. We are seeking a godly man as **Assistant Pastor of Family and Youth Discipleship** (APFYD), to teach, equip, and disciple the congregation in the areas of youth, parenting and discipleship. By “discipleship,” we mean deepening our families and youth in their knowledge and love and following of Jesus – their hearts and minds and affections and choices – and encouraging them to follow Him in a more mature, passionate, prayerful, and fruitful way.

Serving under the supervision of the Senior Pastor and with oversight by the Session, the APFYD will pursue this discipling effort in concert with families and the body as a whole.

At Hope Presbyterian Church, we:

- Recognize the family as critical and primary in youth discipleship.
- Recognize that youth discipleship is a “whole church” project.
- Prize the ability of a pastor in this role not only to mentor youth 1-on-1, but also to raise up and disciple other adults within the congregation who will mentor and disciple the youth.
- Recognize that God uses Word and Sacrament in his reaching of youth, just as he does with adults or anyone. Therefore we prize the preaching of the Word and the ability to soundly exegete the Word.
- Desire a pastor who has confidence in God’s Word as a compelling and central element of family/youth discipleship.
- Desire a pastor who is unafraid to challenge families and youth to biblical/theological deepness.
- Desire a pastor who understands discipleship as more than intellectual knowledge or propositional assent.
- Balances Word, prayer, worship, and community.

DESIRED CHARACTERISTICS

The APFYD should:

- Subscribe wholeheartedly to Westminster Confession of Faith and Larger and Smaller Catechisms.
- Exhibit a call and giftedness to minister to the youth and families of the church.
- Be able to relate credibly to the changing early-21st-century world of youth, and connect with youth on a personal level; but even more, the ability to disciple youth upward toward maturity.
- Have a heart for knowing God personally, for following Christ as a servant, for keeping in step with the Spirit, for praying, and for furthering God’s kingdom.
- Live a life of integrity in growing conformity to the standards of spiritual leadership set forth in Scripture (e.g. 1 Tim 3:1-7, Titus 1:6-9, Gal. 5:22).
- Maintain a long-term pursuit of learning and a passion for the life of the mind.
- Be a self-starter and initiative taker, with ability to work as part of a staff, and under the oversight of the Elders and leadership of the Senior Pastor.

QUALIFICATIONS

The APFYD should have the calling, gifts, experience, and educational background necessary to: 1) lead and equip youth and families in discipleship, 2) develop and implement a strategy to accomplish the vision for the programs under him, and 3) provide pastoral counsel to youth and parents. This includes:

- An M.Div., or working toward an M.Div.
- Demonstrated experience in the evangelism and discipleship of youth and /or families in the context of a structured ministry program. The ideal candidate might have several years of experience not only in a traditional youth pastor role, but also in the cultivation and discipling of adult leadership within the church at all ages.

SPECIFIC JOB RESPONSIBILITIES

Church Leadership and Administration

1. Champions the doctrine and mission of HPC; regularly identifies and facilitates ways to advance the priorities of the church through the influence of this position.
2. Maintains regular office hours and availability for general pastoral responsibilities; fulfills preaching and teaching responsibilities as required; maintains good communication, cooperation, and coordination with all staff of the church; effectively executes administrative responsibilities in an organized and timely way.
3. Includes prayer in his daily ministry schedule.

Parent Discipleship

1. Teaches or arranges for the teaching of parenting classes, particularly for parents of youth; in partnership with other staff, instructs parents in the spiritual formation and discipling of their children, and helps them to be as effective as possible in living out and passing on their faith to their children.
2. Cultivates and trains other leaders who can have a similar impact on parents.
3. Partners with other ministry leaders (Director of Children's and Women's Ministry, etc.) in creating an integrated shepherding program in support of parents and family discipleship. Champions this program.
4. Together with the rest of the staff, strengthens the partnership between parents and the church to nurture the faith of young people.

Youth Discipleship

1. Establishes and directs a ministry to both junior and senior high youth and their families that engages Great Commission priorities including evangelism, Biblical teaching, discipleship, integration into the overall life of the church, and equipping youth to share their faith effectively.
2. Develops, conducts, and evaluates year-round, weekly, age-appropriate programs of teaching, worship, fellowship, and encouragement for believing junior and senior high youth, according to the framework set by the Session.
3. Develops, leads, and establishes plans for retreats, missions, Vacation Bible School, service projects, etc. where faith may be deepened through Christian experience, fellowship, worship, prayer, and study.
4. Creates inter-generational opportunities for the youth to serve in the broader church, and to be mentored by the broader church. Assists youth in discovering their spiritual gifts and the utilization of these in the body.
5. Strategically engages with and mentors youth on a 1-on-1 basis.
6. Recruits, cultivates, and discipled other adults who can in turn mentor/disciple youth and who can help with specific tasks in the ministry.

REPORTING

The APFYD shall report to the Senior Pastor, who will provide appropriate supervision, guidance, mentoring and evaluation. The APFYD, like all other pastors, is ultimately accountable to the Session. The Session may change reporting relationships at its discretion.

CLASSIFICATION

This position is a full-time, exempt, salaried position.