



CHRIST COVENANT
CHURCH

Position Description
Pastor/Director of Youth Ministry
Christ Covenant Church

I. POSITION PURPOSE:

This position will provide the visionary leadership, shepherding skills, and pastoral presence necessary for discipling and equipping both high school and middle school staff and students. The desired effect of this ministry will be that students will be attracted to Christ, come to know Him as Savior, be enabled to worship God, grow in community, love others, and serve the world.

II. POSITION SUMMARY:

- Manage, provide oversight, and set vision for Christ Covenant Youth Ministry (CCYM)
- Pastor, teach, counsel, and provide godly leadership to high school and middle school students, parents, and other congregational members
- Recruit, equip, and empower both adult and student leadership teams to carry out assigned responsibilities and objectives
- Plan, implement, and maintain communication with parents and congregation about youth activities and needs
- Work with parents to assist and equip them to shepherd and disciple their high school and middle school sons and daughters
- Engage visitors to CCYM by meeting the parents and introducing them to appropriate staff, ministries, and volunteers by seeking to enfold them into the body life of Christ Covenant Church (CCC)
- Coordinate with Pastor of Evangelism on outreach initiatives to youth

III. PERSONAL COMMITMENTS:

- Committed to Jesus Christ as personal Savior and Lord.
- Fully supportive of and able to winsomely articulate the system of doctrine taught in Reformed theology as expressed in the Westminster Standards.
- Committed to personal integrity, study, and application of the Word of God and to prayer in all aspects of personal and professional life.
- Committed to continuing education, training, and personal development
- Fully supportive of and able to articulate the vision for shepherding and discipleship at Christ Covenant
- An ordained or ordainable Teaching Elder in the PCA is preferred, or on the path to ordination (and subsequent membership in the Central Carolina Presbytery)

IV. REPORTING RELATIONSHIPS:

This position will report directly to the Executive Pastor.

V. REQUIRED SKILLS/ABILITIES:

- Exhibit internal calling and evident gifts to lead an active high school and middle school youth ministry
- Demonstrated ability to quickly relate to, connect with, and interact professionally and lovingly with youth and their families
- Capable of understanding the culture of a congregation and able to lead them in spiritual maturation
- Strong grasp of God's Word and reformed theology, including a key understanding of doctrinal theological dimensions of spiritual formation and the ability to teach, impart, and apply it personally and to others

- Strong interpersonal skills, relational skills, and the ability to connect with and manage people
- High maturity and leadership with the ability to serve, unify, and lead both at the strategic and tactical levels
- A team player capable of equipping others to use their gifts both in the church and to reach the culture for Christ
- Competency in pastoral counseling and discipleship
- Ability to handle confidential matters with integrity
- Excellent organizational skills and communication skills, both written and verbal

VI. EDUCATION/TRAINING:

Bachelor's degree in any discipline or equivalent experience

VII. SUPPORTING EXPERIENCE:

- Experience in ministering to students and young people preferred
- Exhibits passion and love for high school and middle school students
- Prior experience managing staff and leading teams, including a demonstrated ability to equip, train, and develop leaders
- Experience in identifying biblically mature and engaging resources for shepherding and discipleship
- Strong grasp of personal application of the scriptures and the ability to apply it to others, including prior experience in personal discipleship
- Ability to equip the saints to grow in their knowledge, love for, and enjoyment of God, love for others, and effectiveness in ministry

VIII. BASIC ROLES/EXPECTATIONS:

- Leadership and management 50%
 - Establish vision and strategic direction for all aspects of the CCYM
 - Recruit, equip, and empower both adult and student leadership teams to carry out assigned responsibilities and objectives
- Teaching and Discipleship 25%
 - Teach the high school and middle school students and adult volunteers.
 - Provide multiple opportunities for teaching of high school and middle school teens to share the good news of the Gospel, strengthen their knowledge and faith in Christ, and strengthen their understanding of worship, evangelism, and service to Him.
 - Design or select curriculum sequencing for three-year training program
 - Review training material for educational and biblical soundness
 - Approve appropriate teachers and curriculum for all teaching venues
- Pastoral duties 25%
 - Work with parents to assist and equip them in shepherding and discipleship of their high school and middle school sons and daughters
 - Directly shepherd HS boys and supervise other staff members who shepherd MS students and HS girls
 - Eventual shepherding of a congregational community. The Pastor/Director of Youth Ministry will oversee a few ruling elders and work with them in shepherding families from the congregation.

To apply please go to: <https://christcovenant.org/about-us/employment/>

Questions may be directed to: Elizabeth White, Ministry Administrator, ewhite@ChristCovenant.org

