



TRINITY GRACE
CHURCH

Assistant Pastor / Director of Youth Ministry

Trinity Grace Church
San Antonio, TX
www.trinitygracesa.org

The following document contains: 1) Our vision for youth ministry; 2) Profile of the next Youth Pastor; 3) Job description.

1) Vision for Trinity Grace's Youth Ministry:

We desire the ministry to our youth to be:

- **Gospel-Driven:** The content of the teaching and the context for the ministry is the gospel – the message that the only hope for our salvation is the grace of God, freely offered in the life, death, and resurrection of Jesus.
- **Relational:** In order to have long-term impact in our students' lives, we must pursue, know, and love them. We want to surround them with people who care about them as image bearers of God, treating them with dignity and respect. Relational ministry will often look like casual encounters, intentional conversations, and play.
- **Reformed:** The system of doctrine that we espouse and live out is Reformed. This world and life view permeates every aspect of our lives and is to be reflected in distinct ways in the ministry to our youth.
- **Integrated:** God has blessed Trinity Grace Church (TGC) with members of various ages and experiences. Thus, we desire our students to enjoy the blessing of these diverse relationships and grow in their ability to serve the larger church. It is the role of all the ministry staff to come alongside our families to help our students to grow in grace, know how to serve the Lord in the world, and to live out their callings.

2) Profile of the Youth Pastor

TGC's youth pastor must be a godly man who exhibits the following qualities:

- **Values youth ministry:** desires to use gifts to disciple youth over a significant period of time.
- **Gifted Relationally:** able to identify with and disciple youth through life on life investment.
- **Established Leader:** supports the vision of TGC and contributes to it by leading our church in the discipling of our students. Has vision and leadership abilities to direct our youth ministry not just for the present but also for the future.



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- **Effective Communicator:** is able to clearly articulate biblical truths to our youth and families.
- **Ordainable¹** has the necessary educational qualifications to be ordained in the Blue Ridge Presbytery and disciple not only the youth but serve the broader church through general pastoral responsibilities (i.e. preaching, teaching, sacraments, etc.).

3) Job Description

Purpose: To shepherd the youth of TGC (6th-12th grade) by developing a purposefully biblical and relational ministry that equips our students with the gospel of grace.

Responsibilities:

Youth: Provides a variety of discipleship opportunities for the youth of TGC by discipling them in the gospel of grace, loving them with the love of Christ, and developing a comprehensive ministry by which students engage with Jesus.

- Leads and teaches youth Sunday school
- Leads and coordinates weekly youth group meeting (currently on Sunday evenings) and small group bible studies primarily for discipleship, building relationships, fellowship, and outreach to non-believers.
- Plans with ministry team regular large group social events during the year.
- Participates in the assimilation of new youth into the church (i.e. informal greeting on Sunday morning, follow-up letters, lunches, etc.).
- Pursues relationships with our middle and high school students outside of church (i.e. breakfasts, lunch, attending events, etc.).
- Coordinates retreats and trips throughout the year, including the summer (i.e. RYM, Ranchapalooza, etc.).
- Recruits, trains, and supervises volunteers who work with youth.

¹ We are open to non-ordainable candidates, but if the candidate has the education to be ordained, the position will allow for pursuit of ordination.



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- Communicates effectively with parents and the wider church. This includes regular correspondence with parents, meeting with Session members / representative, and bi-annual parent meetings.
- Encourages and helps to facilitate youth's participation in church life, to include corporate worship as well as service and missions projects.
- Trains volunteers and youth to do the work of ministry.

General Ministry: As a member of the pastoral staff, provides general pastoral care to the church, to include opportunities to lead liturgy, preach, and counsel. As time allows, this person could also assume responsibility for other areas of interest at the discretion of the Pastor.

Families: Provides families with teaching, resources, and activities to promote parental ministry to children and development of family to family ministry within the church.

- Assists pastoral staff, Session, and the congregation to think biblically about issues related to adolescence and youth culture – how to best disciple students in our current cultural context.
- Assist the Session in ministering to known needs of families.

4) Reporting

The Youth Pastor / Director reports directly to the Pastor on a day-to-day basis. He reports regularly on his progress to the Pastor and Session. He is called by the Session and is a member of the ministerial staff.

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