



WESTMINSTER
PRESBYTERIAN CHURCH
BRYAN
Gospel Community For Life's Journey

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Pastor / Director of Youth, Family, and Discipleship Job Description

Summary and Primary Function

To oversee, lead, and facilitate a comprehensive ministry to youth (6th-12th grade) and their families as the primary focus, while also providing organizational leadership for the congregation's broader ministry of spiritual discipleship and formation. This role carries out the ministry and mission of Westminster Presbyterian Church (WPC) by means of teaching, prayer, pastoral care, and organizational leadership that builds up families in the worshipping community, aids students to reach their peers with Christ, prepares students to move into adulthood with Christian maturity, and cultivates congregation-wide growth in spiritual formation and discipleship.

Oversight

Reports directly to the Senior Pastor on a regular basis to ensure that duties and responsibilities are being fulfilled. Performance reviews conducted annually by the personnel members of the Administrative Committee reporting to the Session.

Supervises

Youth intern staff and ministry volunteers connected to WPC; Christian Education (Life Group) and Community Group leaders; Nursery and Children's Coordinator(s); Covenant Kids and other children's ministry leaders; and any other spiritual formation and discipleship leaders within WPC.

Special Requirements and Characteristics

- Abiding in a personal and vital relationship with the Triune God in Christ Jesus (John 15:1-5). Be a man of God, a man of prayer, who knows by continuous personal experience what it means to be in union with Christ and renewed in God's grace.
- Hold true to the Scriptures of the Old and New Testaments and the Westminster Confession of Faith, Larger and Shorter Catechisms, and the Book of Church Order.
- When ordainable, must be approved by Presbytery in all areas of faith and belief.

- Relates to youth and families as a pastor/director; relates to ministry staff and volunteers as their pastor/director for day-to-day oversight under the direction and coordination of the Senior Pastor; relates to the whole congregation as a pastor in matters of discipleship and formation; relates to Presbytery as a member (when ordained).
- Have a vision for the work of Christ in and through WPC in the Bryan and College Station community.
- Be a man of great personal integrity who demonstrates godliness in personal relationships—in his family, in the church, and in the community.
- Be a man concerned for people and willing to meet them at any level.
- Have a heart for bringing the lost to Christ, both locally and globally.

Primary Duties

Relational Discipleship and Outreach Leadership for Youth — 35% of time

- Develop and implement the twofold youth ministry strategy:
 - Reaching and teaching covenant youth in WPC to embrace gospel commitment and community in Christ, equipping them to serve Christ in the church and the world.
 - Reaching and equipping youth of WPC to love, serve, and communicate the gospel in their homes, schools, and spheres of influence in B/CS.
- Facilitate a Biblically-rooted, Spirit-led, Christ-centered, Gospel-shaped, and relationally-driven course of discipleship and leadership development to aid youth in maturing in their identity in Christ and His church.
- Cultivate gospel love in covenant community by leading: (1) weekly large-group Bible study and fellowship, (2) regular small groups for discipleship and spiritual formation (one group per 5-7 students), and (3) one-to-one interactions for outreach, faith-building counsel, and deeper gospel understanding.
- Model and train youth in a “Great Commission” and “Great Commandments” lifestyle so they develop a winsome witness and an understanding of the bigger storyline of love and worship for God and love and service for their neighbors.

Youth and Family Pastoral Leadership — 20% of time

- Shepherd students and their families, building relational ministry with youth and parents and seeking to help them in the roles and responsibilities of the covenant home. Normally making at least one family visit per week.
- Provide spiritual counsel, guidance, and help to families and their youth as needed; refer to appropriate resources when warranted.
- Initiate relationships with and pursue fringe youth and families, developing opportunities for new families to enter the life and ministry of WPC.

Youth Ministry Organizational Leadership — 15% of time

- Act as communicator and guardian of the WPC youth and family ministry vision for the work of Christ in and through the church.
- Facilitate communication with parents and youth in the implementation of a clear ministry plan, including retreats, camps, and conferences.
- Advise and lead day-to-day ministry planning and programming for youth and their families.
- Build leaders by recruiting and training adult volunteers and students to utilize God-given gifts in service to the youth and family ministry.
- Organize mission and ministry opportunities for service and outreach locally and regionally.

Congregational Discipleship and Spiritual Formation — 30% of time

- Lead all ages in the WPC community in seeking God in spiritual transformation by creating, enhancing, and multiplying opportunities for growth from new beginnings to maturity, including:
 - Providing initiative, planning, and oversight for Christian education, spiritual formation, and discipleship across WPC—preparing an Annual Plan by June of each year for Session approval.
 - Cultivating the recruitment, training, and equipping of leaders for ministry in discipleship, assimilation of visitors, and relational connections to the church, with four to six strategic training events annually.
 - Coordinating with the Discipleship and CE teams on ministry structures that facilitate the spiritual growth of women, men, couples, singles, and children through the study of Scripture.
 - Researching, developing, and mobilizing curriculum for each stage of the Christian growth process (questioning to maturity).
- Teach an Adult Sunday School (known as Life Groups) class and/or lead a Community Group.
- Set a sustainable, regular pattern of spiritual formation before the congregation in the life and ministry of the church.
- Other duties as assigned by the Senior Pastor.

Additional Qualifications and Skills

- Pass criminal background check.
- 3-5 years of ministry experience in youth, family, or discipleship ministry.
- Hold or be actively pursuing a seminary or advanced degree in Biblical studies, Christian education, or a related field.