

# Role Profile

<b>Role:</b>	<b>Associate Pastor for Youth and Discipleship</b>	<b>Ministry Area:</b>	<b>Discipleship</b>	<b>Date:</b>	<b>12.1.19</b>
<b>Mission Statement</b>					
<p>To help Redeemer live out its vision of being a multi-ethnic community committed to walking alongside those seeking healing and wholeness in Jesus Christ, the Associate Pastor for Youth and Discipleship provides pastoral care and leadership to students (6<sup>th</sup>-12<sup>th</sup> grade) while supporting discipleship of all ages at Redeemer through organizational leadership.</p>					
<b>Role Description</b>					
<p>The Associate Pastor for Youth and Discipleship holds responsibility for two areas of ministry. First, the Associate Pastor for Youth and Discipleship will provide discipleship and pastoral care of students (6<sup>th</sup> – 12<sup>th</sup> grades) at Redeemer Covenant Church. Second, the Associate Pastor for Youth and Discipleship is responsible for administering selected aspects of discipleship ministries for all age groups at Redeemer. Along with all Redeemer staff members, it is expected that the Associate Pastor for Youth and Discipleship will be a positive representative of Jesus Christ and of Redeemer Covenant Church.</p>					
<b>Qualifications/Requirements</b>					
<p><b>Ministry Experience/Educational Requirements:</b></p> <ul style="list-style-type: none"> <li>- A bachelor's degree is required. A master's level degree in ministry is preferred.</li> <li>- The candidate must have previous experience in youth ministry leadership in church setting (volunteer or paid.)</li> </ul> <p><b>Specific Skills, Passion, Knowledge, Experience or Abilities:</b></p> <ul style="list-style-type: none"> <li>- The candidate should have a passion for and ability to relate to students in grades 6<sup>th</sup> – 12<sup>th</sup>.</li> <li>- The candidate should have the ability to spiritually lead, teach, and care for students in their journey with Jesus Christ.</li> <li>- The candidate must be able to demonstrate skills needed to develop and maintain cross-cultural relationships.</li> <li>- The candidate must have excellent organizational and time management skills including taking initiative on new ideas, problem solving, organizing and prioritizing tasks based on importance, and providing administration for a major ministry area in a congregation.</li> <li>- The candidate must be willing to become familiar with our denomination, the Evangelical Covenant Church, and abide by its theology and bylaws for ministers.</li> <li>- The candidate should have a valid U.S. Driver's license</li> </ul>					

**Physical Requirements:**

- Normal physical job functions performed within a standard office environment. However, leadership in some physical, youth-specific events (sports, games, outdoors) will be required.

**Spiritual Leadership**

- Their life is a reflection of Christian Character as described in 1 Tim 3:8-13.  
- Must submit to and pass a criminal background check.

**Role Profile**

Core Area	Description	Key Performance Areas	"SMART" Goals
<b>Staff Member</b>	As a representative of RCC, actively contributes to the improvement and effectiveness of the church's ministry efforts.	<ul style="list-style-type: none"><li>● <b>Teamwork:</b> Functions well with coworkers and Council members. Facilitates ministry with other team members so that the church's overall ministry results are enhanced.</li><li>● <b>Church Improvement:</b> Contributes toward the improvement not only of departmental operations, but those of the church as a whole.</li><li>● <b>Other Responsibilities:</b> Supports additional duties and responsibilities as assigned, including attending and participating in Sunday morning worship.</li><li>● <b>Personal Character:</b> Abides by Redeemer Covenant Church's <i>Behavioral Covenant</i> and the Evangelical Covenant Church's <i>Ethical Principles for Covenant Ministers</i>.</li></ul>	
<b>1. Spiritual Growth of Students</b>	Encouraging the spiritual growth of the youth at Redeemer.	<ul style="list-style-type: none"><li>● <b>CREW Weekly Meeting</b> Plans and leads Wednesday evening CREW events and leads or coordinates High School and Jr. High small groups.</li><li>● <b>Special Events</b> Plans events for the youth group to foster community, discipleship, and/or service.</li></ul>	

		<ul style="list-style-type: none"> <li>● <b>Pastoral Care</b> Provides appropriate pastoral care to students one on one when needed.</li> <li>● <b>Growth Among Students</b> Encourages and facilitates relationships among students helping build spiritual bonds with each other managing conflict between students.</li> </ul>	
2. <b>Engaging Qualified Volunteers</b>	Recruiting and coordinating volunteers to give youth a more robust experience at Redeemer.	<ul style="list-style-type: none"> <li>● <b>Recruiting Volunteers</b> Identifies and recruits qualified volunteers and leaders to support the goals of the youth group.</li> <li>● <b>Spiritual Maturity and Safety</b> Ensures that relationships between youth and volunteers are safe and healthy.</li> <li>● <b>Spiritual Growth</b> Encourages the spiritual growth and leadership development of volunteers to ensure that students are building relationships with and learning from a wide range of role models in the church.</li> </ul>	
3. <b>Providing leadership in Church-wide discipleship</b>	Contributes to the ministry of the larger church by specifically assisting in the administrative tasks of discipleship ministry	<ul style="list-style-type: none"> <li>● <b>Long-term planning</b> Assist (and where appropriate initiate) long term planning in for discipleship of all ages at Redeemer. Specifically, this will be in areas like curriculum, budgeting, calendar, teacher recruitment and training.</li> <li>● <b>Policies and procedures</b> Is knowledgeable of and takes steps to ensure that all policies and procedures are being followed in the discipleship ministry area, especially child-safety policies and the physical state of the C.E. Wing</li> <li>● <b>Electronic Administration</b> Demonstrates a knowledge of software used in the children’s wing and ability to teach others. Is aware of and utilizes the database for planning and training purposes.</li> </ul>	

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Leader

Date

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Chair

Date

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Senior Pastor

Date