

JOB DESCRIPTION
Community YOUTH PASTOR
BERKELEY COVENANT CHURCH
6 May 2009

Our Church

Established in 1904, Berkeley Covenant Church is a member of the Evangelical Covenant Church of America. The church is located in a multi-cultural neighborhood in North Berkeley, reaching the economically and educationally diverse areas of central and west Berkeley, and the more affluent and educated regions of north Berkeley and the Berkeley Hills. We are a diverse congregation from many socio-economic backgrounds, ethnicities, and generations, with a good number of young adults with young children. Our church is characterized by a close sense of Christian community and authenticity, a focus on ancient/future worship, and preaching and teaching that seeks to engage the spirit and the intellect. With a desire to be relevant to our community, we are seeking new ways to be fissional by engaging our neighbors with real, incarnation, and holistic ministries that encourage personal and communal transformation.

Job Summary:

The job will involve the role of a youth pastor with a heavy focus on outreach and holistic relational evangelism. We seek to develop a strong middle-school/high school youth ministry that includes not only our own youth in the church, but also others of that age in the community. We would also like the Youth and Community Life Pastor to lead a community of post-college students, many of whom would work with him or her to lead outreach activities to local youth. Part of the position will involve traveling and speaking to Intervarsity groups in northern California and recruiting these students as co-laborers in this mission.

Thus the Youth and Community Life Pastor will be involved with direct ministry to youth (roughly ages 12 – 18) as well as taking a primary role in the discipleship and equipping of post-college students for ministry to the youth of Berkeley. The person will take a hands-on leadership position in discipleship and community outreach; help our children grow in life and faith and to become both full participants in the life of the church and into outreach in our community. He or she will employ relational disciple-making principles; reach out holistically to those within the church, to the youth in the community that surrounds our church, and to their families.

This is a job probably best suited for a person who desires to a) build and grow a ministry from the ground up; B) partner with the senior pastor and church leadership to shepherd and lead the church; C) prepare others to share in the community-focused, incarnation ministry of the church.

Job Responsibilities:

- Shepherd and disciple the youth currently in our church with a focus on growing them up in life and faith (Matthew 25:14-30).
- Lead by example in outreach to the Berkeley community; nurture a spirit of outreach and hospitality within the church body.
- Using 2 Timothy 2:2, find and make disciples, both adult and child, who will participate in the ministry. This includes developing, leading, and shepherding a group of post-college students to work with the youth, both in our church and in our community.
- Work towards making our church relevant to its community, encouraging members towards a friendship-based evangelism that emphasizes relationships over programs.
- Encourage and support other ministry leaders, providing a unified and seamless ministry of our church to our community.
- Work closely with the senior pastor and church board to formulate and carry out a vision for the church that emphasizes authenticity, celebrates diversity, and unites under the centrality of Christ.
- Occasional Sunday morning preaching.

Job Qualifications:

The ideal candidate will have a heart for long-term youth ministry and will have hands-on experience in building, growing, and sustaining a ministry.

Given the specific dynamics within the Berkeley community, the candidate must be comfortable within an intellectual and multi-cultural environment that will allow him/her to comfortably minister in this post-modern, post-Christian environment.

We view the following gifts and characteristics as important to the fruitfulness this ministry position: The person filling the position should have a heart for outreach, who is energized by a life of interaction and relationship building with youth and young adults, a person who enjoys having fun and relationships with people ages 12-25!

This person must be gifted in building a ministry from the ground up. Personal maturity, a strong sense of self-discipline, humility, the ability to persevere in a spiritually challenging environment and a strong and active prayer life will be essential in this ministry.

We seek someone who is able to partner closely with the senior pastor and church leadership by integrating post-college students and youth into the life of our church, prepare others to share in the community-focused, incarnation ministry of the church, and invest in the growth of the ministry with a long-term commitment.

The position calls for one with the gift of evangelism, a passion for engaging with others, a zest for community outreach, and a dedication to discipleship. Although a seminary degree is a plus, a passion for youth and young adults, an undeniable heart for relationship building, and a proven record of joyful and productive Christian ministry, is of greater value.