RIVER OAKS COMMUNITY CHURCH

Youth Pastor/Minister

JOB SUMMARY

The Youth Pastor/Minister will provide vision and leadership for a Christ-centered ministry serving students in grades 6–12, partnering with parents and adult leaders to help students know Jesus Christ, grow in spiritual maturity, and live as faithful disciples. This role will oversee ROCC Youth's teaching, worship, small-group, outreach, leadership development, and relational ministries while building a healthy team of equipped adult and student leaders.

WORKING RELATIONSHIPS

- Reports to Executive Pastor – Ministries
- Supervises Associate Youth Leader
- Supervises Youth Interns and Youth Ministry Staff
- Interacts with staff ministry leaders for worship/tech, special needs, facilities, calendar, communication, and churchwide collaboration
- Provides leadership and oversight to Student Leaders
- Interacts with Executive Director – Operations in terms of budget, finances, and facility
- Oversees and equips adult volunteer leaders serving in small groups, worship/tech, hospitality/snack, events, and other youth ministry teams

SPECIFIC RESPONSIBILITIES

The Youth Pastor/Minister is responsible for cultivating a ministry in which students are known, loved, taught God's Word, and equipped to follow Christ through the following:

- Provide vision, planning, and leadership for the weekly Sunday ministries, including morning Sunday School and NextStep classes, as well as evening programming focused on worship, games, biblical teaching, and small groups.
- Develop and teach a systematic, age-appropriate biblical plan so that students progress through middle and high school with meaningful exposure to the whole counsel of God and become increasingly rooted and established in Christ (Ephesians 4:13–14).
- Oversee the youth small-group ministry by recruiting, training, coaching, equipping, and encouraging adult leaders; prepare weekly small-group questions and provide regular communication and teaching support for leaders.
- Know, love, and shepherd students and their families; communicate consistently with parents about ministry direction, calendar, teaching, events, and opportunities to get involved.
- Plan and lead mission trips, retreats, camps, summer programs, service opportunities, and other special youth events, including an annual Youth Sunday morning service.
- Develop student leaders by helping them identify and use their spiritual gifts in worship, service, mentoring, outreach, and other ministry roles.
- Create intentional transition and connection points for students entering youth ministry, including fifth-grade connection activities and sixth-grade orientation, and support next-step opportunities.
- Cultivate outreach and school connections, including Common Grounds and opportunities such as FCA, student devotionals, and other suitable local ministry partnerships.
- Coordinate special-needs support within youth ministry and collaborate with church leaders to recruit and equip helpers as needed.
- Support churchwide ministry initiatives and special events in which youth ministry participates, including service projects, volunteer events, and other all-church opportunities.
- Develop meaningful and strategic opportunities for students to fundraise for summer trips.

- Use and maintain appropriate ministry systems and technology, including Planning Center and ProPresenter, for scheduling, communication, worship, registration, and coordination.
- Manage the youth ministry budget, calendar, facilities, communications, and administrative needs with strong follow-through and attention to detail.

GENERAL RESPONSIBILITIES

- Be in pursuit of an ever-deepening personal relationship with Jesus Christ through prayer, Bible study, and attendance at worship. (John 15:4–5)
- Be able to think strategically, provide and accept direction, and take projects from concept to completion. (Nehemiah 2:17–18)
- Be optimistic in the face of difficulty. View adversity not as a problem but as an unsolved ministry opportunity. (Philippians 2:14)
- Be industrious, hardworking, diligent, and available, even when availability is inconvenient and/or messy. (Proverbs 14:4)
- Be unwilling to settle for the status quo, yet respond with humility and grace when the answer is "no." Separate your ideas from your identity. (Philippians 2:3–4)
- Develop a budget, work within those guidelines, and establish goals and implement strategies to achieve them. (Luke 14:28)
- Contribute to the team spirit among staff through fellowship, encouragement, cooperation, humility, and prayer. A servant's heart is essential. (Romans 12:10–16)
- Be supportive of and participate in regular church activities. (Hebrews 10:24–25)
- Affirm the Evangelical Presbyterian Church's core beliefs (epc.org/beliefs/). (Ephesians 4:1–6)

REQUIRED EXPERIENCE/SKILLS

- Bachelor's degree required; seminary degree preferred.
- Demonstrated leadership in a youth ministry setting; 5+ years of ministry experience preferred.
- Proven ability to recruit, develop, equip, and lead adult and student leaders.
- Passion for evangelism, disciple-making, and relational ministry among students and families
- Effective biblical teaching and preaching skills; able to communicate timeless truth in a compelling and relevant manner.
- Strong organizational, administrative, time-management, and follow-through skills.
- Excellent verbal and written communication with students, parents, volunteers, and staff.
- Reliable and mature in decision-making affecting the students and reputation of River Oaks; a spirit of godly wisdom and maturity, easily able to interact with youth and adults.
- Ability to plan and lead large-group programs, retreats, camps, mission trips, and other events.
- Competency with Planning Center, ProPresenter, and standard office and communication technology, or the ability to learn quickly.
- Humble, collaborative team player with the heart of a shepherd and servant-leader spirit.

POSITION DETAILS

Position	Youth Pastor/Minister
Reports To	Executive Pastor – Ministries
Employment Type	Full-time, salaried, exempt
Location	Clemmons, NC | On-site
Compensation & Benefits	Competitive compensation and benefits package
How to Apply	Send your resume and cover letter to search@riveroakschurch.org