

## **MAIN OBJECTIVE**

Westerly Road Church (WRC) is a nondenominational, evangelical, Great Commission church (Matt. 28:16-20) committed to calling, gathering, building, connecting, and sending disciples for Jesus Christ. We are seeking a godly man as Pastor of Youth and Family Discipleship (PYFD), to teach, equip, and disciple the congregation in the areas of youth and parenting. By “discipleship,” we mean deepening our families and youth in their knowledge and love and following of Jesus – their hearts and minds and affections and choices – and encouraging them to follow Him in a more mature, passionate, prayerful, and fruitful way.

Serving as a member of the pastoral team, and under the supervision of the Senior Pastor, the PYFD will pursue this discipling effort in concert with families and the body as a whole.

Our framework for Youth and Family Discipleship is driven from a comprehensive review and vision-casting by WRC’s Elder Board that took place during Summer/Fall 2012. Our vision:

- Recognizes the family as critical in youth discipleship.
- Recognizes that youth discipleship is a “whole church” project.
- Recognizes that youth still need their own programmatic space, apart from and alongside their families.
- Prizes the ability of a pastor in this role not only to mentor youth 1-on-1, but also to raise up and disciple other adults within the congregation who will mentor and disciple the youth.
- Has confidence in God’s Word as a compelling and central element of family/youth discipleship.
- Is unafraid to challenge families and youth to biblical/theological deepness.
- Understands discipleship as more than intellectual knowledge or propositional assent.
- Balances Word, prayer, worship, and community.

## **DESIRED CHARACTERISTICS**

The PYFD should:

- Subscribe wholeheartedly to Westerly Road Church’s Doctrinal Statement, the Apostles’ Creed and Nicene Creed, and a Reformation creed.
- Exhibit a call and giftedness to minister to the youth and families of the church.
- Be able to relate credibly to the changing early-21st-century world of youth, and connect with youth on a personal level; and also to model this for others.
- Have a heart for knowing God personally, for following Christ as a servant, for keeping in step with the Spirit, for praying, and for furthering God’s kingdom.
- Live a life of integrity in growing conformity to the standards of spiritual leadership set forth in Scripture (e.g. 1 Tim 3:1-7, Titus 1:6-9, Gal. 5:22).
- Maintain a long-term pursuit of learning and a passion for the life of the mind.

- Be a self-starter and initiative taker, with ability to work as part of a multi-staff team, and under the oversight of the Elders and leadership of the Senior Pastor.

## **QUALIFICATIONS**

The PYFD should have the calling, gifts, experience, and educational background necessary to: 1) lead and equip youth and families in discipleship, 2) develop and implement a strategy to accomplish the vision for the programs under him, and 3) provide pastoral counsel to youth and parents. This includes:

- A Masters-level degree: an M.Div. (strongly preferred), or an M.A. in some relevant field.
- Demonstrated experience in the evangelism and discipleship of families and youth in the context of a structured ministry program. The ideal candidate will have several years of experience not only in a traditional youth pastor role, but also in the cultivation and discipling of adult leadership within the church at all ages, including teaming with other staff in pursuit of the goal.

Ideally, the PYFD should be ordained in a recognized evangelical denomination or affiliation. If the PYFD has recently completed his seminary training and has 2 or 3 years of pastoral experience, he shall hold the title Assistant Pastor. If the PYFD is ordained with 3+ years of pastoral experience, and the Elder Board concludes that he has applicable vocational experience, then he shall hold the title Associate Pastor. In either case, he must meet the requirements for ordination at WRC.

## **SPECIFIC JOB RESPONSIBILITIES**

### ***Church Leadership and Administration***

1. Champions the doctrine, mission, and 30 Core Commitments of WRC; regularly identifies and facilitates ways to advance the priorities of the church through the influence of this position.
2. Serves on the Pastoral Team, helping to provide overall direction for Westerly Road Church; assists the Elders and Senior Pastor in areas of training and giftedness as requested.
3. Maintains regular office hours and availability for general pastoral responsibilities; fulfills preaching and teaching responsibilities as required; maintains good communication, cooperation, and coordination with all staff and departments of the church; effectively executes administrative responsibilities in an organized and timely way.
4. Includes prayer in his daily ministry schedule.

### ***Parent Discipleship***

1. Teaches or arranges for the teaching of parenting classes, particularly for parents of youth; in partnership with other staff, instructs parents in the spiritual formation and discipling of their children, and helps them to be as effective as possible in living out and passing on their faith to their children.
2. Cultivates and trains other leaders who can have a similar impact on parents.

3. Liaises with other ministry leaders (Children's and Women's Director, Pastor of Ministry Development, etc.) in creating an integrated shepherding program in support of parents and family discipleship. Champions this program.
4. Together with the rest of the staff, strengthens the partnership between parents and the church to nurture the faith of young people.

### ***Youth Discipleship***

1. Establishes and directs a ministry to both junior and senior high youth and their families that engages Great Commission priorities including evangelism, Biblical teaching, discipleship, integration into the overall life of the church, and equipping youth to share their faith effectively.
2. Develops, conducts, and evaluates year-round, weekly, age-appropriate programs of teaching, worship, fellowship, and encouragement for believing junior and senior high youth.
3. Develops, leads, and establishes plans for retreats, missions, service projects, etc. where faith may be deepened through Christian experience, fellowship, worship, prayer, and study.
4. Creates inter-generational opportunities for the youth to serve in the broader church, and to be mentored by the broader church. Assists youth in discovering their spiritual gifts and the utilization of these in the body.
5. Strategically engages with and mentors youth on a 1-on-1 basis.
6. Recruits, cultivates, and discipled other adults who can in turn mentor/disciple youth and who can help with specific tasks in the ministry.

### **REPORTING**

The PYFD shall report to the Senior Pastor, who will provide appropriate supervision, guidance, and mentoring. The PYFD, like all other pastors and staff, is ultimately accountable to the Board of Elders. The Board of Elders may change reporting relationships at its discretion.

### **CLASSIFICATION**

This position is a full-time, exempt, salaried position.