

Concord Church Position Description
Job Title: Director/Associate Pastor High School, Ministry
Reports to: Next Gen Pastor
Updated: April 29, 2019
Exempt (Ministerial Exemption)

General Summary

The Director/Associate Pastor, High School Ministry ministers to High School Students grades 9-12. The Director/Associate Pastor introduces High School Students to Christ, discipless them in spiritual growth, and trains them to serve Christ with their life. This position also assists parents or guardians in raising teenagers to a wholesome maturity.

The Director/Associate Pastor, High School Ministry exhibits the seven Core Values of Concord Church:

- ***Boldness for Christ*** – *Unapologetically representing Christ to the world. (Phil. 1:20)*
- ***Passion for People*** – *Intentionally cultivating lifegiving relationships. (John 13:35)*
- ***Catalyst for Change*** – *Relentlessly transforming our city. (Jer. 29:7)*
- ***Hunger for More*** – *Radically pursuing what God has next for me. (Matt 5:6)*

Essential Functions

- Disciple and develop High School Students grades 9-12.
- Disciple, develop, coach, and train student leaders to serve the Concord congregation and in their sphere of influence.
- Responsible for assessing and evaluating the High School ministry as it relates to the current strategy and goals.
- Partner with the Associate Pastor of Student Ministry to provide impute to the overall Student Ministry strategy.
- Accountable to recruit and train Student Ministry volunteers to achieve the overall goals associated with the church's mission, values, strategy, and measures.
- Assist with youth field missionary experiences and encourage attendance in summer camps.
- Attend grow group, worship services, weekly staff meetings, and other church events as requested.
- Ensure High School groups maintain a balanced program of spiritual, physical, and social growth.
- Become acquainted with the personal lives of High School Students (either directly or through the youth staff. Stay current on youth development activities and popular culture trends.
- Visit homes, attends school events, and makes hospital visits. Create space on the calendar for family appointments to foster open communication with parents/guardians.
- Coordinate with Associate Pastor of Student Ministry to engage the Concord Students in training and regular involvement in the church ministry.
- Attend and successfully completes all training required by Concord Church.
- Perform other duties as assigned.

Supervisory Responsibilities

This position provides guidance to High School Students Ministry, assist in leading volunteers and Partners with the Associate Pastor of High School Ministry to grow students.

Education and Experience

This position requires a minimum of a Bachelor's degree in Theology, Christian Education, or Youth Ministry from an accredited college or university. A Masters' degree in biblical studies or divinity is preferred but not required.

This position requires a minimum of three (3) years of experience as an ordained minister/pastor in a setting committed to reaching the unchurched and developing leaders. A minimum of three (3) years of experience equipping Christ-followers to grow in maturity in their faith and fostering growth in community through small groups is required.

Physical Requirements

This position primarily works in a typical office or sanctuary environment, is generally sedentary, and uses computers, calculators, phones, and other office equipment to draft documents, communicate with church staff, and fulfill other position duties. The position is required to walk, hear, speak, and stand to conduct sermons and minister to the members (both at the main church and at remote locations). Work is conducted in a fast-paced, rapidly changing environment. The ability to manage stress, build professional and collaborative relationships, and reason through both complex church business situations and profound personal crises that members may experience is required. A flexible schedule is required since this position requires evening and weekend work.

Travel Requirements

This position is required to conduct services, visit church members, perform community outreach, and attend meetings away from the primary church location. A valid Texas drivers' license and acceptable motor vehicle record is required.

Concord Church Membership

This position is required to be a member of Concord Church. Employees in this position are expected to sincerely hold the same religious [beliefs](#) as expressed by Concord Church.