



Pastor of Student Ministries
Position Description
Annual Pay Range: \$40,616 to \$60,924

Reports to:	Executive Director of Children & Youth
Directly Supervises:	Director of 5th/6th & Junior High; Youth Intern (if funding allows)
Status:	Full-time; Health, dental, and retirement benefits included
FLSA:	Exempt

University Covenant Church (UCC) is located in Davis, California, a town 15 miles from Sacramento. Davis is known for its strong university presence (University of California), cycling community, parks, Farmer's Market, local agriculture industry, and independent streak. University Covenant Church was founded in 1966 and is a member of the Evangelical Covenant Church. UCC currently has two Sunday services with a total average attendance of 500-600 children and adults per Sunday. Our vision is "That all people would know Jesus." We are seeking to do this by Making Disciples, Multiplying Leaders, and Unleashing Compassion.

Purpose: To oversee the Spiritual Development of UCC youth from 7th grade through 12th grade.

Brief Description of the Pastor of Student Ministries role within UCC

The Pastor of Student Ministries has a vision for creating lifelong followers of Jesus. This vision is lived out through the ministries of UCC by creating and maintaining pathways of discipleship for youth from 7th through 12th grade. Provide spiritual leadership on the Children and Youth staff team, as well as for youth volunteers and students, as you collaborate in creating and maintaining a holistic, intentional discipleship pathway from birth through high school. Train, mentor, supervise and partner with the Youth Intern and Director of 5th/6th grades & Junior High.

The Pastor of Student Ministries has gifts in developing leaders and teams, while intentionally making personal connections with volunteers, students and families. The Pastor is gifted in identifying individual's God given gifts and interests, and creating ministry opportunities that equip all students (regardless of ability) and leaders alike to develop a deep, lifelong relationship with Jesus and connection to His church.

In the broader church, the Pastor has a passion for connecting youth to all generations within the congregation, knowing that multigenerational relationships are key to developing lifelong faith. The Pastor serves as an advocate for youth to use their gifts in the wider church, to develop meaningful relationships with younger children and older adults, and to participate fully in the mission of the church to develop leaders, make disciples and unleash compassion.

Special Conditions of Employment

The candidate must have a mature and growing relationship with Jesus Christ as Lord

and Savior. The Pastor of Student Ministries is expected to demonstrate and provide spiritual leadership within UCC.

A Master's of Divinity, or equivalent degree, from an accredited seminary is preferred, as well as a minimum of 5 years ministry experience. Pastoral experience preferred. The Pastor of Student Ministries must be licensed or ordained, or willing to be, by the Evangelical Covenant Church.

Key Areas of Ministry Responsibility

1. Leadership development: 40%

- a. Supervise the Director of 5th/6th grades & Junior High and Senior High Youth Intern. Meet weekly to encourage, train, mentor, partner and support.
- b. Oversee the recruitment, training, and equipping volunteers for youth groups, Sunday morning programs and Confirmation.
- c. Meet regularly with volunteer leaders to develop giftings, encourage, train, mentor and provide support.
- d. Grow our vision for student leadership by providing diverse opportunities for teens to develop leadership skills within youth group and in the wider church - including Youth Mission Trips and Breakaway Summer Day Camp.
- e. Partner with parents to provide spiritual leadership for their kids.

2. Provide Vision and Leadership for Ministry Programs for Grades 7-12: 25%

- a. Work with the Executive Director of Children and Youth to develop and implement the vision and long-term strategic plan for UCC youth ministries.
- b. Oversee the development of curriculum for all youth programs, including Confirmation for 9-12th grade students.
- c. Create, implement and oversee the Sunday morning programs for Junior and Senior High Students, in collaboration with the Director of 5th/6th & Junior High and Senior High Youth Intern.
- d. Oversee large group and small group weekly programs.
- e. Coordinate the transition of students through various UCC youth programs, including KidZone (birth - 4th grade) and Catalyst College Ministry.
- f. Oversee the management of administrative duties in coordinating events, communication, and weekly programs.
- g. Maximize effective communication with students, parents and staff through mailings, meetings, social media and one on one interactions.
- h. Provide leadership for all Junior and Senior High ministry camps and retreats, with the expectation to attend at least half in-person.

3. Pastoral Care for Students, Families and Volunteers: 25%

- a. Provide leadership and pastoral presence for youth ministries, as well as Children and Youth Team.
- b. Develop and implement a personal ministry to individual students.

- c. Oversee preaching and teaching team for youth group, Sunday Morning Youth Programming, and Confirmation classes. Preach at least 40% of the time in these areas.
- d. Partner with the Director of Inclusion to ensure that students of all abilities are disciplined, connected and equipped to use their gifts for the good of the kingdom.
- e. Partner with the Director of College Ministry to ensure a smooth transition from high school to college ministry, as well as to provide meaningful opportunities for college students to lead and serve in youth ministry.
- f. Offer pastoral care to youth, families and volunteers as needed.
- g. Oversee baptisms for Children and Youth.
- h. Maintain community presence outside of the church.

4. Church Wide Pastoral Duties: 10%

- a. Meet regularly with the Children and Youth Team to maintain cohesive vision and collaboration.
- b. Meet with the Director of College Ministry, and the whole staff team, as needed.
- c. Offer pastoral presence and assistance in worship services as needed.
- d. Preach 2-3 times per year on Sunday Mornings, depending on gifting.
- e. Officiate at weddings, baptisms and funerals as requested.
- f. Provide pastoral care to the wider church as requested.
- g. Participate in, and assist in leading, church-wide initiatives and programs. (Examples: Breakaway, Christmas Eve, Easter, All-Church Retreats, etc.)

Core Competencies

- Spiritual leadership and pastoral care
- A professional work ethic – organized, committed, proactive, energetic and dependable with administrative skills and good time management
- Strong oral and written communication skills
- Strong interpersonal, trust building and people development skills
- Strong organizational skills
- Good judgment when faced with decisions regarding safety and propriety
- Available to serve on-site on Sunday mornings, and to maintain a flexible schedule that regularly includes evening and weekend hours

Leadership & Team Competencies

- Collaborative and skilled at managing and working on teams
- Leadership multiplication and team-building skills
- Strong skills in strategic planning, vision, and systems thinking
- Demonstrated ability to maintain confidentiality in all situations

Age-specific Competencies

- Familiar with the needs, desires, and developmental stages of youth
- Strong interpersonal skills with youth and adults of all ages
- Passion for youth with diverse abilities and their value in building God's kingdom

Technological Competencies

- Computer and social media skills
- Basic accounting skills

Legal Competencies

- Fingerprint Clearance by the Department of Justice
- Fulfill responsibilities as a mandated reporter by reporting any suspected abuse or neglect to Child Protective Services (CPS)
- Valid CA drivers license

Expectations of all Ministry Directors and Administrative Staff

- Strong knowledge of and love for the Lord and the application of Scripture to the lives of God's people
- Agreement with the vision, mission, and values of University Covenant Church and the Evangelical Covenant Church
- Oversee and support both staff and volunteers
- Punctual and dependable attendance
- Ability to manage a medium amount of stress
- Staff adjust their normal work hours (with prior supervisor approval) when extended time is needed for ministry events
- Work cooperatively with other team members to support the whole ministry of the church