



## Job Description: Middle School Youth Minister

### Context and Purpose of Role

The River Church Community is located in San Jose CA, with a Sunday morning average of approximately 300 adults. Our membership is multi-racial and skews towards professional backgrounds. We identify ourselves loosely within the “missional” Evangelical movement and are in the process of exploring affiliation with the Evangelical Covenant Church.

The River’s youth group has grown substantially in the past 4 years. There are currently about 60 high school and middle school youth group members, and we project that number to grow to over one hundred in the next 4 years. The River is committed to a ministry that thoroughly integrates parents, families and other adults as active participants in the spiritual formation process for each student. We strive to make sure that by the time each student graduates from high school, they’ve acquired the knowledge, relationships and experiences that would lead to a lifelong faith in Jesus Christ. Our youth ministry is very active, with weekly Friday night and Sunday morning meetings, yearly “project” focuses (community, justice, evangelism, bible, etc), mission trips, and regular overnight retreats and trips. While the ministry is made up primarily of the children of River members, we have a robust outreach program focused on a low-income Spanish-speaking community in nearby downtown San Jose.

Currently, the youth group is organized as a mixed age group, with Middle and High School students meeting together. To accommodate current and future growth, the group will split into separate Middle and High School groups, with continued focus on intergenerational events.

The part time role of Middle School Youth Minister (MSYM) is designed to accommodate the youth group growth and provide an emphasis on spiritual development among middle school students. The MSYM will work very closely with the full time youth director and other pastoral staff.

The MSYM position is a half time position, 20 hours per week.

### Responsibilities

- **Student Pastoring:**  
The MSYM must have a passion for developing a middle school student’s love for Jesus. The MSYM should enjoy spending time with middle school students; the majority of the MSYM’s time will go towards direct student ministry, in large group, small group and mentoring settings.
- **Teaching:**  
The MSYM should be gifted in creative large group public communication of Biblical truth to youth. We believe there are a wide variety of effective teaching styles. While we believe that other adults can contribute in a teaching rotation, we do believe that the successful leadership of a pastor requires the ability to teach effectively.



- **Program Administration:**

The MSYM will act as the primary program administrator for the weekly Sunday morning middle school youth group and the midweek (Friday) middle school youth group meeting. Program administration tasks include coordinating with adult leaders who volunteer to teach and lead small groups on a rotating schedule, communicating with parents, and planning middle school youth events.

- **Recruit, coach, and train volunteers, particularly in the area of student mentoring:**

With a projected middle school group of more than 50 students, the MSYM will never be able to be the sole spiritual influence for most of the youth in the ministry. The MSYM must be able to coordinate, coach and recruit youth worker volunteers. The MSYM must be particularly fluent in the area of mentoring, and must be able to coach and train mentors to disciple students towards a life long faith in Jesus. The River Church Community has an emphasis on ensuring that each student in the program has a circle of mature Christian adults who are actively mentoring, discipling and encouraging students. The River's mentoring philosophy is built upon [research](#) from the Fuller Youth Institute.

- **Outreach to unchurched, underchurched, and low income students:**

The River was birthed with a mandate to reach out to and bless people beyond our church community. The River has teams of families living in a nearby low income Latino community who minister to the community through our Spanish speaking sister church, Shalom Iglesia. The River Youth group is socio-economically diverse, with children of Silicon Valley professionals worshipping alongside working class Latino students. The MSYM should be comfortable with student outreach in the neighboring affluent communities and in the neighboring low income communities.

Compensation Salary for the part time position will be around \$25,000 depending on qualifications.

### Requirements

- Agreement with, and active support for, [the statement of faith, values, and mission of The River Church Community.](#)
- Bachelor's degree
- Proven ability to lead a middle school ministry, with at least 2-3 years of experience in youth ministry as either paid staff or as a volunteer with leadership status.
- Currently living or willing to relocate within a 15 mile radius of the [church location.](#)



**THE RIVER**  
CHURCH COMMUNITY

### **Application process**

Please submit a detailed cover letter and a full CV to [youthjobs@the-river.org](mailto:youthjobs@the-river.org). Both documents should be combined as one Word document with the file titled "River Youth APPLICANT NAME."

Requests for more information can be sent to the above email address, although we cannot guarantee responses to all inquiries.