

Desert Hills Bible Church
Students and Young Adults Pastor Job Description

Date Profile Updated: September 2020	Completed By: Elder Board
Position Title: Pastor of Students and Young Adults	Supervisor: Elder Board
<p>Ministry: The Pastor of Students and Young Adults is the full-time shepherd of the junior/senior high and college/young adult population at DHBC and the leader of outreach and evangelism to nearby college campuses. This pastor demonstrates a desire to participate in the congregational life of DHBC as an example to his primary ministry group and leads in his ministry to help fulfill the mission of DHBC. While this pastor will oversee both student ministries and young adults, the majority of his time will be devoted to the young adult ministry. A student ministries coordinator and/or intern will work with him to minister to students.</p>	
<p>This Position is full time (50 hours/week), salaried.</p>	

Primary Purpose of Position:

To evangelize and disciple college students and young adults to be faithful followers of Christ who love God, serve one another, and reach the world with the gospel. To oversee the student ministries and provide pastoral support to the student ministries coordinator and/or interns.

Position Justification:

Ephesians 4:11-12 (God gave some to be...pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up) and **1 Peter 5:2** (Be shepherds of God's flock that is under your care).

Key Responsibilities:

The PSYA will lead, oversee, and develop the overall DHBC Student and Young Adults Ministries, including ministry on the DHBC campus as well as outreach to multiple nearby college/university campuses. This will be accomplished through recruiting, equipping, and shepherding leaders and building ministry teams.

Recruit for and meet regularly with the Student Ministries Coordinator and Young Adults leadership team and potential/emerging leaders, including interns. Discuss, evaluate, refine, and expand the Student Ministry and Young Adults Ministry by involving the leadership in strategic planning for ministry growth, gatherings, and events.

Participate in and oversee the spiritual development of those serving in these ministries by discipling leaders with theologically sound materials, meeting with key leaders to reproduce this discipleship process in them, and counseling and encouraging the leadership team and their families.

Work with the student ministries coordinator and/or interns to ensure Sunday morning classes, Wednesday evening studies, and other regular events are scheduled for student ministries and have qualified volunteers.

Plan and lead the Young Adult class on Sunday mornings.

Develop and involve key leaders within the ministry in outreaches to nearby college/university campuses (ASU West, GCC, GCU, Midwestern, ACU). Begin by developing an on-campus Bible study at one campus. Then train up a leader to take over that location and reproduce this model on other campuses.

Plan and lead a regular (weekly, bi-weekly, or monthly) young adult gathering on DHBC's campus that will include music, fellowship, and preaching/teaching. This gathering should be a bridge connecting those involved in on-campus studies with the young adults active at DHBC. The PSYA should be the primary preacher/teacher at these gatherings, with opportunities for guest speakers.
Recruit for and supervise those giving leadership to the various teams within the Student and Young Adults Ministries (campus study teams, teaching team, campus shuttle team, etc.)
Develop annual ministry goals and budget for these ministries and ensure they are reaching their goals within the approved budget.
Provide regular updates to the elder board.
Plan annual or bi-annual large group trips/retreats for the young adults.
Fulfill traditional and customary pastoral duties (attending appropriate meetings, teaching, baptizing, performing weddings and funerals, hospital and home visitation, counseling, etc.).
Provide advice and guidance to the Elder Board, Planning committee, and other leaders, especially in regard to the Student and Young Adults Ministries, as the need arises.
Keep regular office hours and campus hours as agreed upon with the Pastor-Teacher and elder board and maintaining availability on nights and weekends as ministry requires.
Serve as the pastor on call on a rotation with the elder board.

Key Relationships:

Elder board, deacons, paid ministry staff, office manager/bookkeeper, treasurers, planning committee leaders.

Position Requirements:

Character	A lifestyle and heart for Jesus Christ that models Christian character and qualifications for pastoral leadership as outlined in 1 Timothy 3:1-7; Titus 1:6-9; 1 Peter 5:1-4.
	A genuine love for God demonstrated through his love for the church, his family, and both students and young adults within his ministry and unsaved who need to know Christ.
	Must agree without mental reservation to the DHBC Statement of Faith and What We Teach document.
Skills	The ability to lead others in setting and achieving ministry goals.
	The ability to teach the Word of God faithfully in small and large group settings.
	The ability to articulate the gospel in a clear and compelling way.
	The ability to relate well to his primary ministry group as well as the leaders who serve in the Young Adult Ministry and Student Ministries.
	Strong administrative skills.
	Diligence to seek out those in the congregation with a passion to serve students and young adults at DHBC.
	The ability to build, nurture, and shepherd a team of leaders through ordered discipleship and spiritual as well as functional leadership development.
	Strong computer skills, including Microsoft Office. Experience with Planning Center Online is preferred.

Experience	Graduation from a theologically sound Bible college/university with a degree in biblical studies and/or have/be pursuing a graduate degree in ministry. Men who do not have these degrees but who have more than four years of pastoral experience may be considered.
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Dates of Tenure:	Indefinite
Leave:	Paid leave time shall consist of two (2) weeks of vacation. DHBC shall grant an additional week of vacation after three years of service at Desert Hills. The PSYA shall lose vacation time not used by December 31 of each year, unless the Elder Board extends the deadline past December 31.
Sabbatical Leave	<p>Purpose: A sabbatical option shall be available to allow the PSYA time to rest, reflect, or pursue new professional skills after serving for a number of years in the ministry. This option is considered essential to avoid burnout and is in the best interests of the pastor and the congregation.</p> <p>A Sabbatical Leave will be made available after every six consecutive years of service, beginning from the year of first employment at DHBC. To start a paid Sabbatical Leave, the pastor must submit in writing a request no less than six months in advance of the actual start of the leave. The request must come with a statement that the pastor will continue service at DHBC for at least one year following the conclusion of the sabbatical. The church will continue to pay the pastor's salary and benefits during the sabbatical period which should not exceed 6 weeks. Although not required, the pastor is encouraged to provide a detailed plan of the professional activities he plans to do during his sabbatical to include goals, classes, seminars, and the expected outcome. If the pastor's plans include travel or classes, the plan might also include possible ways to fund the extra expense, such as grants. If the pastor's plans during sabbatical include guest preaching or any other money-earning activity, these activities should be run through the elder board for approval prior to start.</p> <p>Should the pastor require a sabbatical sooner than six years due to mental health, physical health, or other personal needs, this request shall be evaluated on a case by case basis for decision by the Elder Board. Finally, should the pastor return to attend services at DHBC during the Sabbatical Leave period, the elders will remind church members not to call on him to perform any of his pastoral duties in order to preserve the restorative value of the sabbatical for the pastor.</p>

Compensation Additional information:

The PSYA may arrange the "Total Compensation" amount in the following categories (salary, housing, professional, health insurance, retirement) to his liking, and as allowed by the IRS and communicated to DHBC church administration.
DHBC will pay 1/24 of Salary and Housing to the PSYA on the 15th and last day of each month.
DHBC shall pay Professional expenses from a professional expense reimbursement fund separate from the PSYA's salary. The elder board determines the amount available in this fund annually. Professional Expenses shall consist of auto, subscriptions, book, and other expenses as allowed by the IRS. Only Professional Expenses that are spent and documented by the PSYA shall qualify for reimbursement. Attendance at Conferences and Meetings shall not be part of Professional Expenses. There is a separate budget line item to cover such expenses.

This version of the job description was approved by the DHBC elder board on 21 September 2020.