

OVERVIEW

Reality SF is a community following Jesus, seeking renewal in San Francisco. The Youth Pastor role will serve and support youth and their parents in our Community. This person will work independently with accountability to the Marriage & Family Pastor as he or she serves as a part of the Family Ministry team. This will be done in alignment with the vision and mission of RSF. More background and context can be found in the enclosed [Youth Pastor video](#) online.

ROLE SUMMARY

The Youth Pastor’s most fundamental work is to lead, encourage, and support our Middle and High School students in their relationship and journey with Jesus. Crucial to this work is the recruitment, equipping and shepherding of adult Youth Leaders who will demonstrate a heart for students as evidenced by their presence, commitment, and capacity to partner with students in all areas of their lives. The Youth Pastor must cultivate and foster a space where students and leaders can seek Jesus together in an authentic, consistent, honest, joyful, and hospitable way.

We are at a crucial moment in the life of our Youth Ministry. We are looking for a Youth Pastor who can shepherd students and leaders in the way of Jesus, and provide vision for the future growth of this ministry. We are looking for someone who can be pastorally present with students and leaders, and someone who can strategize for the growth of our medium-sized youth group, in line with the growth of our church.

SPECIFIC DUTIES AND RESPONSIBILITIES

- Be present, care for, and oversee the Youth and Youth Leaders within our church.
- Disciple Youth and Youth Leaders in the way of Jesus, and the Reality SF Rule of Life.
- Maintain and recruit a healthy volunteer Youth Leader team; leaders that emphasize relational ministry, hold complex social issues with sensitivity and create spaces to process, create safe spaces for students to wrestle with their beliefs.
- Strategize Youth programs to scale up for healthy and sustainable growth.
- Offer Youth events and weekly programs throughout the year where students can become disciples and build community.
- Embody historic Christian orthodoxy with a heart for young people in a secular progressive culture.

HOURS

40+ hrs per week

SALARY

\$75-\$85k annually
DOE, Exempt Position

REPORTS TO

Marriage and Family Pastor

DIRECT REPORTS

None

WORKS WITH

Executive Pastor, Marriage and Family Pastor, Childrens Pastor, and other volunteers as needed

BENEFITS

Excellent Medical, 100% Family & Dental

VACATION

10+ Days* / Annually
*accrues based on length of employment.

PERKS

Laptops, Software, Resources, and Learning Development Cell Phone Allowance

- Minister to students who live in a global city, with a great deal of cultural and socioeconomic diversity within the group.
- Provide support to the parents directly or indirectly with the help of ministry partnerships (and resources when needed).
- Provide dynamic and biblically grounded preaching.
- Able to connect with groups of students both large and small; at church, local schools and around the city.
- Create opportunities for spiritual growth for multiple stages of spiritual development; from evangelism to basics of faith, discipleship to missional living.
- Manage a budget and occasionally fundraise inside and outside of our church for larger initiatives and events.
- Collaborate with other staff, frequently the Family Ministry Team members.

QUALIFICATIONS

- A love for God and His Church, a love for Youth, and a pastoral heart to see them grow in their relationship with Jesus.
- A tested and matured relationship with Jesus Christ.
- Alignment and agreement with Reality SF's theology and statement of faith.
- Character and lifestyle of a church leader as described in 1 Timothy 3, Titus 1, and 1 Peter 5.
- Commitment to the ministry for the foreseeable future, not looking to utilize the position as a stepping stone within the next 6 years.
- An ability to take responsibility for the ministry, while holding it with an open hand in conjunction with the larger needs of Reality SF.
- Personal vision for long term rootedness in San Francisco.
- Relevant education and experience emphasized.
 - Biblical education or training in biblical literacy.
 - 3+ years experience in Youth Ministry in a church context.
 - Experience in leading teams, proven ability to advance strong working relationships and develop leaders.
 - Experience and capacity in scaling/growing a ministry.