

Assistant Pastor for Youth Ministries
Redeemer Waco

POSITION ANNOUNCEMENT

Redeemer Waco is seeking a full-time Assistant Pastor to join our staff with a start date of June 1, 2025 (or earlier if available). Redeemer Waco is a PCA (Presbyterian Church in America) church located in Waco, Texas with a vision of reaching and renewing as many people with the gospel as possible in Waco and beyond. Our vision is to become an anchor gospel church, providing resources to support church growth and expansion in central Texas. A critical component for reaching this goal includes reaching the youth God has already brought to our congregation with the gospel—training them for a life of faithfulness in the body of Christ.

Our vision for youth ministry is to guide students as they transition from elementary years with strong parental guidance to the increasing independence of junior and senior high school. We hope to foster meaningful mentorship and positive role modeling within the church community, providing additional support that complements the foundational values instilled by their parents. Through these relationships, we aim to inspire students to embrace a life of faithfulness and experience the joy of belonging to a church community—equipping them for a future where they carry the truth of the Gospel confidently into college and beyond.

CHARACTER AND EXPERIENCE REQUIREMENTS

Potential candidates must:

- 1) Meet the Biblical qualifications of an elder (1 Tim 3, Titus 1),
- 2) Have prior pastoral ministry experience
- 3) Demonstrate sufficient training and skill in biblical teaching and discipleship (Graduate training with an M.Div. or equivalent strongly preferred)
- 4) Have a humble, teachable, unifying, and supporting spirit,
- 5) Agree to the church's documents (e.g. Westminster Confession of Faith),
- 6) Exhibit a passion for reaching and renewing middle and high school students with the gospel

JOB OVERVIEW

Generally, the Assistant Pastor for Youth Ministries (APYM) will work to joyfully and faithfully shepherd the youth of Redeemer Waco. The APYM will aim to feed, lead, care for, and plan events in order to equip the youth to build their messy lives around Jesus and his salvation. His duties will include:

1. **Shepherding Leadership.** The APYM will build meaningful relationships with the youth through regular youth gatherings and other informal connections (e.g. attending sports and arts performances, meeting with small groups of students, hosting students). He will seek to know and be known by them so as to serve as a model for them in their walk with Christ. He will also be committed to praying for the youth of Redeemer regularly.

2. **Equipping and Teaching.** The APYM will need to be able to teach God's word clearly and faithfully. He is responsible for creating and sustaining the Word and discipleship ministry to youth which may include preaching, small group discussions, and training youth how to read the Bible. He will need to be a man of confidence and humility in order to effectively lead and communicate with students, parents, and staff. He will also need to be able to effectively delegate so that the body may build itself up (providing opportunities for church members to serve and equipping them as they do). Additionally, the APYM may play a supervisory role to "ministry associates" hired by the church to support his efforts on a part-time basis (e.g. a female ministry associate to help build relationships with the young women).

3. **Ministry Vision and Logistics.** The APYM will be responsible for casting a long-term vision for youth at Redeemer Waco (What church-related experiences do youth need to have had before they graduate from high school?). Having cast the vision, he will then be responsible for carrying it out through the planning and enacting of all youth gatherings. Thus, he must be able to relate to a variety of age demographics and personality types to not only engage the youth but also field a team of volunteers to support the efforts he (under the authority of the session) envisions.

REPORTING

The APYM will work under the direct supervision of the Senior Pastor and will also engage regularly with the session. He will not sit on the session (per BCO) but will be expected to make regular reports to the session regarding youth ministry initiatives.

WORK EXPECTATIONS

The APYM is a full-time position with an expectation of 40 hours per week. Due to the nature of Youth Ministry, however, many of these hours will likely be accrued at student events on nights and weekends. The APYM should plan for an average of 20 hours a week in the church office to build relationships with other staff, study for and prepare teaching, and meet with students or parents as needed.

Given the unique hours of ministry, the APYM will work with the senior pastor and staff teams to determine a weekly set of "off-days" as well as annual rhythms of paid time off.

PAY

The APYM will be a salaried position that includes benefits and paid time off.

HOW TO APPLY

If you are interested in applying, please submit the following:

1. Cover letter
2. Resumé
3. The names and contact information for at least 2 references (1 pastoral reference and 1 personal or professional reference)
4. Recording of a recent sermon (if available)

These can be submitted via email to jobs@redeemerwaco.org. Applications will be reviewed by the search committee on a rolling basis.