

## OUR CHURCH

Harbor Church is a non-denominational Christian church established in 2000 with the mission of *seeking God's heart & sharing His love*. Our hope is to be a *relational, formational, missional, and biblical* community that empowers people to live as disciples of Jesus in their daily lives. We approach discipleship through the lens of relationship, and want every person to experience a deep sense of belonging in a community where they are seen, known, and loved. Sunday services are at 9:00 a.m. and 10:45 a.m. Life groups and small groups meet throughout the week for adults. Our weekly attendance averages around four hundred people.

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## JOB DESCRIPTION

We are hiring a **Youth and Young Adult Director**. As the title indicates, this role carries two primary areas of responsibility: *youth* (junior high and high school students) and *young adults* (ages 18–25). Approximately 75% of the role will focus on youth ministry, with the remaining 25% being dedicated to young adult ministry. Below are the specific responsibilities for each area.

### **Youth Ministry Overview & Responsibilities:**

The junior high and high school students currently meet together every week on Wednesday evenings, but we are looking to break into two separate groups in the near future. The students also gather regularly on Sunday mornings to connect relationally and study scripture. There are approximately 40 students connected to the ministry.

As the Youth Director, responsibilities include:

- Develop and equip leaders—training them to shepherd students.
- Disciple and shepherd students.
- Empower students to serve the youth group and church (leading worship, volunteering, etc)
- Provide strategic leadership and vision for the ministry.
- Lead youth group gatherings on Wednesday nights and Sunday mornings (when the groups split, there may be an additional night of youth group to lead).
- Plan events that foster community and/or focus on discipleship.
- Lead winter camp and summer camp.
- Engage students on their campuses and in their daily lives.
- Support and equip parents to disciple their children.
- Oversee administrative details associated with the ministry.
- Communicate effectively with parents.

- Collaborate with the lead pastor, staff, and the Vision Team to integrate the student ministry within the broader vision of the church.

## **Young Adult Ministry Overview & Responsibilities**

The young adult group is made up of young men and women between the ages of 18-25. The ministry is currently led by volunteers, and the group gathers every week on Tuesday evenings to study scripture and connect relationally. There are typically 4-7 young adults who attend this gathering, and an additional 10-20 young adults who are part of Harbor's community. We envision the incoming director supporting and strengthening this ministry, providing additional leadership, vision, and relational engagement.

As the Young Adult Director, responsibilities include:

- Disciple young adults 1x1 and in small groups.
- Help lead the regular young adult gathering on Tuesdays.
- Integrate young adults into the broader church body.
- Provide strategic leadership and vision for the ministry.
- Build a relational presence at Folsom Lake College, getting on campus to connect with students.
- Plan events that foster community and/or focus on discipleship.

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## **CHARACTER & QUALIFICATIONS: THE KIND OF PERSON WE ARE LOOKING FOR**

### **Character & Spiritual Maturity**

- Deep love for Jesus and people
- Passionate about shepherding leaders, youth, and young adults
- Offers respect and dignity to young people
- Christlike character with a history of ongoing spiritual growth
- Hunger for personal growth and a willingness to learn
- Humble and teachable
- Honest and self-aware of strengths and weaknesses
- Balances playfulness and seriousness; discerns when each is needed

## **Ministry Capacity & Skillset**

- High relational capacity and emotional intelligence—able to listen well, offer compassion, ask helpful questions, and sit comfortably with emotions
  - Able to teach in a way that connects with students and young adults
  - Able to shepherd in one-on-one and small group settings
  - Embraces in a discipleship philosophy centered on relationship
  - Focused on transformation and spiritual formation
  - Able to lead leaders
  - Skilled in strategic planning and vision casting
  - Strong administrative and communication skills
  - Prioritizes people over programs
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## **COMPENSATION & NEXT STEPS**

### **Compensation:**

- Employment: Full Time (40 hours per week)
- FLSA Status: Exempt
- Reports to the Lead Pastor and the Vision Team (governing board of Harbor)
- Salary is commensurate with experience and education
- Medical benefits for staff member and eligible dependents or \$500/month towards another plan
- Starting at 2 weeks of paid vacation per calendar year
- 5-week paid sabbatical every 5 years
- 401k - Harbor will match up to 6% of the employee's contribution to the plan after the employee has been with Harbor for three months and enrolls in the plan. (For example, an employee contributes 2% to the plan then Harbor will contribute 2% also. If the employee contributes 10%, Harbor will contribute 6%.)

### **Next Steps**

Apply by emailing your resume and cover letter to [Hiring@HarborFolsom.com](mailto:Hiring@HarborFolsom.com).