

High School Pastor

Position Summary	The High School Pastor at JRNY is responsible for leading the high school ministry by creating environments where students can know Jesus, build community, grow in their faith, and take their next steps. This role oversees high school groups, Bible study content, leader development, student care, and ministry execution.
Employment Type	Full-Time // Sunday-Thursday

KEY RESPONSIBILITIES

1. High School Groups & Bible Study

- Lead and oversee High School Groups
- Plan and prepare Bible-based content that is engaging
- Create spaces where students can ask questions, build friendships, and grow spiritually
- Help students apply Scripture to their everyday lives
- Ensure groups are organized, welcoming, and spiritually meaningful
- Track group health, attendance, engagement, and areas for growth

2. Student Discipleship & Pastoral Care

- Build meaningful relationships with high school students
- Pastor, encourage, and guide students as they navigate faith, school, friendships, family, and life
- Help students take next steps, including salvation, baptism, serving, worship, and spiritual disciplines
- Partner with parents and leadership to create a culture where students feel known, loved, challenged, and cared for

3. Leader Development & Communication

- Recruit, develop, and support high school group leaders
- Communicate clearly with leaders about schedules, expectations, content, and student needs
- Equip leaders to facilitate discussion, pastor students, and lead with confidence
- Provide coaching, encouragement, and accountability
- Build a unified and healthy leader culture

4. Ministry Planning & Execution

- Plan and execute high school groups, gatherings, events, and special nights
- Coordinate details such as content, supplies, leader assignments, and communication
- Work with JRNY YTH leadership to align high school ministry with the overall vision of JRNY YTH
- Create environments that are fun, excellent, safe, and spiritually engaging
- Assist with YTH Night and other student ministry events

5. Parent Partnership

- Communicate with parents when needed regarding ministry updates, student care, or next steps
- Help parents feel informed, supported, and confident in the ministry
- Partner with parents in the spiritual development of their students
- Handle sensitive conversations with wisdom, care, and appropriate confidentiality

6. Administrative Support

- Maintain organized systems for groups, leaders, schedules, attendance, and communication
- Track follow-up needs, leader needs, and student engagement
- Prepare discussion guides, leader notes, and group resources
- Communicate ministry updates, needs, and wins to JRNY YTH leadership

LEADERSHIP EXPECTATIONS

- Lead with spiritual maturity, humility, and intentionality
- Champion the culture, mission, and values of JRNY Church
- Balance relational care with organization and follow-through
- Communicate clearly, consistently, and in a timely manner
- Create environments where students feel welcomed, known, and challenged to grow
- Model faith, integrity, and servant leadership

CORE COMPETENCIES

- Strong pastoral and relational leadership
- Clear and engaging communicator
- Ability to teach Scripture in a way students can understand and apply
- Highly organized with strong follow-through
- Able to recruit, develop, and encourage leaders
- Comfortable leading groups, conversations, and ministry environments
- Passion for discipling high school students
- Alignment with JRNY Church's mission, vision, and values

SPIRITUAL EXPECTATIONS

- Demonstrates a growing, authentic relationship with Jesus
- Models spiritual maturity, humility, integrity, and wisdom
- Leads and prays with students and leaders confidently
- Passionate about helping students know Jesus and take next steps in their faith
- Lives in a way that reflects the character and calling of a ministry leader
- Believes student ministry is not just programming, but discipleship and life change

SUCCESS MEASURES

- High school groups are healthy, consistent, and growing
- Students are engaged, known, and taking next steps in their faith
- Leaders feel equipped, encouraged, and supported
- Bible study content is prepared, relevant, and spiritually meaningful
- Parents feel informed and confident in the ministry
- High school ministry reflects the heart and culture of JRNY YTH
- Stories of life change, spiritual growth, and meaningful community are regularly celebrated

SALARY & BENEFITS

Salary will be discussed following the interview. All staff are paid weekly on Thursday for the previous week's efforts.

Full-Time staff receive:

- Health Insurance (if needed)
- Paid Vacation
- Paid Holiday Leave
- 401(k) retirement plan with employer match

If you believe you'd be a great fit, send your resume and a brief introduction to jobs@jrny.church.