

New Hope Covenant Church **Co-Pastor (Youth Emphasis) Job Description**

New Hope, an Evangelical Covenant Church, is a close-knit, passionate, multi-ethnic, multi-cultural urban church-community seeking to be an embodied expression of the family of God. Captivated by the anticipation of God's reign made real "on earth as it is in heaven," we bear witness to God's loving movement in our everyday reality through shared meals, children's laughter, neighborhood solidarity, service, and faithful worship.

Moved by Jesus' example, we are inspired to imagine a new way of organizing church leadership that is shared, collaborative, and communal. The Co-Pastors at New Hope share leadership with each other to provide spiritual and executive leadership for each area of community life. We are seeking a Co-pastor who would be called to lead in ministries that engage the whole church community; who will explore with us what it means to be rooted in and serve the City of Oakland; and who would form, lead, and shape the youth (middle and high school) ministry at New Hope.

Co-Pastor Shared Leadership Responsibilities

1. **Create and sustain personal faith practices** that nourish, enliven, and empower through regular patterns of self-care, communal care, and spiritual care.
2. **Empower the church-community to pursue God's vision** for our church and the world through teaching, encouragement, and cultivation of their gifts, talents, and calling.
3. **Partner with co-pastor team and congregants in creating and leading worship experiences** at Sacred Space (our Sunday worship space) and seasonal (Advent, Lent) worship services through lectionary preparation, preaching, and other creative practices.
4. **Nurture spiritual care and formation** through developing communal spiritual practices, offering individual and communal pastoral care, and being present in times of crisis.
5. **Share life with us** through engaging in events and activities of New Hope's church-community and our broader Oakland community.
6. **Actively engage in administrative planning and visioning** through weekly staff and co-pastor meetings, monthly council meetings, and annual planning (crafting a narrative, vision, and budget for the church)
7. **Partner with other co-pastors to lead in specific ministry groups**, depending on one's particular gifts and calling - this may include Small Groups, Worship Planning, Compassion and Justice Ministries, or True Home (our anti-racism and inclusion ministry).

Individual Area of Oversight - Youth (Middle and High School) Ministry

1. **Create and lead Christian discipleship programs** by leading, sourcing curriculum, and training leaders for Sunday and midweek programming

2. **Cultivate and grow the youth community** through retreats, outreach events, and engaging experiences, supported by others volunteering with youth.
3. **Nurture spiritual care and formation** through developing communal spiritual practices, offering individual and communal pastoral care, and being present in times of crisis for youth and their families.
4. **Engage youth to see themselves as leaders** at New Hope and in the world, and offer training, appreciation, and support in this process.
5. **Build up New Hope community members as youth leaders** by recruiting, training, and appreciating volunteer leadership, including, but not limited to, teachers, mentors, party planners, prayer supporters.
6. **Connect, collaborate, and communicate across the church** - with and between youth, parents, church staff, council, youth volunteer leaders - to relay information and needs about the program and to engage youth ministry in fuller body and life of New Hope.

Qualifications

Required

1. Passionate, creative, caring, open-minded, trustworthy, and communicative
2. Commitment to the theology, vision, and values of New Hope and affirmations of the Evangelical Covenant Church (as seen [here](#))
3. Understanding of (and a willingness to grow and learn more about) youth who come from diverse backgrounds and ability to facilitate support for various challenges and needs that may arise
4. Experience working with youth and families in a church setting
5. Strong writing and communication skills and administrative proficiency in GoogleDocs, Google Sheets, and other office-oriented programs
6. Valid California driver's license
7. COVID vaccination and willingness to stay up-to-date with boosters as needed

Desired

1. Completed, working towards completion, about to start, or interested in pursuing a Masters in Divinity, Theology, Biblical Studies, or Christian Spirituality; Pastoral licensure; or becoming ordained by a church body
2. People of color and women encouraged to apply
3. Spanish proficiency preferred
4. Experience in attending or working at an urban multi-cultural, multi-ethnic church

Hours, Compensation, and Benefits

This job is (on average) 30 hours per week, with Sunday mornings and regular church staff meetings required. Compensation to be discussed in the interview process.

Benefits include paid vacation and sick time off; continuing education/ professional development time included; church apartment available for housing, if needed/desired; tuition discount at New Hope's Little Sprouts preschool, if needed/desired for dependent(s)