



## Opportunity Profile

# Grace Covenant Church

## ***Pastor of Youth Ministries***



Pronounced "sa-deek", this Hebrew word means righteousness and perfectly perfect. As Christians, we are the righteousness of God and we learn how to live a righteous life for God. (2 Corinthians 5:21)

*Our mission is to develop students with sharp minds, tender hearts, and moldable wills to impact the world with the truth and love of Jesus Christ. SonWorshippers: "Preparing students for life after graduation"*

*Grace Covenant Church is looking for gifted communicator to be Pastor of Youth Ministries. This person will be the primary teacher and strategic overseer of the large and growing Youth Ministry that is vital to the health of the congregation. By equipping and leading paid staff and ministers (at Grace, every believer is a minister), this person will impact every adult and youth at the church.*



## **Austin & the Flavor of Grace Covenant**

Grace Covenant Church ([www.grace360.com](http://www.grace360.com)) is a dynamic and rapidly growing conservative evangelical church in the north-west section of Austin, the sixteenth largest city in the United States. The city of Austin has a population of 700,000 and a metropolitan population of over 1,400,000.

The character of Austin is reflected in Grace Covenant Church:

- ◆ Austin is home of one of America’s largest universities—[The University of Texas](#) at Austin has over 50,000 students. At Grace, these attributes are reflected in penetrating biblical sermons that reach the mind, will and intellect. Members are trained in a strong Protestant tradition—to read and understand the Bible for themselves. A very large number of adults have collegiate and graduate degrees. Relating to families, Grace has a large number of private and home schooled children.
- ◆ The city government of Austin calls itself “[the live music capital of the world](#).” At Grace, the two “contemporary” and one “classic” worship services contain teams of outstanding musicians, many of whom have professional music careers outside of church.
- ◆ Austin is the [seat of the government](#) for the state of Texas—with a feeling of influence beyond the city borders. At Grace, local and international missions are important, having a ministry to those beyond our church grounds.
- ◆ Austin has a motto to support city business and culture, “[Keep Austin Weird: collaborative fission of coordinated individualism](#).” Grace has what few churches have, an openness to diversity—accepting people for who they are and how God is drawing them to Himself. Much of Austin’s businesses are “high tech,” spawning many affluent and upscale residents. Many businesses are “start-ups,” giving the city a flavor of entrepreneurial risk-takers.

A church is called to model its ministry and ministers after Christ (at Grace each believer is a minister). A church is also called to be relevant to its society, “to seek and save the lost.” Grace tenaciously holds to its biblical beliefs and core values.

## **Vision of Grace Covenant Church**

Every church needs to have a vision statement that answers the question—“Why do we exist?” Grace filters every program, budget request and idea through its vision statement. If whatever is planned doesn’t help meet the vision, then it isn’t done.

***Grace Covenant Church exists to glorify God by leading people to Christ and presenting each believer mature in Christ. Grace desires to be “a courageous church, where every believer is a minister, equipped and united, to impact people for Christ, for the glory of God.”***

- ◆ Our lives and ministries are to be Christ-centered, reflecting the following values in balance:

- The Bible: we desire to hold and teach Biblical truth unequivocally. (Matthew 5:18; John 10:35; 2 Timothy 4:2; 2 Timothy 3:16-17; 2 Peter 1:20-21; Revelations 22:18-19)
- Prayer and Worship: we desire to have a deep personal and congregational relationship with God through meaningful prayer, praise and worship. (Philippians 4:6-7; Matthew 22:37; Psalm 63:1-6; John 15:7)
- Community: we desire to relate biblically and with love toward one another using our Covenant of Fellowship as our basis. (Ephesians 4:1-6; John 1:3; Hebrews 10:24-25)
- Evangelism and Global Outreach: we desire to share the Gospel boldly by life and by word. (John 17:24; 1 Peter 3:15; Acts 1:8; Matthew 4:19; Romans 1:16; Matthew 28:19-20)

Grace Covenant uses a “3 Cog” motif for explaining how members learn in different sized groups. The first cog is “Worship,” where every member can participate in corporate worship—which can be continued in private and family worship. The worship services are designed for believers in Christ to worship the triune God. Seekers and “de-churched” people are welcome to see how Christians worship in Word and Truth. The second cog is “Learning.” The medium-sized Sunday Adult Learning Communities are vital to the growth of members, prayer and fellowship. The third cog is “Connection.” These small groups emphasize study of the sermon, relationships and doing ministry together.



## The Organization

The church emerged from a home Bible study in 1968. The first study was on the biblical covenants, culminating with the “grace covenant” and so the name of this independent Bible church. In 2005, the ministry celebrated its 36<sup>th</sup> year. Early pastors were Dick Flaten and Max Anders, followed by Jim Rose. Matt Cassidy became the fourth Senior Pastor in 2002, having served on the staff for 13 years in other positions.

Today, the community of Grace Covenant includes over 2,000 adults. The three worship services—a “classic” service at 8:00 and “contemporary” services at 9:30 and 11:00 am draw more than 1,100 people each week: the new worship center will seat 1400 on the bottom floor and another 600 on the balcony. There are over 360 in Children’s Education and 250 in the Attic (7-12<sup>th</sup> grades). Midweek AWANA attracts over 200 kids. There are over 35 home study groups, called Impact Groups that continue the study from the Sunday sermon. 14 Adult

Learning Communities and 10 Introductory/ Equipping Classes allow people to gather on Sunday morning in medium-sized groups for study, prayer and fellowship. Local and International Missions is also important at the church, with a significant amount of people and funds being invested each year.

## **Strategic Priorities**

Grace Covenant is a church on the move—literally. After two years of careful study, in 2004 the leadership set forth a plan to rebuild almost every building on the church campus. The goal was to accomplish this Herculean feat with the minimal use of long-term debt. Over eight million dollars were pledged for the first phase of the project: a new office building for staff, renovation of the old office building for Children’s Ministry and a new 2100 seat worship center.

- ◆ In the spring of 2005, the congregation pledged \$8,000,000 for the new building. In order to build the new building, the existing Christian School was moved and it subsequently closed. An adjacent office building was purchased for staff offices and renamed the Grace360 building.
- ◆ In the summer of 2005, the staff moved from the Cornerstone building into the new Grace360 building.
- ◆ In the winter/spring of 2005-06, two floors of the Cornerstone building will be renovated into Early Childhood facilities.
- ◆ In the spring of 2006, the old Children’s Education building will be demolished.
- ◆ In the summer-fall of 2006, the new worship center will break ground.

Grace is a church that is planning for the future—including the staff needed as the church grows. The Pastor of Youth Ministries is a vital part of the staffing needs at the church. Future positions include a Pastor of Contemporary Worship and positions reporting to the Youth Pastor.

## **Dedicated to Giving**

Few churches have a history of such dedicated giving. The leaders of the church have made a commitment to give ten percent of their income to Grace Covenant. The percentage of donations by members/attendees is among the top one percent in the United States.

## **Reporting Relationships**

The Pastor of Youth Ministries will report to one of the Executive Pastors. Grace has a three person executive team, consisting of the Senior Pastor and two Executive Pastors.

## Pastor

The theology of Grace Covenant Church allows only for men to be pastors, able to teach and shepherd at the congregational level (this view will shortly be examined and may or may not be changed).

## Primary Function

The Pastor will respond to a genuine call from God to:

- ◆ **Strategically** lead the Youth Ministry. Help shape and implement a shared vision and strategy to grow and strengthen the Youth Ministry in alignment with the mission of the church. Servant leaders at Grace are inspirational, relational and collaborative. This includes a strong teaching component that either continues or takes to the next level the teaching curricula of the Youth Ministry.

*Our mission is to develop students with sharp minds, tender hearts, and moldable wills to impact the world with the truth and love of Jesus Christ.*

**SonWorshippers:** “Preparing students for life after graduation”

	1999	2000	2001
<b>Fall Teaching</b> <i>(Mind)</i> <ul style="list-style-type: none"> <li>• Worldview</li> <li>• Ethics</li> <li>• Apologetics</li> <li>• Theology</li> </ul>	<ul style="list-style-type: none"> <li>• Worldview: Every Decision Has A Price Tag</li> </ul>	<ul style="list-style-type: none"> <li>• Theology: Tsadik (Salvation &amp; Sanctification)</li> </ul>	<ul style="list-style-type: none"> <li>• Theology: What Christianity Is All About</li> </ul>
	2000	2001	2002
<b>Winter Retreat</b> <ul style="list-style-type: none"> <li>• Attribute of God</li> <li>• Worldview</li> <li>• Apologetics</li> </ul>	<b>A View To A Kill: Brothers Karamozov:</b> The moral and design arguments for the existence of God	<b>Here and Beyond: Job:</b> The Problem of evil and suffering	<b>The Game: Pilgrim's Progress and Pilgrim's Regress</b> (C.S. Lewis' argument from desire)
<b>Spring Teaching</b> <i>(Heart and Will)</i> <ul style="list-style-type: none"> <li>• Biblical Truth</li> <li>• Life Skills</li> <li>• Ministry Skills</li> </ul>	<ul style="list-style-type: none"> <li>• The Contagious Life</li> <li>• The Good Life</li> <li>• First Love</li> <li>• 1 John</li> </ul>	<ul style="list-style-type: none"> <li>• The Truth About...</li> <li>• Walk Thru The Old Testament</li> <li>• The Top 5 Questions</li> <li>• My Destiny, His Design</li> </ul>	<ul style="list-style-type: none"> <li>• A Game Plan For Life</li> <li>• Spiritual Life: The Long Haul</li> </ul>

<b>Summer Teaching</b>	Life of Christ	1 Samuel	Ruthless Trust: The Patriarchs
<b>Read To Lead [Christian Books]</b>	Ethics: <i>Making Choices</i> by Peter Kreeft	Apologetics: <i>The Case For Faith</i> by Lee Strobel	Worldview: The Life and Writing of C.S. Lewis
<b>Summer Camp</b> • Biblical Epic • Biblical Character	<b>Running Into The Darkness:</b> The Early Church, Life of Paul; Parable of the Talents	<b>Inherit The Throne:</b> The United Kingdom; contrasting David and Saul	<b>Executive Decision:</b> The Life of Joseph

	<b>2002</b>	<b>2003</b>	<b>2004</b>
<b>Fall Teaching (Mind)</b> • Worldview • Ethics • Apologetics • Theology	<ul style="list-style-type: none"> <li>• Taking The World By Storm</li> <li>• Every Decision Has A Price Tag</li> <li>• The Hard Sayings Of Christ</li> </ul>	<ul style="list-style-type: none"> <li>• True Identity</li> <li>• Conversational Christianity</li> <li>• Becoming Authentic</li> </ul>	<ul style="list-style-type: none"> <li>• Unlocking The Mystery Of The Bible</li> <li>• OT &amp; NT Survey</li> <li>• Living In Paradox</li> </ul>
	<b>2003</b>	<b>2004</b>	<b>2005</b>
<b>Winter Retreat</b> • Attribute of God • Worldview • Apologetics	<b>Outlaw:</b> The Man Who Was Thursday & "Alone & Helpless In A Hostile World"	<b>Esther:</b> Esther & The Feast of Purim	<b>Brave New World:</b> <i>Media, Mass Persuasion, &amp; Culture</i>
<b>Spring Teaching (Heart and Will)</b> • Biblical Truth • Life Skills • Ministry Skills	<ul style="list-style-type: none"> <li>• Three Philosophies Of Life</li> <li>• The Path of Integrity</li> <li>• The Right Questions: Creation-Evol.</li> <li>• Playing With Fire</li> </ul>	<ul style="list-style-type: none"> <li>• Esther</li> <li>• Making Choices</li> <li>• The Measure Of A Friendship</li> <li>• True Freedom: Heaven</li> </ul>	<ul style="list-style-type: none"> <li>• Revolutionary Living (Ethics &amp; Social Change)</li> <li>• Dealing With Difficulties</li> <li>• Becoming Whole</li> </ul>
<b>Summer Teaching</b>	Daniel	The Story Of Worship	The Ten Commandments
<b>Read To Lead [Christian Books]</b>	Worldview: <i>Socrates Meets Jesus &amp; The Best Things In Life</i> by Peter Kreeft	[None]	Worldview: <i>Love God With All Your Mind</i> by J.P. Moreland
<b>Summer Camp</b> • Biblical Epic • Biblical Character	<b>Double Agent:</b> End Times, Christian Persecution, and Heavenly Rewards	<b>Behind The Veil:</b> The Exodus & The Tabernacle	<b>The Standard:</b> The Life of Christ

- ◆ **Collaboratively** work with the Youth Leadership Team, comprised of parents of youth in the program. Utilize the giftedness of volunteer leaders

so that ministry is shared, enhanced and expanded. Focusing on the core values:

**OUR FIVE CORE VALUES INFLUENCE EVERYTHING WE DO:**

<b>INTENTIONAL DISCIPLESHIP</b>	We disciple students through intentional relationships that take them:– (1) from knowledge to worldview; (2) from being served to serving others; and (3) from Americans to world Christians– preparing them for <i>life after graduation</i> .
<b>THINKING CLIMATE</b>	We create an environment where students may openly examine their faith, ask difficult questions, and <i>learn to think</i> with a Christian worldview– so they know <i>why</i> (not just what) they believe.
<b>EXPECTING THE BEST</b>	We believe that we can influence a student's learning and behavior by expecting the best. We believe that <i>students rise to the level of expectation</i> set by teachers and leaders.
<b>ON CAMPUS INFLUENCE</b>	We do not get students busy with activity so that they can be involved <i>in their world</i> and influence it by "...giving an answer to everyone who asks them to share the reason for the hope that they have."
<b>STUDENT MINISTRY</b>	We help students discover how God has <i>uniquely gifted</i> them– their limits and potentials– and how their lives are vehicles to love God through serving others. We expose them to people and circumstances where they can learn to lose their preoccupation with self through putting others first.

- ◆ **Guide** the Youth Ministry's annual planning and ensure that the plan is implemented effectively and appropriately.
- ◆ **Oversee** the stewardship of people and material resources in the Youth Ministry, maximizing the investment of each person in the ministry. In this, promote to the congregation the value of investing in the lives of youth.
- ◆ **Build** strong leaders and effective teams of ministers in the Youth Ministry (at Grace, every believer is a minister). Proactively seek and build leaders according to their giftedness. Give direction to the leaders and ministers by clearly communicating vision and strategy on a regular basis.
- ◆ For parents: **maximize** the opportunity for Grace to equip and train parents to know and follow biblical principles for parenting. Work with the Pastors and teachers to aid in the development of parenting skills.
- ◆ For youth: **provide** an infrastructure for the biblical education within the unique DNA of Grace's Youth Ministry. Grace is not a place for a "party program," but a creative fun & challenge place to introduce penetrating cultural and sociological issues to grow youth into the next generation of world leaders.

- ◆ **Recruit**, challenge, train and develop current and future people to become part of the Youth Ministry program as staff, leaders and ministers. Oversee the paid staff: Administrative Assistant, Program Director or Pastor, and Summer Interns.

### **Additional Duties and Responsibilities**

- ◆ Assess the current needs of the congregation for growth in Youth Ministry.
- ◆ Be informed of trends and culture as it relates to Youth Ministry.
- ◆ Develop effective relationships with congregational leaders and key volunteers.
- ◆ Ensure that conflicts and complaints within the department and staff are quickly identified and resolved in a biblical manner.

### **Education & Theology**

- ◆ The Pastor will have a Master of Divinity Degree or similar advanced degree. This should include coursework or training in human development.
- ◆ The candidate will have a history of an ongoing program of personal and professional development.
- ◆ The candidate will have a theological base shaped by conservative evangelical theology and can fully agree with and teach the [church's doctrinal statement](#).

### **Experience**

- ◆ The candidate may have experience in a multiple staff church setting, with a minimum of 5 years ministry experience. This may be as a department head at a large church, a teacher in a public or private school, or perhaps from an education-based para-church ministry.

### **Key Competencies/Attributes**

- ◆ A shepherd with a heart for youth ministry. A born-again Christian with integrity, high moral values and a genuine call from God to this church and position.
- ◆ A highly effective relational leader who inspires, motivates and mobilizes others to strive for and attain dreams and goals that are bigger than they thought possible. A leader who can balance strategic leadership with operational management. A leader who can inspire others with vision so as to achieve desired results. A sensitive leader who is aware of this multi-cultural, multi-ethnic and multi-generational congregation.

- ◆ A skilled manager who can plan, budget, delegate, allocate resources and meet deadlines on time and under budget.
- ◆ A skilled communicator, with keen listening skills and effective oral and written communications.
- ◆ A mature, self-sacrificing and driven team player. One who is committed to the success of the ministry and others.

### **Compensation & Commitment**

Compensation will be commensurate with the principal of a High School in Texas. A relocation budget will be provided. Two weeks of paid vacation along with 9 vacation and 2 personal days per year. Medical, dental and life insurance are provided.

Grace desires a candidate who will invest the next 7-10 years, or more, in this position.

### **Contact**

Please e-mail your resume and a cover letter to:

Dr. David Fletcher, [dfletcher@gccaustin.org](mailto:dfletcher@gccaustin.org)

All e-mails will receive an initial response within 48 hours and a determination of status within 10 days.

# Youth Ministry Values

## **1. Students Are Partners**

We desire to be a ministry that celebrates the gifts and talents of all students instead of a visible few. We believe that God gives each of His children unique abilities that should be used to the fullest. Because the church is a body, a single spiritual entity with many parts, each person is vital to the spiritual health of the church as a whole and every student has a stake in the influence of our ministry.

## **2. People Not Programs**

We want to focus our time on building life-changing relationships. It's not about working for God, but letting God work through us. People connect to people, not programs. We are not a club or an event, but a gathering of freed slaves reveling in our newfound liberty.

## **3. We're Part Of A Bigger Picture**

We are part of God's bigger picture in the world and in history. We are not special or alone in accomplishing God's redemptive work in the world. He does not need us, He uses us if we make ourselves available. Our mission is to win people to Christ- not a church or denomination- and help them find a community of believers where they can grow. The Attic is not a substitute for church, we are part of the larger body at Grace Covenant Church.

## **4. No Matter Where You Are**

We welcome everyone into our community no matter who they are or where they've been. As we grow in our walk with God our awareness of our own hopelessness without Christ grows and causes us to live with an ever increasing dependence on Him and acceptance of others. It makes us more humble and loving, not proud or judgmental.

## **5. Teaching Like Jesus**

We believe that the Bible is God's message of hope, truth, and love to humanity. It describes His plan to restore the intimate relationship between Himself and people that was lost in the Garden of Eden. We believe Jesus taught: to be's not how to's, why's not just what's, dependence, not formulas, lists, or steps- and so we should teach that way.

## **6. Growing Small While Growing Big**

As we grow big, we must grow small. We believe that life-change happens best in small groups during the week, in living rooms, combining God's Word and authentic relationships. To experience deep biblical community we must make a simple, but difficult decision: make it a priority.

## **7. Real Not Superficial**

We freely pray, celebrate, comfort, cry, play, support and love one another other like a family. We aspire daily to live a life only explainable by the power of God. We

believe people are attracted to a place where the love of Christ is evident in the hearts of people. We should be different from our culture. Our distinctiveness should attract others, not repel them.

### **8. Ministry In The Third Place**

We believe that lost people matter to God and ought to matter to us. Reaching others means being available and alert to where God is working– exposing people to the gospel, not imposing it on them. God does the hard part, we do the easy part. Every student is a minister serving God everyday in their sphere of influence. We all have a ministry in our “third place”– a place other than our home or school– where we courageously influence others.

### **9. Inconvenience**

Inconvenience keeps our focus outward and prevents us from having a consumer mentality. Too much comfort makes us soft, self-focused and impotent.

### **10. Worship Not Performance**

We are made for worship– all of us worship something or someone. We desire to worship our Creator and Savior and to spread his fame alone. Whether expressed in song, service, or obedience, we desire our worship to be genuine and to give God His rightful place on the throne of our lives. We do not worship a method, person, or event, but Jesus Christ– nothing else can endure it. Prayer is a highly visible and regular part of our worship.