

Jr. High Pastor

Campus: Yorba Linda

Church Size: 6,000+

Ministry Scope: 6th-8th grade, full time, exempt

Compensation: \$70,000 - \$74,000

Reports to: Students Pastor

About Friends Church

Friends Church is a growing, multi-generational community located in North Orange County, California. We are committed to becoming a community of authentic Christ-followers, compelled to change our world. We believe the next generation matters—and we are passionate about helping students and families know and follow Jesus.

Position Summary

Friends Church Junior High Ministry is one of the largest and most influential ministries in our church. Serving nearly 300 students and supported by approximately 40 volunteer leaders, the ministry provides a unique opportunity to lead at significant scale while investing deeply in students during a pivotal season of their spiritual development.

Through strategic partnerships with local schools across North Orange County, JHM extends its influence beyond the church, creating meaningful opportunities to engage students and families throughout the community. The Junior High Director/Pastor is a relational leader, disciple-maker, and team builder who provides vision, leadership, and pastoral care for this thriving ministry. Partnering closely with the NextGen team, this leader shapes and executes a holistic discipleship strategy that helps students encounter Jesus, build meaningful relationships, take ownership of their faith, and live it out in the world.

By developing leaders, equipping parents, and creating engaging environments for students, the Junior High Director/Pastor cultivates a culture where students are known, loved, and challenged to follow Jesus. This role is ideal for an experienced student ministry leader who is ready to focus deeply on one age group while expanding their leadership influence, team development responsibilities, and organizational impact.

What You'll Do

Lead with vision and strategy

- Serve as an architect and champion of the junior high ministry strategy, collaborating with NextGen leadership to shape vision, culture, systems, and long-term growth.
- Provide direct leadership and support for all aspects of JHM programming, camps, spiritual formation, and events.
- Build a culture where every student has a caring leader and a safe place to belong.

Champion student discipleship

- Oversee weekly junior high gatherings (weekend services, Wednesday nights, and small groups), ensuring excellence in teaching, worship, small groups, and hospitality.
- Develop and implement a discipleship strategy that helps students know Jesus, grow in community, discover their gifts, and take ownership of their faith.
- Provide pastoral care to students and families, especially in times of need, while connecting them to additional resources as appropriate.

Develop and empower leaders

- Recruit, develop, and lead a volunteer leadership team of approximately 40 adults, creating a culture of ownership, discipleship, and excellence throughout the ministry.
- Create leadership pathways for students and volunteers to step into greater responsibility.
- Provide regular training, coaching, and encouragement for leaders to thrive in ministry.
- Directly supervise and develop a full-time Junior High Associate, providing strategic direction, coaching, performance feedback, and leadership development opportunities.

Engage and partner with parents

- Champion a parent-partnership strategy that equips and encourages parents as the primary spiritual influencers in their students' lives.
- Create opportunities and resources that help parents disciple their junior high students at home.
- Partner with the NextGen and Discipleship teams to connect parents into groups and broader church community.

Create life-changing experiences

- Provide visionary leadership for camps, retreats, outreach events, and milestone experiences that accelerate spiritual growth and community.
- Provide safe, fun, and spiritually engaging experiences that help students connect deeply with God and one another.
- Champion service opportunities that help students live out their faith locally and globally.

Collaborate church-wide

- Serve as a key contributor to the broader NextGen strategy, collaborating across ministries to create a seamless discipleship experience for students and families.
 - Participate in and contribute to church-wide events (Family FunFest, Tree Lighting, Baptism Celebrations, etc.).
 - Partner with Friends Christian Middle School and cultivate a presence on local school campuses throughout North Orange County, building meaningful relationships and bridges of influence with junior high students and their families.
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What We're Looking For

- A passionate follower of Jesus with a heart for junior high students and their families.
 - A strategic leader who thrives in developing teams and building community.
 - Strong communicator, both on stage and in personal interactions.
 - Organized, creative, and collaborative, with the ability to execute both details and vision.
 - Team-oriented, humble, and adaptable in a fast-paced ministry environment.
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Education and Experience

- Bachelor's degree in ministry, education, or related field required.
 - 3–5+ years of experience in student ministry (preferably junior high) in a mid- to large-sized church.
 - Experience recruiting, equipping, and leading teams of volunteers.
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Join Our Team

If you're called to invest in the next generation and want to be part of something bigger than yourself, we'd love to meet you. Come help us build a ministry where every kid is known, loved, and led to follow Jesus—and every parent feels supported on their journey.

- **Comprehensive Benefits:** Health, dental, vision, life insurance, retirement plan with employer match, parental leave, professional development allowance, and generous paid time off.

- **Professional Growth:** Opportunities for advancement within a multi-campus church environment, conference attendance, continuing education support, and commissioning assistance through FSW.
 - **Dynamic Ministry Environment:** Access to modern facilities, technology, and resources designed to create engaging experiences for kids.
 - **Collaborative Team:** Work alongside passionate ministry partners, and volunteers who share your heart for NextGen ministry.
 - **Pastoral Opportunities:** When commissioned, opportunities to perform weddings, child dedications, baptisms, and funerals, expanding your pastoral ministry experience.
 - **Ministry Impact:** Lead a ministry with clear goals and metrics for success, including Life Group participation rates and connection to broader church community.
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Ready to Shape the Future?

If you're ready to invest in the next generation of Christ-followers and help kids discover their calling to change the world, we invite you to apply and join our mission.

[Apply today](#) and help us build the church of tomorrow.

Friends Church is committed to building diverse communities that reflect the kingdom of God. We encourage applications from candidates of all backgrounds who share our mission and values.