



www.3riverspca.com

Assistant Pastor of Youth & Discipleship Ministry

Who We Are

Three Rivers Presbyterian Church (PCA) is located in Grove, Oklahoma. One of our core beliefs is “grace changes everything.” As a church, we are seeking to provide a reformed gospel witness in Northeastern Oklahoma. We are committed to upholding the inerrancy and infallibility of Scripture, the glory of Jesus Christ, and the Great Commission. While small in size, we are a growing congregation and have a strong budget with healthy cash reserves. We have recently completed a remodeling project that renovated our current building to allow room for growth. Hiring an assistant pastor of youth and discipleship ministry will enable the church to expand youth outreach and further integrate men and women into the life of the church.

Position Details

We are seeking an assistant pastor of youth and discipleship ministry. The ideal candidate will have a passion for discipleship, a heart for youth ministry, a desire to develop as part of a ministry team, and a calling to serve faithfully in a small-town context. This person will report directly to the lead pastor under the authority of the Session.

Responsibilities: Discipleship Ministry

Adult Discipleship & Community Groups

- Collaborate with the lead pastor, Session, and volunteers to develop and oversee a comprehensive adult discipleship program rooted in the Reformed faith.
- Design and implement small group ministries that foster biblical literacy, gospel application, and spiritual growth across the congregation.
- Recruit, train, and invest in small group leaders; equip them to shepherd their groups well and not merely facilitate discussion.
- Develop curriculum and teaching materials that are theologically substantive, confessionally grounded, and accessible to newer believers.
- Foster a culture of discipleship that extends beyond scheduled programming into the everyday rhythms of congregational life.

Men's & Women's Ministries

- Oversee and develop distinct men's and women's ministry programs in accordance with the PCA's complementarian convictions and the Westminster Standards.
- Recruit and develop lay leaders for both ministries; invest in their growth rather than treating them as program managers.
- Coordinate and facilitate periodic men's and women's events, retreats, and studies that build community and deepen commitment to Christ.
- Communicate clearly and proactively with participants and volunteer leaders to keep both ministries organized and relationally healthy.
- Work collaboratively with the lead pastor and Session — not as an independent director, but as a team member under the authority of church leadership.
- Give and receive feedback graciously; model humility and a servant's heart before volunteers and congregation members alike.

Responsibilities: Youth Ministry

Programming & Presence

- Develop and implement a comprehensive youth ministry for middle and high school students.
- Teach Sunday School and lead youth group for middle and high school students; prepare lessons with theological substance and age-appropriate application.
- Organize and facilitate periodic youth events and activities that foster community, discipleship, and outreach.
- Be a consistent and visible presence in the community—attending local schools, athletic events, and community gatherings to build relationships with students and families.
- Be willing and equipped to meet one-on-one with individual students as needs arise, in addition to leading group settings.
- Communicate clearly and proactively with both students and parents; keep families informed and engaged.

Summer Camp & Events

- Coordinate, plan, and participate in youth summer camps (e.g., RYM).
 - Manage all logistics including registration, payment collection, transportation arrangements, and volunteer recruitment.
 - Communicate timely and thoroughly with parents throughout the planning process.
- Organize periodic youth events and retreats that complement the regular ministry calendar.

Volunteer Leadership

- Recruit, train, and supervise volunteer youth leaders.
- Invest in volunteer leaders' spiritual growth and ministry development; do not treat volunteers merely as labor.
- Build a team environment marked by accountability, encouragement, and shared vision.

Other Opportunities

- If desired, preach 6–8 Sunday morning sermons per year.
- Assist the Session in visiting church members, shepherding, and evangelism.

- Assist with administrative tasks as needed.
- Be willing to serve wherever the church has a need, even when a task falls outside the formal job description.

Qualifications

- Have earned a Master of Divinity from a Reformed seminary or near completion of a seminary degree.
- Ordained or ordainable in the Presbyterian Church in America (PCA).
- A genuine love for Jesus, the church, and the gospel – someone who wholeheartedly embraces the Westminster Standards.
- Meets the qualifications of a teaching elder in Timothy 3:1–7 and Titus 1:6–9.
- A strong desire to teach, preach, lead adult ministries, and work meaningfully with youth.
- Demonstrated teachability: willing to grow, receive correction, and follow the direction of church leadership.
- Strong team player with a good sense of humor; able to work well across differences and in close collaboration with staff and volunteers.
- Willing to serve alongside women in the church and to minister to students from diverse educational backgrounds, including public school students.
- Comfortable and called to serve in a small-town context where the nearest major city is approximately one hour away.
- Doctrinally grounded in the Reformed tradition; free from associations with theological or political movements that would distract from or undermine the church's gospel witness.

Character Requirements

Three Rivers Presbyterian Church places a high premium on the character of its ministry staff. We are not simply looking for competence – we are looking for Christlikeness. The following qualities are non-negotiable for anyone serving on our team:

What We Are Looking For

- Genuine humility: a posture of service rather than authority; someone who leads by example and does not consider any task beneath them.
- A servant's heart: willing to do what needs to be done without being asked, and without complaint.
- Emotional and relational maturity: able to give and receive hard feedback without shutting down, becoming defensive, or retaliating.
- A forgiving spirit: quick to pursue reconciliation when wronged; does not hold grudges or allow bitterness to fester.
- Integrity and follow-through: does what they say they will do; self-directed and does not need constant supervision to complete assigned tasks.
- Theological stability and discernment: grounded in confessional Reformed Christianity; not easily swayed by online personalities or trending theological controversies.
- Respect for all people: able to work graciously alongside women, elders, volunteers, and those with whom they disagree on secondary theological matters.
- A spirit of unity: actively promotes harmony on the ministry team; does not speak negatively of colleagues, leadership, or church members.

Compensation

Commensurate with experience: \$60,000 per year. Includes four weeks of paid vacation annually.

How to Apply

Interested candidates should email Pastor Spencer Murphy at spencer@3riverspca.com with the following:

- A Ministry Data Form (MDF)
- A current résumé including references
- A statement of ministry philosophy (youth and discipleship)
- Links or recordings to preaching or teaching samples
- Answers to the supplemental questions in a separate document (see below)

Three Rivers Presbyterian Church is committed to biblical standards for ministry leadership as outlined in the Bible, the Westminster Standards, and the PCA Book of Church Order, including but not limited to the PCA's views on ordination, marriage, and sexuality.

Supplemental Questions

1. Describe a specific instance in which you experienced significant conflict within a church or ministry context. How did you respond, what steps did you take toward resolution, and what did the experience reveal about you?
2. Tell us about a time you voluntarily took on a task clearly outside your formal role, with no recognition or professional benefit attached. What motivated you, and what does that example say about how you approach ministry?
3. Do you hold any exceptions to the Westminster Confession of Faith or Catechisms? If so, please identify each exception specifically and explain your position.
4. This role requires regular collaboration with female volunteers, ministry to public school students, and leading adults from diverse theological traditions. Do you hold any theological convictions or personal scruples that would create meaningful barriers in any of these areas, and if so, how do you envision navigating them?
5. This position is located in Grove, Oklahoma — a small town approximately one hour from the nearest major city. What in your background, temperament, or convictions leads you to believe you are genuinely suited for small-town ministry, and what challenges do you anticipate?