



DO WHAT YOU LOVE.



TREE OF LIFE CHURCH
TREE STUDENTS & YOUNG ADULTS PASTOR
JOB PROFILE



A person with a backpack is walking in a city street. In the background, there is a large bridge structure and a building with a large archway. The scene is dimly lit, suggesting dusk or dawn.

Gnc

THIRTY NINE

WE EXIST TO BRING
TRANSFORMATION
TO PEOPLE AND
ORGANIZATIONS
ONE STRONG HIRE
AT A TIME



THE TREE OF LIFE CHURCH STORY

Tree of Life Church was founded in 1981 in New Braunfels, Texas, by Don and Karen Duncan, parents of the church's current Senior Pastor, Don Duncan. What began nearly 45 years ago as a small group of families praying together in a living room has grown into a thriving church impacting both the region and the world.

Tree of Life exists to connect all people to the life, love, and power of Jesus. The church pursues this mission by loving God and loving people, creating a place where people from every background can encounter Christ, find community, and discover purpose.

Over the years, Tree of Life has called five locations home. Today, the church is located on a 54-acre campus along the I-35 corridor, where more than 100,000 people travel by each day. Positioned in one of the fastest-growing communities in the United States, Tree of Life continues to grow while remaining deeply committed to its passion for God and love for people.

One of the ways Tree of Life lives out its mission is through community outreach. Through strong partnerships with local nonprofits, the church serves the community in practical ways while sharing the love of Christ. Monthly food distributions, the Special Olympics Regional Bicycle Time Trials, Tim Tebow's Night to Shine, and community serve days are just a few examples of how Tree of Life engages its city. As Pastor Don often says, "The light that shines the farthest shines the brightest at home."

Tree of Life's impact also extends far beyond its local community. The church partners closely with Arbol de Vida in León, Guanajuato, Mexico, led by Pastor Don's brother, Jeff Duncan, and his wife, Sylvia. Together, they support the spread of the Gospel through missions trips, leadership development, and conferences.

Tree of Life also invests in Tree of Life Nepal, a network of 46 churches where pastors and leaders are equipped for ministry. In addition, the church partners with Indian Evangelical Team, supporting 21 missionaries who bring the Gospel to the Nimadi people of Northern India.

Today, Tree of Life is looking for a Tree Students & Young Adults Pastor who will help shepherd the next generation in this growing community. This role is more than leading programs – it is about building relationships, discipling students and young adults, and creating environments where Gen Z feels welcomed, challenged, and spiritually formed.

TREE OF LIFE CHURCH

VISION & MISSION

Tree of Life exists to connect all people to the life, love, and power of Jesus.

CORE VALUES

- Know God
- Find Freedom
- Discover Your Purpose
- Make a Difference

JOB SUMMARY

The Tree Students & Young Adults Pastor at Tree of Life Church will provide pastoral leadership for youth and young adults by building authentic relationships, discipling the next generation, and creating environments where students feel known, welcomed, challenged, and spiritually formed. This role is more than leading programs. It is about intentionally shepherding youth and young adults within the church while also reaching students throughout the local community. As New Braunfels continues to grow, Tree of Life sees an incredible opportunity to shape and shepherd both Gen Z and Gen Alpha through the Word of God, meaningful relationships, and a church culture where young people naturally gather and encounter the life, love, and power of Jesus.

WE ARE ONE THIRTY NINE

PERSONAL PROFILE

- Pastoral leader who is passionate about discipling youth and young adults.
- Relational and intentional, with the ability to build authentic relationships with students, young adults, families, and volunteers.
- Hard-working and willing to carry responsibility with excellence.
- Self-starter who can lead with initiative and follow through.
- Team player who collaborates well with church leadership and ministry staff.
- Strong communicator who can teach the Word of God with clarity, conviction, and relevance.
- Comfortable engaging both Gen Z and Gen Alpha with spiritual depth and practical connection.
- Able to create environments where young people feel welcomed, challenged, and spiritually formed.



PERSONAL PROFILE

- Experienced in leading students through complex and sensitive situations, including trauma-related circumstances.
- Familiar with or willing to engage ministry to students with special needs.
- Strong in planning, organization, and ministry execution.
- Able to deal with ambiguity while continuing to lead with responsibility and steadiness.
- Willing to learn before seeking to change.
- Culture fit who feels aligned with the heart, leadership, and ministry rhythm of Tree of Life Church.
- Prayer-first leader who values the moving of the Holy Spirit.

DIRECT REPORTS

- High School/Middle School Director
- All-Star Volunteer Coordinator



ESSENTIAL DUTIES & RESPONSIBILITIES

- Pastor, disciple, and build authentic relationships with youth and young adults.
- Create environments where Gen Z and Gen Alpha feel welcomed, challenged, and spiritually formed.
- Teach the Word of God with clarity, conviction, and relevance.
- Develop leaders and volunteers who are invested in the next generation.
- Engage with schools, families, and community spaces to reach students beyond the walls of the church.
- Collaborate with church leadership to align youth and young adult ministry with the overall vision of Tree of Life Church.
- Provide leadership to Tree Students and Young Adults ministry environments.
- Lead with strong planning, organization, and follow-through.
- Help plan and execute successful youth events, camps, conferences, and ministry gatherings.
- Build ministry systems that support healthy discipleship, volunteer engagement, and long-term growth.
- Shepherd students and young adults with pastoral care, spiritual maturity, and relational wisdom.
- Participate in conferences and leadership development opportunities as needed.



KEY QUALIFICATIONS

- Ministry degree preferred, though an equivalent secular degree or relevant ministry experience may also be considered.
- Experience leading a youth ministry in a pastoral role with a group of 100 or more students.
- Proven ability to pastor, disciple, and build relationships with youth and young adults.
- Experience developing leaders and volunteers.
- Strong teaching ability with the capacity to communicate God's Word clearly and relevantly.
- Strong planning and organizational skills.
- Experience planning successful youth camps, conferences, or large student ministry events.
- Ability to lead in a fast-paced, multi-project ministry culture.
- Ability to carry responsibility even when not holding full authority.
- Must align with Tree of Life Church's beliefs and theological convictions.
- Must be comfortable with a Spirit-inspired, staff-led ministry environment.
- Must value prayer as a first response in all things.
- Experience with special needs ministry is valuable.
- Experience navigating trauma-related situations involving youth is valuable.





NEW BRAUNFELS, TX

New Braunfels offers the best of both worlds — a thriving, fast-growing community with the warmth and character of a small town. Nestled between San Antonio and Austin, residents enjoy easy access to two of Texas' most dynamic cities while benefiting from a family-friendly environment, highly rated schools, a strong local economy, and abundant outdoor recreation.

From floating the Comal and Guadalupe Rivers to enjoying vibrant local festivals, live music, and a historic downtown, New Braunfels provides a unique quality of life that attracts people from across the country. As one of the fastest-growing communities in the United States, it continues to offer exciting opportunities while maintaining the sense of community, hospitality, and Texas charm that make it such a special place to call home.

For a Tree Students & Young Adults Pastor, New Braunfels represents a growing mission field filled with students, young adults, and families who need to encounter the life, love, and power of Jesus. As the city continues to expand, Tree of Life Church is uniquely positioned to reach the next generation and help them discover purpose in Christ.

WHO WE ARE

We are bold. We are diverse. We are the catalyst for transformational change by connecting dynamic leaders, driven by a unique calling, equipping & empowering them to create exponential impact.

OUR WHY

We exist to bring transformation to people and organizations, ONE strong hire at a time.

OUR VALUES

EXPERTLY SKILLED
WILDLY EFFECTIVE
AUDACIOUSLY INNOVATIVE
BOLDLY AUTHENTIC
PASSIONATELY TRANSFORMATIONAL
UNUSUALLY GENEROUS

