



Staff Position:
DIRECTOR OF YOUTH MINISTRY

Reports to: Lead Pastor and Staff-Parish Relations Committee

Status: Full-Time

FLSA: Exempt

Purpose: The Director of Youth Ministry will provide dynamic leadership that develops and grows the youth ministry program (for grades 6-12) and a college-age ministry as a part of the ministry of First Church.

Essential Functions:

- Create and communicate a dynamic vision for student ministry in alignment with the mission, vision, and values of the larger congregation.
- Implement and lead a comprehensive youth ministry that is biblically sound, demonstrates theological integrity within the Wesleyan tradition, is developmentally appropriate, and engages a diversity of learning styles.
- Implement and lead a college-age ministry that addresses the needs of young adults.
- Develop, in consultation with staff members and NALD, a network of spiritually gifted and appropriately equipped members of First Church, to serve as the Student Ministry Leadership Team.
- Collaborate with program staff and the Outreach Team in order for youth to participate in worship, outreach, and service opportunities in church activities.
- Collaborate with lead pastor and program staff in developing the program and schedule for confirmation.
- Ensure that an accurate Student Ministry database is current; that youth receive weekly e-communication and social media interaction; and that current information is on the church website.
- Collaborate with other program ministries of the congregation to strengthen the overall mission of First United Methodist Church.

- Annually participate in the development of the Student Ministry Program Budget and manage the approved Student Ministries budget throughout the year.
- Ensure compliance with Safe Sanctuary policies to reduce the risk of abuse.
- Participate in staff meetings, meetings of the Student Ministry Leadership Team, and the monthly meeting of the Leadership Council as requested.
- Network within the community and with other churches on issues of shared interest of youth.

Minimum Qualifications:

- Bachelor's degree in Education or Religious Studies (or equivalent).
- Proven record of effectiveness in designing, developing, implementing, and leading Student Ministry within a team context.
- Certification or equivalent in Youth or Children and Family Ministries a strong plus.

Activities to fulfill responsibilities:

- Plan and lead weekly youth group meetings for Middle School Youth and High School Youth (two separate experiences).
- Coordinate, schedule, and coach adult volunteers who help lead youth groups
- Regularly meet and collaborate with Director of Spiritual Development & Family Ministry
- Plan and participate in yearly short-term mission trips for students in grades 6-12.

Job evaluation measured by answers to:

- Are students in grades 6-12 growing in Christian faith and identity, in their connection to the faith community of First Church, and in following Jesus?
- Are we reaching an increasing number of youth within the congregation & community?
- Is there a vital and viable group of spiritually gifted and equipped members of First Church, who serve effectively as the Student Ministry Leadership Team?
- Is there an accurate database and social network that connects participants in Youth Ministry and invites further participation from both newcomers and long-timers?
- Is there an annual evaluation cycle for Student Ministry? What are the areas for growth identified in the most recent cycle of evaluation? What areas of greatest strength were identified?
- In what ways is the Director of Youth Ministry staying spiritually fresh, relationally healthy, physically well, professionally competent, and culturally current as a leader for this essential area of ministry?

Core Competencies:

Mission Ownership: Demonstrates understanding and full support of the mission, vision, values, and beliefs of First Church. Can teach those values to others. Leads his/her leadership team to identify their unique mission and vision which is in line with the mission and vision of the larger congregation.

Spiritual Maturity: Authentic and growing relationship with Jesus Christ. Able to share his/her faith story with others in meaningful ways. Practices Christian discipleship as understood and commended by First Church. Models and develops humility, teach-ability, accountability, healthy and safe boundaries, and servant leadership in all relationships.

Biblical Knowledge: Able to discuss and interpret the Bible when applying scripture to life situations. Guides others, especially youth and youth ministry leaders, in the exploration and discovery of Biblical truth. Encourages and designs avenues for others to engage in the ongoing skill development of applying scripture to the life situation of youth and their families.

Ministry-Specific Expertise: Well informed and able to share with others the foundational rationale, primary mental models, and best current practices in his/her area of ministry leadership. Regarded by the staff and congregation as being the primary thought leader in his/her area of ministry by virtue of formal training, ministry experience, and ability to share that expertise with others in accessible ways.

Interpersonal Skills: Demonstrates the ability to lead others including potential new leaders. Demonstrates the skills of active listening, direct communication, and non-defensiveness. Seeks to collaborate rather than compete with other areas of ministry. Productively engages and resolves interpersonal conflict. Holds others accountable in the spirit of love. Engages people positively.

Team Building Skills: Shares best practices and able to identify and solve common problems. Works with teams to assess the health of ministry programs, groups, and leaders. Recognizes dysfunctional team behavior and redirects it into effective behavior. Creates and communicates vision, direction, and goals for the team.

Management Skills: Demonstrates commitment as well as flexibility in scheduling regular coaching sessions with those in his/her span of leadership. Understands his/her leadership style, temperament type, and preferred ways for handling conflict so that he/she may effectively adapt to the needs of the situation. Recruits, delegates, empowers, and holds leaders accountable. Marshals resources (people, funding, material, support) to get things done.

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Send resume and cover letter to:

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