

Calvary Church on 8th Street
995 E. 8th St.
Holland, MI 49423

Director of Youth Ministries

This vision of Calvary Church is to reach, teach and serve all people in the sincere hope that they will grow into fully committed followers of Christ. Our desire is to cultivate a fellowship of believers and spiritual seekers that reflects the faces in our community - a colorful banner of experiences, traditions and perspectives. We are excited about the changes taking place in our neighborhood and welcome the opportunity to worship, serve and learn together.

To this end Calvary Church is interested in an individual who is:

- A committed follower of Jesus Christ
- Passionate about and committed to relational youth ministry
- Ready to work as part of a ministry team
- Excited about the possibilities emerging from a diverse context
- Willing to empower and equip volunteers

The Director of Youth Ministries will provide primary leadership over middle school ministry, high school youth ministry and Blacktop Rec. (our summer outreach program). The Director of Youth Ministries will be expected to participate in Kids Club, regular worship, staff leadership, Sunday school and college ministry. Both ordained and non-ordained individuals are encouraged to apply. The position is full time and includes benefits.

To apply for the position please submit a current resume, cover letter and responses to the questions found on the following page to:

Calvary Reformed Church
Attn. Ministries to Youth Search Team
995 E. 8th Street
Holland, MI 49423.

We will be accepting applications until Friday, May 14.
If you desire more information please contact Mrs. Janis Johns (janisjohns9@yahoo.com).



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To help us in the process of connecting with and selecting the candidate who most closely aligns with the direction of Calvary Church and its vision for youth ministry we ask that you would provide your response to the following questions. Please keep your answers brief and succinct.

1. What is your philosophy of Youth Ministry?
2. In what ways has God uniquely gifted you for ministry among middle and high school youth?
3. There are many unique challenges facing youth today, how do you hope to address those challenges?
4. Calvary is a unique context with a mixture of youth raised within our faith community and youth from our greater community. At times these groups struggle to integrate and collaborate, how would you address this challenge?



Additional Information About Calvary Church on 8th Street

Calvary Church is committed to embrace the rich diversity that now enlivens our neighborhood. We believe God is honored when Calvary Church embodies an expression of worship and community life that reflects what God revealed to John in Revelation 7:9-10.

This vision compels Calvary Church to reach, teach and serve all people in the sincere hope that they will grow into fully committed followers of Christ. Our desire is to cultivate a fellowship of believers and spiritual seekers that reflects the faces in our community - a colorful banner of experiences, traditions and perspectives. We are excited about the changes taking place in our neighborhood and welcome the opportunity to worship, serve and learn together.

A second value we embrace is the belief that helping the under-resourced and marginalized is the responsibility of God's people. Calvary has personalized these strong commitments by providing the resources and staffing to serve the diverse population of the Holland Heights neighborhood - many of whom are underserved, financially challenged or live without supportive family structures. We have endeavored to do this work humbly, collaboratively and always with a commitment to call out and embrace the unique gifting and potential of every person.

This commitment has necessitated the creation of social assistance programming and educational offerings found more typically in large urban ministries. Heights of Hope, Blacktop Rec, Kids Hope and a food pantry are but a few examples of how Calvary Church has embraced the needs of our neighborhood and reallocated financial and spiritual resources in an effort to meet these challenges. These well-conceived programs have, by design, become part of the fabric of the neighborhood, reaching out to many of our community by providing inspiration, guidance and hope.

Calvary's mission is to be a grace filled community empowered by God to live out the love we profess by accepting people *where they are* and loving them into a Christ honoring way of life.

With these principles to guide our search, the leadership of Calvary has been praying that God would direct us to a leader of uncommon gifting who shares our desire to embrace the rich diversity that enlivens the Holland Heights neighborhood. Our vision for this position would also include a strong discipleship component. In other words, Calvary is not simply interested in numbers or participation (though these are important), we are equally committed to deeper discipleship, community building and service.

Know from the beginning that Calvary is not your typical faith community. We have a number of youth from our community who do not fit the typical 'church' mold. This we celebrate, while at the same time acknowledging the unique challenge and opportunity of building unity amongst persons of different races and economic or social realities.

As a means to that desired outcome the Director of Youth Ministries will exhibit the following characteristics:

- Because we believe our ability to influence/impact others is connected to the strength of our relationships - **we desire an individual who can express in both word and deed a deep commitment to relational youth ministry.** This will include, but not be limited to, an ongoing commitment to get out of the church building and interact with young people where they are (lunch at school, sporting events and other extra curricular activities, neighborhood involvement/advocacy, etc.)
- Because we believe that young people may not trust the gospel if they don't trust the messenger - **we affirm that integrity in leadership is of utmost importance.** We do not expect Calvary's leadership to be perfect, but our walk and talk must strive always to be congruent.
- Because we believe that people will not care how much we know until they know how much we care - **we desire a youth ministry marked by compassion and radical acceptance.** We believe young people truly want to be a part of the solution and be challenged to address the brokenness of this world. **We do not aspire to be a youth ministry that is primarily about entertainment.**
- Because we believe diversity reflects the heart of God - **we desire an individual who is a advocate for diversity.** Although differences can make relationships and ministry more challenging, they also add new insights and perspectives. We believe we are called to reconcile the gap between the community we reach out toward and the community we are. To that end the individual must **partner with parents and the faith community to build consensus and buy in around the value and cost of diversity work.**
- Because we believe God has called us to live out faith in the context of community - **we desire a director of youth ministries that will recruit, disciple, and delegate leadership to volunteers and Americorps members.**
- Because we believe in the value of grateful service - **we desire an individual who will provide various venues for service through Blacktop Rec., summer mission trips and weekly serving opportunities.**
- Because we understand that young people come to spiritual maturity in different ways and at differing paces - **we desire an individual who will develop a ministry plan with 'multiple entry points' and 'multiple methods of engaging' different levels of spiritual maturity.**
- Because we believe Calvary is called to function as a body - **we desire an individual who will work under the headship of Christ, the authority of the Sr. Pastor and in cooperation with the consistory as well as other staff.**