



Director of Youth Ministry

Essential Commitments:

** What follows are what we consider important commitments in helping create a space for the Holy Spirit to be at work within our Youth Ministry setting **

Middle School & High School Ministries (CREW, RCYF and Sunday School):

- *Create Space* for students to build relationship with Jesus and to be around others who are doing the same thing.
 - o Plan and Organize Wednesday Night programming environments that are safe, engaging and biblically sound.
 - o Intentionally reach out and invite unchurched or un-youth-grouped students from our community.
 - o Organize all details, and be an active participant, for all youth retreat, conference, camp, and mission trip opportunities.
 - o Create a structure to engage our middle school students following home school events held on Fridays (TGIF).

- *Facilitate Growth & Understanding* by helping students see, understand and respond to their real-life circumstances through the lens of scripture and faith.
 - o Develop a ministry that meets students where they at: developmentally, physically, emotionally, and spiritually.
 - o Flexibility to respond to current circumstances.
 - o Be informed (always learning) about relevant happening in our student's world, and how to address those topics with them. (i.e. - social media, cultural pressures)

- *Shepherd* students in their faith journey. A shepherd has many roles: sometimes a guide, sometimes to discipline, sometimes knowing what paths to take them on to keep them safe or help them grow, sometimes seeing things that are ahead and planning accordingly. Most importantly, a shepherd is present and engaged in their life.
 - o Attend and support student's activities outside of church.
 - o Invest in one on one meetings with all students (before school, after school, etc.)
 - o Walk with student's as they transition in their faith journey - identifying and helping them take their next step.
 - o Oversee the mentoring process for students desiring to make a profession of faith, and develop a 'follow-up' process for student and mentor to continue meeting.
 - o Invest in student leaders by engaging students in the leadership and planning of the ministry.
 - o Encourage and create space for intergenerational faith experiences, and for students to engage in the everyday life of the church (Sticky Faith & Growing Young)

- **Educate** students through the planning of our Sunday School hour – with the focus on the reading, understanding and application of the Bible - building a faith foundation that is Reformed in its theology.
 - o Create a ‘Bible Study’ atmosphere, helping students answer – ‘what do we believe, and why do we believe these things?’
 - o Create a backwards-faith’ing’ model (along with Children Ministry, Discipleship and Lead Pastor) to highlight core truths and applications we desire for students to know and understand throughout their faith journey.
 - o Bridge what students are wrestling with, and find ways to engage and unpack those things on Sunday mornings and/or Wednesday nights.

Adult Leaders/Teachers:

- **Equip** ministry leaders/teachers with yearly and weekly material to help them be prepared and equipped in their role.
 - o Through the development and organization of yearly and weekly ministry goals and curriculum.
- **Develop** the whole person of ministry leaders and teachers; meeting and supporting their growth as a disciple of Jesus, and as a leader and team member within the ministry.
 - o Recruit new adult leaders and teachers into the ministry
 - o Have a plan to ‘on-ramp’ someone into the ministry.
 - o Provide a mentor to any leader/teacher that would be uplifted by it.
 - o Provide spiritual growth opportunities.
 - o Promote and grow a healthy team atmosphere.
- **Lead** the ministry leaders/teachers.
 - o Cast the vision. Give a ‘WHY’ to the year, and each week, that is clear and well communicated.
 - o Set the tone. Through your preparation, passion, commitment, and modeling of shepherding students.
 - o Meet with leaders on a consistent basis to communicate vision and track goals – both in a large group setting, and a one-on-one setting.

Parent/Family Support:

- **Communication.** Our desire is that parents would be well informed of what is happening in the spiritual life of their children on a week to week basis.
 - o Utilize different media platforms to provide parents with information about what is going on in the life of the ministry, as well as follow up questions they could utilize to engage in conversation with their student
 - Text, email, Facebook, Vimeo, etc.
 - Work with Director of Church Life to help in this process
- **Resource.** Our desire is that our Director of Youth Ministry both provides, and is, a resource to parents in our partnership of spiritual growth for their children.
 - o Be a point of reference in the life of the student and parent relationship.
 - Communicate any parental needs/concerns to leaders, and communicate any leaders needs/concerns to parent.
 - o Be available to meet with parents who desire a conversation.
 - o Offer resources and opportunities to educate and equip parents.

Church Ministry:

- Uphold, teach and conform to the Reformed doctrine and beliefs of Faith Church – in ways of living and of serving in this position.
- Regularly work and plan alongside the Director of Children’s Ministry, Director of Discipleship and Lead Pastor to align program goals with Faith’s Vision and Mission.
- Attend regular weekly Ministry Team meetings – held each Wednesday from 10:30 to Noon.
- Be an active and engaged member in the life of Faith Church – attending weekly worship services (participating in those services as needed) and church functions.
- Encourage and develop a ‘thirst’ and ‘love’ for God in the lives of those who are a part of Faith Church.
- Equip, encourage, and support the people of Faith Church in the development of relationships of love and grace in the community, at work, at school, at home and in every other area of life.
- Manage the Youth Ministry budget, and provide a monthly report on ministry for Administrative Team and Consistory
- Pursue opportunities for personal, professional and spiritual growth. This includes classes, conferences, networking, and continuing education.
- Uphold the standards of employment as outlined in the Faith Church Employee Handbook.
- ***Potential for Preaching:*** if gifts are present, there is the potential of occasional preaching duties as assigned by the Lead Pastor.

Position Details:

- A year-round, full time position.
 - o Salaried Position – based on education and experience
 - o Benefits Stipend, which includes 2 weeks vacation
- A post-high school education and/or prior youth ministry experience is preferred, but not required.
- The Director of Youth Ministry will report to the Director of Discipleship, and is also responsible to the Lead Pastor and to the Faith Reformed Church Consistory. Performance reflections will be conducted annually.