

Director of Youth Ministry

\$10,000-\$15,000; Part-time



Reports to: Associate Pastor, Senior Pastor, and Youth Council

Status: Part-time, hourly (12-15 hours/week)

Pay rate: \$17/hr, paid semi-monthly (\$10-15k/year)

FLSA: Exempt

Job Summary

The Director of Youth Ministry develops, promotes, and implements activities for the youth in grades 6-12 and builds healthy relationships with the youth that model a Christ-centered life and reflect encouragement and love for the youth as they grow in maturity and faith. They work closely with the Associate Pastor as their direct supervisor and partner with the whole staff (and Senior Pastor, Head of Staff) and congregation to live out Lakeside's mission to worship, learn, and serve.

Essential Functions

- Builds relationships with youth in ways that help foster faith development, spiritual maturity, and community.
- Serves as the youth leader for all middle school and high school youth including but not limited to weekly youth group gatherings, two weekend retreats, and educational activities throughout the year. This includes regular communication with youth, parents, and congregation concerning youth ministry activities.
 - Maintaining Constant Contact email list and newsletter, website updates, bulletin blurbs and announcements.
- Seeks to manage and expand youth ministries, including a regular presence in worship (at least monthly) and as available in the community at concerts, performances, and youth sporting events as well as incorporating youth into Sunday morning worship leadership.
- Manages administratively youth ministries' budget and fundraising, scheduling volunteers, making sure the congregation is in compliance with the Child Protection Policy.
- Assists in managing organization and budgeting of youth summer trips (Mission Trips and Montreat Youth Conference Trips).
- Participates as an ad hoc member of the Youth Council attending regular meetings as well as staff meetings as available.
- Recruits and equips adult volunteers from within the congregation to regularly help with youth group, youth meetings, and other activities. Encourages and recruits congregation members to participate as leaders and mentors in the youth ministries.
- Seeks to deepen the discipleship of children, youth, families, and congregation members as a leader.

Minimum Qualifications

- Mature and active faith commitment to Jesus Christ with love for the church and appreciation for Presbyterian tradition and reformed worship

- Working towards or completed a Bachelor's Degree (ideally in Education or Religious Studies or equivalent) with computer literacy.
- Experience either as a participant or as a leader in active youth settings.
- Demonstrated leadership in project completion and fundraising.
- Excellent interpersonal skills
- Able to pass sexual misconduct background checks and willing to submit to background check and drug testing
- Valid driver's license, auto insurance, and reliable transportation.
- Must respect God's love for all people and embrace diversity, whether of race, gender identification, sexual orientation, culture, or other

Core Competencies

- **Ethics and Values:** Honors the core values and beliefs of Lakeside Presbyterian Church in choice of behaviors, consistently embodies appropriate behavioral choices in both stressful and non-stressful situations, practices the behaviors advocated to others, able to maintain confidentiality appropriately.
- **Team Building Skills:** Guides leaders and participants in the process of sharing best practices, identifying and solving common problems. Works with leaders to regularly assess the health of the youth ministry. Recognized dysfunctional team behavior and redirects it into functional behavior. Creates and communicates vision, direction, and goals for the ministry.
- **Time Management:** Works hard and is able and willing to focus time on tasks that contribute to organizational goals; uses time effectively and efficiently; plans and organizes appropriately for church, staff, and congregation schedules; values time and respects the time of others; concentrates efforts on the most important priorities; can appropriately balance priorities.
- **Teacher:** creates learning environments where students are active participants as individuals and as members of collaborative groups; designs lesson plans that teach concepts, facts, and theology; effectively uses multiple learning tools to reach a wide variety of learners; revises instructional strategies based upon ministry/organization context.
- **Verbal and Written Communication:** Is able to deliver a message clearly, whether spoken or written; demonstrates communication styles appropriate to the situation at hand; employs correct grammar, punctuation, and patterns of speech.
- **Creativity and Innovation:** Generates new ideas; makes new connections among existing ideas to create fresh approaches; takes acceptable risks in pursuit of innovation; learns from mistakes; has good judgment about which creative ideas and suggestions will work.
- **Spiritual Maturity:** Shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk and by responding with constancy of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent theology.

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