

# CITY CHURCH

PO BOX 16335

BALTIMORE, MD 21212

A NEIGHBORHOOD CHURCH FOR THE CITY WE LOVE

## CHILDREN AND YOUTH DIRECTOR JOB DESCRIPTION

### TERMS

The Children and Youth Director will oversee and direct the children and youth ministries of City Church. This will be a full-time position and will require a commitment to perform the duties outlined in this job description.

### CONTEXT

Baltimore has been called a city of neighborhoods. The “Charm City” has over 60 distinct neighborhoods, each with their own personality and ethos. Nationally, Baltimore is judged by its problems. Those problems *are* real and palpable, but they do not tell the whole story. In many ways, the city is experiencing a renaissance. Instead of residents fleeing to the suburbs, many influencers are committing to stay and be a part of the rebirth.

City Church was started in 2013, but the vision and groundwork were years in the making. City Church began and has flourished under two specific convictions. The first is that the planting of new churches is one of the most (if not *the* most) effective ways to spread the life-giving message of Jesus Christ. The second conviction is that the city is the most fun and strategic place to do that. And so, City Church is “a neighborhood church for the city we love.”

### PHILOSOPHY

Cultures are often judged by the values that are carried on by the next generation. This is most true in matters of faith. C.S. Lewis famously said, “*Children are not a distraction from the important work, they are the important work.*”

City Church believes that the most foundational step for its development is the formation of a robust program that passes on the faith to our children and adolescents. This program would focus on the basics of the faith, the importance of community, and the drive to serve. These goals can be accomplished through regular gatherings, intentional community, and consistent service projects and mission trips.

This is why City Church is looking to hire a full-time Director of Kids Programming starting in January 2017. This director would oversee the current late-elementary program and develop a new, robust middle and high school program.

### CHILDREN & YOUTH

- \* Provide oversight to the City Kids Elementary Ministry, City Kids Middle Ministry, and develop a strategic plan for a City Kids High Ministry.
- \* Actively recruit, nurture, and provide oversight and direction for all children and youth volunteer staff. Build a teamwork mentality amongst the volunteer staff that will help facilitate short and long-term vision according to a set philosophy for children and youth ministry.
- \* Work with church staff and leadership in developing a comprehensive ministry to impact families and the adolescent culture in our area.
- \* Administrate and organize monthly City Kids events, summer camp trips, service opportunities and mission trips.
- \* Administrate and organize regular City Kids Middle youth gatherings and, eventually, City Kids High gatherings.
- \* Administer the weekly organization and printing of the City Church bulletin, curriculum material for teachers / facilitators, and general supplies for teachers / facilitators.
- \* Network with other youth directors and community leaders in our area to build bonds and partnerships.
- \* Provide input on communication and direction of the mission, vision, and values of City Church.

## PASTORAL ASSISTANCE

- \* Provide input on communication and direction of the mission, vision, and values of City Church.
- \* Demonstrate a willingness and capability to do general ministry work to promote the growth of City Church. This may include administrative tasks, teaching, urban and community engagement, volunteer recruitment, etc.

## DIVISION OF RESPONSIBILITIES

These are estimates and subject to change:

- \* YEAR 1: Elementary Ministry (40%), Middle School Ministry (25%), Pastoral Assistance (35%)
- \* YEAR 2: Elementary (40%), Middle School (30%), High School (10%), Pastoral Assistance (20%)
- \* YEAR 3: Elementary (25%), Middle School (30%), High School (30%), Pastoral Assistance (15%)

## PRINCIPLE ACCOUNTABILITIES

The City Church Children / Youth Director carries out duties as assigned by the Senior Pastor of City Church. This will involve regular meetings with the senior pastor and regular involvement with the City Church leadership team.

## KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED

1. Must support City Church's general religious / theological perspective and convictions concerning the Gospel. Must always be about how to gather new individuals and families into the ministry of City Church.
2. Must have a sensitive and caring heart for people, families, children, and the city.
3. Must be a self-starter with exceptional skill in gathering and communicating across multiple relationships and platforms.
4. Must be adaptable to a unique urban environment, confident yet teachable, willing to take creative and

responsible risks.

3. Must be able to develop, plan, and execute administrative programs and communication processes.

4. Must be proactive, creative and be able to anticipate the needs of volunteers.

5. A Bachelor's Degree is preferred, but not required. Experience in ministry is also preferred, but not required.

The specific statements shown in each section of this job description are not intended to be all-inclusive. They represent typical elements and criteria necessary to perform the job successfully. City Church reserves the right to modify and expand the job responsibilities and duties over time. The senior pastor and / or the church leadership team may add other responsibilities as they see fit.

For more information or to apply email:

Patrick Donohue

[patrick@citychurchbaltimore.org](mailto:patrick@citychurchbaltimore.org)