

**Director/Pastor of Youth Ministries**  
**Westminster Presbyterian Church, Huntsville, AL**

Westminster Presbyterian Church is seeking a full-time person to lead our youth toward glorifying and enjoying God. The **WPC youth group** is intended to be a fellowship where every young person is taught and encouraged to have a personal, growing relationship with Jesus Christ. We want our youth group to be an enthusiastic environment based on the Word of God. The goal is for our youth to 1) develop healthy relationships with God, with the church, with their family, and with their friends; 2) apply the Lordship of Christ in every area of daily living; and 3) work toward true discipleship (being a disciple and becoming a disciple maker).

**Qualifications: Education and Experience**

1. Minimum of a Bachelor's degree in Youth Ministry or equivalent theological education preferred.
2. In agreement with Reformed Theology
3. Experience in expositional teaching
4. Experience in youth ministry
5. Proficient social media and computer skills
6. Good driving record
7. Must pass background check
8. If ordained, must become a member of Providence Presbytery

**Qualifications: Character and Competence**

1. A call to minister God's truth and love to young people (the position is not a steppingstone to "real" ministry – it is real ministry)
2. A spiritually mature individual who is proficient in communicating God's Word and is evangelistically-minded
3. Must be able to cast vision, recruit, train, inspire, motivate, and evaluate volunteers and staff; able to build a strong, healthy team
4. Strong interpersonal and communication skills (written and verbal)
5. Passionate and heartfelt concern for both church and unchurched students and families
6. A hard-working individual who is committed to getting the job done
7. Demonstrable ability to creatively envision and execute programs and events that help students *Gather* to worship God, *Grow* in their faith, *Give* of their time and resources in and for God's kingdom, and *Go* into all the world, proclaiming the gospel in word and deed
8. Self-motivated learner; committed to personal and professional development
9. Practical problem-solver who solicits advice and input from other staff and team members
10. Engaged co-worker who strengthens staff cohesion and effectiveness
11. An absolute commitment to excellence, professionalism, and safety
12. Solid time management skills and organizational abilities; ability to coordinate several activities at once and to quickly analyze and resolve specific problems is important
13. A high degree of flexibility and self-control in stressful situations and environments
14. Ability to meet deadlines and be punctual for meetings
15. Understands how to use a variety of social media platforms
16. Ability to work efficiently and effectively in team situations is critical, as well as the ability to work independently and not require a lot of daily coaching
17. Must support our overall church vision and philosophy of worship as well as WPC's Student Ministry Mission Statement (these can be found at [www.wpc-hsv.org](http://www.wpc-hsv.org))
18. Must be or become a member of our church or presbytery (if ordained).

**Job Description:**

1. Pray with and for our youth, their families, and their youth leaders
2. Primary leader, teacher and shepherd for the middle school and high school ministries
3. Share responsibility in teaching Sunday School to Middle or High School students
4. Lead weekly youth events, including Wednesday evening activities
5. Work on putting a system in place for discipling our youth
6. Spend time with youth (often outside of normal working hours) at school, sporting events, concerts, etc.
7. Organize and participate in yearly (or more often) mission trips (local, domestic and international)
8. Set aside intentional unstructured time for student interaction
9. Plan, recruit and attend student retreats (perhaps two per year – winter and summer)
10. Conduct no less than two local service projects per year.
11. Counsel individual youth as appropriate and needed (referring to professionals as appropriate.)
12. Work independently to engage and motivate the youth
13. Develop and maintain relationships with local schools
14. Communicate with parents and students through emails, text, social media, newsletters, mailings and other means weekly.
15. Work with the Youth/College Discipleship Ministry Team and the Adult Discipleship Ministry Team to equip parents (through classes, seminars, conferences, etc.) to raise their children up in the nurture and admonition of the Lord in the culture where God has placed them
16. Get together with parents for feedback and discussion at least quarterly
17. Develop, maintain and support adult volunteers to assist in all ministry aspects
18. Support existing lay leadership and assist in the development of new youth lay leaders
19. Develop and then strategize with the Student Ministry Team at least once a month
20. Work with the Youth Ministry Team
21. When applicable, assist in the recruitment, instruction and supervision of summer interns
22. Maintain confidentiality as appropriate
23. Pursue youth ministry professional development
24. Be involved with Reformed Youth Ministry trip planning and ROOTS (Presbytery Youth Retreat) planning
25. Coordinate with Providence Presbytery Student Ministry team
26. Prepare and provide monthly youth ministry updates to Session and/or Youth Leadership team
27. Collaborate with and work under the supervision of the pastoral staff and the lay leadership
28. Attend called and special Session meetings as requested
29. Other duties as assigned by Session or supervisor

**SALARY:**

Salary is commensurate to level of education and experience.

**REPORTS TO:**

The Director/Pastor of Youth Ministries reports to the associate pastor.

**WORK ENVIRONMENT & PHYSICAL DEMANDS:**

This job operates in a professional office environment with moderate noise and light traffic. The role routinely uses standard office equipment such as computers, phones, photocopiers, filing cabinets, fax

machines and requires the ability to work in a confined space while sitting or standing for extended periods of time.

**DISCLAIMERS:**

The position description design does not cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee. Other duties, responsibilities, and activities may be assigned (or changed) at any time with or without notice.

**MINISTERIAL EXCEPTION:**

Religious Worker not covered by FLSA, Not Entitled to Overtime or Minimum wage.

**Westminster Presbyterian Church** is a member of the Presbyterian Church in America. The congregation was founded in 1955. Westminster has a traditional worship style. The church also has several full and part time individuals, of which the Director/Pastor of Youth Ministries is one. The youth group at WPC consists of approximately 70 students. Their grade levels range from 6<sup>th</sup> through 12<sup>th</sup> grades.

***Qualified Applicants, please forward the items below to [jim.roberts@wpc-hsv.org](mailto:jim.roberts@wpc-hsv.org). ALL ITEMS MUST BE TYPED.***

- Resume (With Ministerial Data Form (MDF) if ordained)
- Statement regarding your philosophy of youth ministry
- Cover letter addressing this position description and your qualifications

***Application Deadline: November 14, 2020***

See [www.wpc-hsv.org](http://www.wpc-hsv.org) for more information about our church.