



**Position: Director of Youth Ministry**

**Direct report: Associate Pastor of Next Generation Ministry**

**Compensation: Commensurate with experience**

**Employment status: Full Time**

## POSITION OVERVIEW

The Director of Youth Ministry (“DYM”) will be a committed Christ follower with a passion for the Gospel and for investing in the lives of students. The DYM will be responsible for organizing and coordinating youth ministry activities and events while embracing and following the Church of the Atonement Philosophy of Ministry and collaborating with the life and vital community of the church family and Next Generation ministries.

The vision for our Next Generation ministries is to be gospel-centered, Christ-exalting, biblically-saturated, Spirit-led, deeply supported through intergenerational relationships of the church, and eagerly reaching out to the community through its families. These ministries should be defined by the following characteristics:

- Welcoming, fun, meaningful and safe environments for all activities
- Broad and effective “in-reach” to our kids and families as well as outreach to the community
- Supportive to parents as they encourage children toward spiritual maturity
- Producing disciples of Jesus that visibly live out their faith through positive, consistent, and joyful living
- Effective communication with parents, congregation, and community
- Holding to Reformed theology with humility and conviction.

## GENERAL DESCRIPTION

The DYM will work alongside Next Generation Ministries and the Youth Ministry team with a primary focus on:

- ***Establishing relationship with*** and ***investing in*** the lives of students and their families
- ***Shepherding*** the efforts of the student ministry to build relationships with and equip students
- ***Leading*** by example of a vibrant and fun, Gospel-focused, devotion and love for Christ
- ***Recruiting, supporting, and training*** leaders and volunteers from the congregation
- ***Assisting with the training and equipping*** of families to disciple their children as described in the vision for Next Generation ministries.

The DYM acts as the face of the student ministry at Atonement, prioritizing time leading and equipping others to lead in the areas of Discipleship, Teaching, Planning, Administration, and Communication, and Personal Training:

- **Leadership:** The DYM Director of Youth Ministry will lead and oversee the programs and people of the student ministry. This will include all the *people* involved in the ministry (i.e., students, parents, and volunteers/leaders) as well as oversight of the *programs* (Hangtime, Connect Groups, Sunday School, student leadership, events, and trips).
- **Equipping and Training:** In conjunction with the Associate Pastor of NextGen Ministry, the DYM will work to encourage, equip, recruit, train, and support people, as well as build a team to minister alongside one another.
- **Planning:** In order to maintain effective programs that are aligned with the NextGen ministry, regular evaluation and attention will need to be given to the current program as well as identifying what is missing and needed.

## PRINCIPAL RESPONSIBILITIES

### A. KNOWING and CARING FOR - Discipleship (15 hours)

The DYM will lead our efforts in discipleship by **KNOWING** and **CARING FOR** our youth, families, and team members, as well as encouraging ministry team members, church officers, and the congregation as whole, to form meaningful relationships with our youth and their families. The goal of this responsibility is that students and team members know that they are loved by the members of our church body and, ultimately, by God.

- The DYM will lead by example through a fun and personal, relational ministry with students
- The DYM will lead our team in keeping accurate records of attendance at youth events and scheduled activities for the purpose of effective follow up
- The DYM will minister to the youth ministry team through encouragement, support, and presence
- The DYM will encourage and help equip our church to build meaningful relationships with our students.

### B. FEEDING - Teaching (10 hours)

Primary to **FEEDING** our people is teaching them about the Gospel and the ongoing response of the good news. Our students need to hear and understand both the gospel spoken, and how to apply it in their lives.

- The DYM will oversee the programming of all teaching contexts (i.e. Hangtime, Connect Groups, Sunday School, and any events that require teaching), ensuring that a Bible-based curriculum, qualified teachers, and reliable schedule are in place.
- The DYM will be a primary teacher in teaching contexts, while also equipping members of the youth ministry team and others in the congregation to teach.
- The DYM will prepare diligently to feed the students with the truth of the Gospel.

**C. LEADING and PROTECTING – Planning, Administration, Communication (10 hours)**

The DYM must be able to lead by example in championing the NextGen ministry vision as it relates to youth ministry and driving our ministries toward truth in effective ways. It is also critical that the DYM lead efforts to protect the ministry from danger and veering off course.

- The DYM will serve as the primary point of contact for the youth ministry and be the voice of the youth ministry.
- The DYM will assist the youth ministry team with the creation of a purposeful annual ministry calendar, equipping families to participate in discipleship opportunities and events.
- The DYM will publish weekly or monthly communications updating families with information about current and upcoming youth happenings.
- The DYM will effectively delegate tasks to the youth ministry team for the purposes of planning and executing youth ministry events.
- The DYM will assist and participate in training opportunities for students, leaders, and youth ministry teams with a focus on discipleship and training for students and families.

**D. PERSONAL TRAINING / GENERAL AND OTHER DUTIES (5 hours)**

- Maintain personal growth and skills development
- Abide by Atonement youth safety policy - PROTECT
- Participate in weekly staff and monthly committee meetings (Youth Committee and Next Generation Committee).
- Utilize our church management software, [Church Community Builder](#), in support of the youth ministry
- Cultivate a team-driven, relational ministry
- Assist in the preparation and management of the annual ministry budget
- Other duties as assigned.

\*\* All duties will be periodically reviewed and adjusted in conversations with the Associate Pastor of NextGen Ministry.

**KNOWLEDGE AND SKILLS**

- Has obtained a bachelor's degree or comparable work experience in a related field [Required]
- Possesses a deep passion for discipleship to Jesus in the lives of students [Required]
- Prior experience leading middle schoolers and high schoolers
- An understanding of cultural trends and issues impacting students today
- A philosophy of student ministry that values both deep discipleship and evangelistic programming
- Entrepreneurial and creative leadership qualities
- Experience recruiting and managing a volunteer team
- Ability to teach Biblical and theological truths in age appropriate ways
- Ability to work with others and maintain positive, loyal relationships
- Strong written and verbal communication skills across a variety of audiences
- Works with integrity, discernment, and wisdom with student relationships