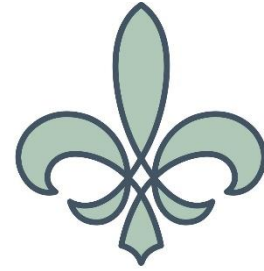


YOUTH DIRECTOR

Full-Time Position



TRINITY
PRESBYTERIAN CHURCH

CHURCH OVERVIEW

Trinity Presbyterian Church is a congregation of the Presbyterian Church in America located in Norfolk, VA with a mission to reach people with the freedom of Christ, equip people with the truth of Christ, and send people with the love of Christ. Our church was planted in 1999 and has grown to over 450 communicant members. There are over 70 students in grades five through twelve who call Trinity home. We're looking for a full-time Youth Director to join our team of passionate staff to help us care for these students and their families. Learn more about the values of Trinity [here](#).

POSITION OVERVIEW

This is a full-time ministry staff role, with benefits, which reports to our Executive Pastor, Ben Lyon. For this role, you'll need to be a follower of Jesus who is either a member of Trinity or willing to become a member of Trinity. You will be expected to work 40-50 hours a week and there is the opportunity to work some of those hours from home. This role will regularly demand evening and weekend commitments; therefore, the Youth Director will ordinarily only work four weekdays in the office. Weekly schedule to be negotiated between the Executive Pastor and the Youth Director on an ongoing basis.

MISSION

The mission of the Youth Director is to build and lead a welcoming community for middle and high school students that conveys the love of Jesus Christ. To this end, the Youth Director is responsible for recruiting, leading, developing, and shepherding a dedicated team of volunteers who are committed to seeing students transformed by the gospel to love and serve Jesus, each other, the Church, and the world.

RESPONSIBILITIES

The Youth Director will have the following primary responsibilities:

- Plan and lead multiple studies and talks from God's Word for students and leaders on a weekly basis.
- Create a culture of discipleship where all adults involved in the ministry are investing spiritually in the hearts and lives of the students.
- Attend staff meetings and meet regularly with the Executive Pastor

- Build relationships with students and parents at Trinity and the larger Norfolk community and advocate for them to the staff and the session.
- Communicate God’s love to all students and encourage a culture where students can struggle, be skeptical, and have doubts while still knowing they are loved.
- Prioritize time with students beyond official youth activities.
- Spend time studying and growing in the area of youth ministry.
- Manage the youth ministry budget and the purchasing of supplies.
- Maintain disciplines of Scripture study, prayer, Christian fellowship, and Sabbath rest as part of personal spiritual growth.
- Ensure youth volunteer compliance with Trinity’s Child Protection Policy.
- Plan and execute one annual youth leader retreat for equipping and encouragement.
- Lead and plan all youth retreats.
- Lead students in an overseas mission trip every other year.
- Lead students in mercy and service projects in our city throughout the year.
- Work with parent advisory team for long-term planning, strategy, and continuity of ministry.
- Provide regular training and encouragement for Sunday School teachers and Youth Group leaders.

PROFICIENCIES

Teaching: The ability to teach and equip students from God’s Word in a variety of settings and an age-appropriate and gospel-centered manner is critical for success in this position. You should also be willing and able to speak clearly and effectively about the gospel in front of groups of students and volunteers.

Leadership: We need someone who is comfortable leading leaders, delegating ministry responsibilities, and empowering others to do the work of ministry. Leadership in the church requires one to be both humble and confident in their calling and role.

Recruitment: To succeed in this position, you will need to work diligently to recruit volunteers through a positive and inviting vision for service in the youth ministry. The job of a ministry staff member is to equip and mobilize the members of the church for ministry.

Communication: The Youth Director must be a skilled communicator in both written and oral form. Organizing complex details and communicating them in a clear way is an important part of the work of leading volunteers. You must also be able to track communication (and be very responsive) across multiple channels without losing details.

APPLICATION INSTRUCTIONS

To apply, please submit the following via email to ben@trinitynorfolk.com

1. Cover letter and PDF of your resume
2. One-page paper detailing your philosophy of ministry for Youth Ministry
3. StrengthsFinder Top-5 Strengths Report (optional)