



Job Description

Position Description: Youth Ministry Residency

Position Details: Two Year, Full-time, Ministry Staff Position

Position Purpose

The Youth Ministry Residency will provide recent college graduates the opportunity to discern a call to vocational church ministry while serving in a healthy congregation committed to investing in future pastors and church leaders. The two-year apprenticeship will better equip the Resident to start well as they begin seminary studies and/or continue in full time ministry.

Residency Highlights

- Two years of full-time church ministry experience.
- Mentoring from two pastors with a combined 45+ years of church ministry experience.
- Training from Reformed Youth Ministries.
- 50% of program budget covered by the church, 50% raised by the Resident
- 50% tuition discount at Covenant Theological Seminary and Reformed Theological Seminary (after the first year for CTS and the second for RTS).
- The opportunity to live in sunny Southern California!

Learning Opportunities, Roles, and Responsibilities

Leadership is learning. During this residency, the Youth Ministry Resident will have a plethora of opportunities to learn how to lead well in a local church setting. Beyond leadership development and training, the Resident will be giving guidance and help in their relational, program, and administrative responsibilities to equip them to become confident and skilled to lead in those areas.

Leadership Development (10% - 4 hours per week)

- Weekly meetings with Executive Pastor for mentorship, oversight and planning.
- Weekly church staff meetings.
- Monthly meetings with Senior Pastor for mentorship and oversight.
- Monthly attendance of session and ministry care team meetings.
- Monthly meetings with youth intern(s) and volunteers.
- Assist the Executive Pastor in recruiting and training of new youth leaders.
- Additional opportunities to serve the church at large.

RYM Cohort Training (15% - 6 hours per week)

- Nine-month study program in Bible, theology, ministry practice, and personal growth in grace.
- Two Zoom meetings each month in mentored cohort of youth leaders for discussion of study program material, topical ministry discussions, sharing life and ministry experiences, struggles, and prayer.
- Monthly 1/1 meetings with the RYM cohort mentor.
- Attendance of RYM's annual Youth Leader Training event.

Youth Ministry Relationship Building (25% / 10 hours per week)

- Meet weekly with students to build relationships, support, encourage, read Scripture, play, and pray. (Formally at gatherings and informally/creatively in student's lives, sports, and schools).
 - o These meetings can be one on one (in public spaces), in small groups, at sports games and school activities. They can be over a shared meal, donut, coffee, ice cream, etc.
- Follow up with all new students (including new families with students) and actively reach out to friends of students.
- Assist the Pastors as they support the youth parents in the discipleship process of their youth age sons and daughters.

Youth Ministry Program Leadership (25% - 10 hours per week)

- Weekly Studies
 - o Assist in the coordination of weekly middle school & high school studies.
 - o Learn how to become the primary leader/facilitator of the weekly studies, while also scheduling other leaders/facilitators in a rotation.
 - o Learn how to become responsible for the preparation, set-up and food for all studies.
- Monthly Gatherings & Events
 - o Assist in the coordination of monthly middle school & high school gatherings & events.
 - o Learn how to become responsible for the preparation, set-up and food for all gatherings and events. *Often the host of events will provide food and other supplies. In those situations, the work is finding and supporting the hosts.*
- Seasonal Youth Camps & Conferences
 - o Assist in the coordination of all seasonal youth camps and conferences.
 - o Learn how to become responsible for the preparation, set-up and food for all seasonal youth camps and conferences.

Administrative (25% - 10 hours per week)

- Assist in the scheduling and sending of reminder communication (emails/texts/phone calls) to youth ministry parents and volunteers about youth ministry gatherings.
- Learn how to design email invitation cards through Paperless Post or Planning Center Registrations for special gatherings, events, and trips, track RSVPs, and follow up with parents and hosts.
- Assist the Executive Pastor in the calendar planning and updating of print/digital calendars.
- Collect and retain registration and medical forms for all events, camps, and conferences.
- Keep a contact list of current students.
- Write monthly ministry updates to church and supporters.

Job Skills, Abilities, and Knowledge

We are aware that church ministry experience might be limited for many post-college students. The following list describes a list skills, abilities, and knowledge that a candidate should begin to demonstrate and will also grow into during this residency.

- Apprentice mindset.
- Demonstrated interpersonal skills.
- Proven servant leadership actions.
- Experience in church ministries and youth ministry.
- Good communication skills, especially with both students and parents.

- Strong and respected relationships with families and church members.
- Ability to initiate and build relationships and follow up with students and church visitors.
- Shown and reliable organizational and administrative skills.
- Respects and works well on a team and under authority.
- Faithful to commitments.

Other Requirements

- Active member of Redeemer Orange County.
- Able to support and agree with the doctrinal standards of Redeemer Orange County.
- Embody a love and support for the local church, her pastors and session.
- College graduate.

Employment Status: The Youth Ministry Residency at Redeemer Orange County is offered in partnership with Reformed Youth Ministries (RYM) through the Church Internship Program. While the Resident serves and will be/or become a member at Redeemer, they are officially an employee of Reformed Youth Ministries (RYM) placed to serve at Redeemer. Salary, benefits, and support raising will all go through RYM.

Supervision:

Redeemer Orange County - Executive Pastor Adam Feichtmann
RYM – Director of Training Michael Hall

Budget / Support Raising: \$60,000+/- . A resident’s budget consists of three parts: Salary, Benefits, and Associated Expenses. As the host church, Redeemer will contribute 50% of the budget. The resident will raise support for the remaining 50% of the budget from their family, friends, co-workers, home church, etc.

Mileage: Reimbursed

Hours: This is a full-time job with the expectation of 40 hours per week. It will require working Sunday mornings (before and after church) and evenings, daytime office hours Tuesday – Friday in the church office, and flexible hours throughout the week for meetings. Participation in the RYM study program is considered part of the “work week.”

Time Off: Three weeks per year (Up to four Sundays off)

Start Date: Spring or Summer 2025

Apply: To apply for the residency, please submit a cover letter and CV to Rev. Adam Feichtmann (adamf@redeemeroc.org)

More information about Redeemer: www.redeemeroc.org

More information about RYM & the RYM Church Internship Program: www.rym.org/cip