



ALEXANDRIA PRESBYTERIAN CHURCH

STAFF POSITION DESCRIPTION

Title: Director of Youth Ministries

Context: Alexandria Presbyterian Church (APC) is a large and complex church, organization, and operation in a large, diverse, and vibrant metropolitan area. APC continues to expand, and Lord willing, will continue to grow in the future. Salaried staff, ministries, building planning and use, and responsibilities continue to grow and become even more challenging to manage. The volunteer cadre has grown proportionately. APC's vision also includes planting a daughter church in the Mount Vernon area and will provide ministry oversight, mentorship, and partnership until such a time as the plant develops ministries of its own.

This position is designed to provide effective leadership of the vision, mission, programs, and events in youth ministries for the purpose of making disciples marked by a growing love for and conformity to Christ (Matthew 28:19-20, Deuteronomy 6:5, Romans 12:2, Ephesians 4:11-15).

Position Summary: The Director of Youth Ministries (DoY) develops and sustains APC's ministry to youth, inside and outside of APC, who are in 6th through 12th grade. They work with both adult and youth leadership volunteers, as well as the Elder for Youth, in accomplishing the desired ministry outcomes captured below.

Ministry Focus:

I. Leadership and Equipping

A. Expected Outcomes:

1. Is a leader of leaders. Leads by example and prioritizes their own transforming heart. Leads with prayer for the ministry and with others in the ministry.
2. We are trusting the Lord to continue to grow our congregation significantly, both spiritually and numerically. It is expected that the youth ministry will minister to those both inside and outside the congregation such that the youth ministry will serve as an enabler (and not disabler) of the growth and sanctification of the congregation.
3. Develop effective and improving youth ministries for attracting and discipling youth in support of and in alignment with APC's mission.
4. Youth ministry teams and their members:
 - a. have clearly defined roles and responsibilities and are equipped to fulfill them,
 - b. own the ministry and their individual roles,
 - c. operate with mutual trust and healthy conflict,
 - d. are committed and accountable to the ministry, its goals and one another,
 - e. multiply mature and equipped disciples.
5. Integrate youth and the youth ministries into the overall ministry of APC.

B. Associated Tasks:

1. Leading the ministry by humbly, prayerfully, and collaboratively setting the vision and direction of the ministry.
2. Proactively leading volunteers and youth leaders in the ministry (leader of leaders).
3. Assessing the ministry needs of youth and families.



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4. Developing ministry teams and corresponding ministry plans, goals, and strategies, both short term and long term, for youth and families in support of the mission of APC.
5. Recruiting, developing, training, and equipping lay leaders and teachers who can love and lead our youth effectively one-on-one and in small groups.
6. Overseeing the development of and adherence to church policies and procedures pertinent to these ministries.
7. Ensuring Gospel ministry in both word and deed.

II. Discipleship

A. Expected Outcomes:

1. Personally pursues and disciples APC youth and leads others in the pursuit and discipleship of APC youth.
2. Multiplies mature and equipped youth disciples (cf. 2 Tim 2:2).
3. Has a growing relationship with each regularly attending family with youth and with each non-worship attending family that attends youth functions in order to promote their specific spiritual growth.
4. Ensures applicable gospel centered discipleship for youth, including coordinating with the Director of Children's Ministries so that APC has an integrated approach to the raising up of our children and youth.

B. Associated Task:

1. Serving as a primary teacher to our youth as part of APC's plan to multiply mature and equipped disciples.
2. Discipling youth and recruiting and training adults and youth to disciple other youth.
3. Inspiring and undergirding parents in their responsibility of raising and discipling their children to glorify and enjoy God.
4. Encouraging youth to have a growing love for the Word of God.

III. Shepherding

A. Expected Outcomes:

1. Families with youth have been loved, cared for, and specifically encouraged in their spiritual growth by Youth Ministry volunteers and by the Director.
2. Elders are informed and involved (as appropriate) in shepherding the youth and families in their shepherding group.
3. Each youth and family has been regularly and specifically prayed for.

B. Associated Tasks:

1. Personally investing in the lives of the youth.
2. Addressing specific personal and spiritual needs of youth as they arise through one-on-one and small group meetings, home and school visits, or other connections appropriate to the circumstances.
3. Developing a climate for youth that is safe, supportive, and that cultivates spiritual growth.
4. Caring deeply about each youth's story and working intentionally to earn the right to be part of it.



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IV. Evangelism.

- A. Expected Outcomes: People (youth and adults) are coming to know Jesus for the first time and at a deeper level.
- B. Associated Tasks:
 - 1. Modeling a lifestyle of evangelism by sharing the gospel with lost youth and parents within the church and community.
 - 2. Implementing an ongoing ministry of youth outreach that would train our youth to pray for their unsaved friends, to share the gospel clearly, as well as develop opportunities for the youth to be proactive in evangelism.
 - 3. Developing relationships with schools, churches, and other organizations that support our efforts to reach youth in the church and the community.

Expectations/Required Qualities:

- A. Exhibits passionate love for Christ that consistently reveals itself through Godly obedience, personal devotion, worship, and prayer life.
- B. Has a deep love for Christ's church and his people, and is a shepherd of God's people (John 10, Acts 20:28-31).
- C. Exhibits a distinct call and multi-year commitment to youth ministry.
- D. Needs a proven track record of sound character and effective leadership.
- E. Values personal growth in repentance and faith, theological understanding, best practices in ministry and pursues accountability beyond Staff.
- F. Committed to continual improvement both personally, professionally, and of ministries.
- G. Develops and maintains excellent communication with officers, staff, the congregation, and especially with youth.
- H. Commitment to handle sensitive matters in the strictest confidence and biblically resolves conflict.
- I. Exhibits strong multi-task competency and administrative skills.
- J. Operates *in loco parentis* with youth at ministry events.
- K. Self-motivated, proactive, and self-directed.
- L. Winsome, gentle, organized and able to prioritize multiple competing tasks following through to completion.
- M. Ability to work as part of a team.
- N. Demonstrates a close working relationship with the Executive Director of Ministries and the Senior Pastor.
- O. A current member or is willing to become a member of Alexandria Presbyterian Church.

Desired Qualities, but not required:

- A. Bachelor's degree, preferably in an appropriate field related to youth and/or ministry.
- B. At least five years of experience (or equivalent education, training, and experience) working with youth, preferably in a ministry setting.



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Accountability structure: This position reports to the Executive Director of Ministries for operational matters and the Senior Pastor on pastoral issues. The Director of Youth Ministries is also under the oversight of the Ruling Elder assigned to Youth Ministries.

Compensation: This position is full-time with an anticipated 40-50 hours/week (including Sunday activities) and includes a generous benefits package.