

Redeemer Presbyterian Church
2111 Alexander Avenue
Austin, Texas 78722

August 30, 2023

Dear Applicant,

Thank you for your interest in Redeemer Presbyterian Church's youth director search. As you prayerfully complete the materials attached, please know that we are also praying for you, as the Lord directs your steps in life and ministry.

This position represents a change in direction for our youth ministries at Redeemer. For the last nine years, one of our members has served as youth director while working full time in education. He has expressed a desire to transition into new areas of ministry, though will continue in ministry until we find his replacement. We have hired an interim youth director to serve for this 2023-2024 school year, we are hoping your service with us can overlap with his beginning this spring or early summer 2024.

Our Session has developed this position with the hope that it will be mutually beneficial to our congregation and to you as you grow professionally in ministry. We hope you will sense a fresh start with us as you will have freedom to develop a ministry in conjunction within our existing rhythms at Redeemer. You will be well supported by pastoral staff and by emerging volunteers as you strive to grow and develop an effective ministry. We hope you can begin, continue and/or complete seminary education in conjunction with these responsibilities so that within the coming years you will be prepared for ordination, and professional ministry in the PCA.

Before you apply, please spend time on our church's website (www.redeemerpres.org) to familiarize yourself with our community and worship. We believe the nature and mission of Redeemer are adequately represented on the materials available on our website.

There are several documents we have compiled to assist you with the application process included in this document or online: <https://redeemerpres.org/youth-director-search/>

- A Job Description (a brief summary of the tasks and responsibilities expected)
- A Youth Director Profile (an overview of the kind of candidate we are looking for)
- A Church Profile (a summary of the information found on the website)
- An Austin City Profile (a summary of our city and community)

Please complete an application for us, and include a copy of your resume with personal and professional references. Here is a checklist of materials for you to provide us-

- Completed Application
- Copy of your resume with reference contacts
- Ministerial Data Form from the PCA Administrative Committee (if available)
- Links to two sermons or teaching samples (if available)

All materials can be submitted to our Assistant Pastor, Jon Herr, who is serving as the chair of our search committee. His email address is jherr@redeemerpres.org. Applications will be

reviewed on a rolling basis. Jon will be in contact with you once he receives your information and is happy to address any questions you may have. May the Lord direct you as you discern our congregation and his calling up you in this season of life!

In Christ,

The Youth Director Search Committee:

TE Jon Herr, chair

TE Danny Morgan

RE Randy Scott

Redeemer member Kate Ray

Redeemer member Karim Ly

Redeemer Presbyterian Church
Part-time Youth Director

Job Description

To direct Redeemer's youth ministry for middle school through high school students. Lead and shepherd students that they might be committed to Christ and his Word. Develop a team of volunteers to assist in ministry. Partner closely with parents and the broader church community to incorporate the students into the life of the church.

Specific Responsibilities

- Build and maintain a thriving youth ministry including:
 - Leading a robust teaching ministry, on Sunday evening and Sunday mornings during our Youth School of Discipleship Classes (Sunday School)
 - Create and implement curriculum, ministry activities and events
 - Oversee regular communication to parents and volunteers
 - Lead trips and local service initiatives
- Maintaining ministry contact with students outside church activities and events, including attending students' home and school activities
- Develop existing volunteers, recruit & train new volunteers
- Collaborate with pastoral staff in counseling families with youth
- Participate in church life beyond the youth group

Requirements

Demonstrated youth ministry experience strongly preferred. Bachelor's degree required. Strong preference for a man who wishes to work part-time while also attending seminary remotely.

Compensation

This is a part-time position with an expected 25 hours per week given to ministry and 15 to school. The salary will be \$40,000 per year (plus \$4,800 auto allowance and a discretionary fund). Up to \$5,000 in moving expenses will be provided.

Search Committee

TE Jon Herr (chair), TE Daniel Morgan, RE Randy Scott, Mr. Karim Ly (youth parent), Mrs. Kate Ray (former youth group member).

Youth Director Profile
Redeemer Presbyterian Church
Austin, Texas

We hope this guide will assist those who may apply for the Youth Director position at Redeemer Presbyterian Church, to discern our hopes for the candidate beyond those provided in a traditional job description. Our Pastors and Elders see this position as a great opportunity for a young man entering into or beginning distance education in seminary, if those dynamics don't quite fit you, but you sense this position and our church may be a fit for you, we encourage you to apply.

Character. The Youth Director should strive to be a godly man growing into the characteristics described in 1 Timothy 3, Titus 1 and 1 Peter 5. He should recognize his own continual need for Christ, and seek to direct our teens through his example in Christlikeness. The Youth Director should be able to demonstrate and testify to his ongoing need for the work of Jesus on his behalf, looking to Christ in personal study and prayer, lead from a place of humility and strive to hospitably welcome and engage others in a Christ like manner.

Theology. The Youth Director should be committed to Reformed theology and the Westminster Confession of Faith and Catechisms. We hope following seminary he would desire to pursue ordination in the Presbyterian Church in America.

Worship. At Redeemer our worship is deeply committed to historic liturgical worship. While our style of worship may not be our candidate's preferred model for ministry, we hope he will appreciate our focus and emphasis and encourage regular engagement in worship by our youth.

Preaching, Teaching & the Word of God. Although teaching youth, not preaching, will be the primary responsibility of the Youth Director, he should believe expository preaching & teaching is key to leading sinners to repentance and believers in sanctification. When he teaches teens, theological faithfulness to Scripture, passion and humor, and the ability to engage, challenge, and encourage our teens to apply the word of God in their daily lives should mark his teaching style.

Shepherding. The Youth Director must have a shepherd's heart to seek the lost and to love our teens. He should seek to build relationships with our teens and work with the diverse family cultures at Redeemer. Sunday evening ministry should aim to be a fun, engaging, and attractive ministry for youth. Teaching and discussion should strive to be applicable, creative and engaging.

Professional. We hope our Youth Director will initially use the 25 hours of ministry primarily for preparing for Sunday evening and Sunday morning ministries, building relationships with the teens and their families. As he grows into our church body, we hope he will increase and build other youth events, connection opportunities, and trips (missions, retreats, etc.). Additionally, he will meet with pastors for personal and professional enrichment, and serve as a member of the Christian Education Committee representing Youth interests (they currently meet quarterly).

We recognize differing applicants will be in different situations, we envision this position as a 3-5 year position for a candidate to complete education, gain valuable experience in ministry, take

the opening steps through the ordination process and be prepared to enter a different ministry call after a fruitful season of ministry at Redeemer.

Personal. We are working to secure housing in one of the apartment units currently being built adjacent to Redeemers property set for completion this July 2023. We hope this will assist our candidate in maximizing his income. If married, we desire his wife (and children, if applicable) to participate in the life of our church community.

**Application for Youth Director Position
Redeemer Presbyterian Church
Austin, Texas**

Name _____

Address _____

Phone _____

Email _____

Hometown(s) _____

College (degrees/date) _____

Other education _____

Seminary _____

Wife (name/occupation) _____

Married (date/place) _____

Children (names/ages) _____

Hobbies, special interests, anything we should know about you _____

Brief history of ministry (church/position/duties) _____

Reasons for seeking this position _____

Ministerial gifts and strengths _____

Differences (if any) from Redeemer's philosophy of ministry and worship _____

Differences (if any) to Westminster Confession of Faith and Catechisms _____
