

Grace Covenant Presbyterian Church

Full-Time Youth Director

Job Description

Grace Covenant Presbyterian Church (GCPC) is a PCA congregation in Blacksburg, VA, home of Virginia Tech. As a college town church, our congregation consists of local singles and families of all ages, students, and internationals. Our primary vision is to be a church family who loves the gospel of Jesus Christ and wants everything we do to reflect this gospel. We want to be a church where 1) the worship is heartfelt and God-centered; 2) the preaching and teaching comes out of the Bible and always points to Jesus; and 3) we are growing daily in humility and the fruit of the Spirit is more important than big events or programs.

We are seeking a servant-minded man to serve as a full-time (40 hours per week) Youth Director, and who will work with the pastors and staff to handle some of the administrative tasks for the church. (This position could also be adapted to part-time (e.g., half- or two-thirds-time), if an applicant has other major commitments, such as seminary classes.) We desire someone who earnestly loves Jesus, depends daily on His grace, and is eager to invest in a small group of youth. This position could lead to ordination, pending completion of seminary and acceptance into the Blue Ridge Presbytery.

General Responsibilities:

- Plan and oversee the high school and middle school youth group; coordinate activities and service projects; and develop and foster relationships with youth, parents, and volunteers
- Commitment to operate within GCPC's Youth Philosophy of Ministry (see below)
- Teach God's Word clearly to the youth with a Reformed emphasis and in submission to the Westminster Standards
- Train the youth in a biblical worldview, particularly addressing the contemporary challenges
- Train the youth in Bible study and discipleship skills
- Communicate well with parents and be relational with them
- Take the youth to GCPC's Presbytery's middle school (fall) and high school (spring) Modgnik youth retreats (Friday to Sunday)
- Plan summer activities (e.g., a missions trip and/or youth camp/conference)
- Recruit and work with lay volunteers as needed
- Work under the associate pastor and with the rest of the staff; report to the session at their monthly meetings
- Keep the congregation generally informed of youth ministry activities through occasional announcements and yearly reports
- Represent the youth ministry on the GCPC Discipleship Committee
- Attend Reformed Youth Ministry's yearly Youth Leader Training
- Work with pastors and staff to share in the administrative tasks for the church (e.g., checking voicemail, picking up bulletins, setup for Sunday, and other such duties)

Weekly and Monthly Responsibilities:

- Prepare for and lead weekly, Sunday night middle and high school youth group, including Bible study, activities, and prayer
- Oversee and perhaps teach Middle School or High School Sunday school on Sunday mornings
- Plan service activities and fellowship events to foster community and friendship between all the students (middle and high school)
- Spend time with the youth in one-on-ones as able
- Attend staff meetings
- Attend session meetings

Personal Qualifications:

- Spiritual Characteristics:
 - God's grace in Jesus Christ as the central feature of one's life and doctrine
 - Actively following Jesus, growing daily in faith, humility and integrity
 - Baptized member in good standing of a Christian church with strong pastoral references
 - Background in the Presbyterian Church in America or similar Reformed denomination
 - Affirmation of the beliefs & values of GCPC and agreement with the Westminster Confession of Faith and its catechisms as well as relevant chapters of the PCA's Book of Church Order
- Bachelor's degree or equivalent (seminary degree or pursuit thereof a plus)
- At least two years' experience in youth ministry (e.g., as an intern or lay volunteer)
- Training in biblical exegesis and Reformed theology
- Experience in teaching the Bible to groups in both lecture and discussion format
- Loves youth and enjoys working with them
- Ability to relate to youth, with understanding of their challenges, needs, and development
- Patience and the ability to manage difficult personalities firmly but graciously
- Strong interpersonal skills; works well as part of a staff team with a humble and teachable spirit
- Organizational skills and able to prioritize own time well without close supervision
- Willingness to submit to the GCPC child protection policy (including a background check)

Compensation is commensurate with experience (vacation and benefits included).

Candidates who wish to be considered for this position should send a cover letter and resume to associate pastor Taylor Rollo: taylor@gracecovenantpca.org. In the cover letter, candidates should briefly introduce themselves, including current and past ministry experience, church and denominational affiliation, and what interests them in this position and our church. The resume should include three references (with email and phone number contact information): one pastoral, one vocational, and one personal.

Youth Philosophy of Ministry

Grace Covenant Presbyterian Church

This philosophy of ministry is a web of presuppositions, principles, and goals that shape the approach that GCPC takes to youth ministry. It lies on the foundation of Scripture (first) and the PCA constitution (second) in order to be our decision-making grid.

Goal:

- Overarching question: What do we seek to foster, through the Spirit and the means of grace, in our youth by the time they graduate high school?
- Answer: We want to nurture youth who glorify and enjoy God (Is. 43:7; 48:11; 1 Co. 10:31; Php. 4:4) by loving Him and loving people (Mt. 22:37-40), which is manifested by their growth in grace (2 Pt. 3:17-18; cf. Jn. 14:15), commitment to Christ's Church through service and fellowship (Ga. 5:13; He. 10:19-25; 1 Pt. 4:10-11), concern for the lost and ability to disciple them (1 Ti. 2:1-4; cf. Col. 4:5-6; 1 Pt. 3:13-16), and establishment in a biblical worldview (2 Ti. 3:16-17).

Principles:

- Overarching question: How will these goals be achieved in the lives of our youth?
- Answer: The work of the Spirit in the lives of our youth (Ro. 8:1-11; Ga. 3:1-3), applying the means of grace (Mt. 28:19; Lk. 22:14-20; Ac. 2:42; 1 Ti. 2:1-4; 4:6-13) to their hearts and minds. We will provide avenues for the Spirit's work through the means of grace by the discipleship in God's Word, prayer together, involvement in the worship and life of the church, and service to Christ's body.

Presuppositions:

- Overarching question: What are the presuppositions that shape the goals, principles, and methods of ministry?
- Answer: There are eight:
 1. *Sola Scriptura* – “The Holy Scriptures of the Old and New Testaments are the Word of God, the only rule of faith and obedience (Mt. 4:4; 2 Ti. 3:16-17; cf. Is. 55:11).” (WLC #3)
 2. Confessional, Reformed theology – We believe Reformed theology to be *biblical* theology and in particular, the Westminster standards to contain the system of doctrine taught in Scripture. And, in a world immersed in lies, deception, and foundationless beliefs, those who attempt to live without a fixed confession fall prey to all sorts of error and confusion.
 3. God is at work – God is sovereign, and in His divine providence He upholds and guides all things by His fatherly hand. Therefore, He is drawing His people, and He is always working in His people for His glory and their good.
 4. The Church – The Church is the body of Christ and God's chosen instrument for achieving His redemptive purposes in the world, “out of which there is no ordinary possibility of salvation.” (WCF 25.2)

5. The family – The primary building block of the covenant is the family (cf. Ge. 12:1-3; 17:1-14), and the family is still the primary influence in the lives of our youth.
6. The individual – Each youth is unique and their whole person must be ministered to as such.
7. The learning process – People learn at different paces and in different ways, which necessitates a flexible methodology.
8. Demographics – Not only are people unique but places and times are as well. Generally speaking, demographics inform us about the youths' culture and context.