

## Director/Associate Pastor of Youth & Young Adult Ministries

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### Job Description

#### Essence of Youth & Young Adult Ministries

A love, understanding and patience for youth and young adults; a desire to teach and cultivate youth and young adults to become disciples of Christ; a devoted follower of Jesus with a mature faith and caring spirit of grace.

#### Reports to:

The Director or Associate Pastor of Youth & Young Adult Ministries reports directly to the Head of Staff. He/she serves as a liaison to Youth & Young Adult Ministries council, Confirmation program and all other groups and individuals concerned with Youth & Young Adult Ministries.

**Hours:** Salary, exempt full time

**Position purpose and summary:** To develop relationships and provide programs that lead youth and young adults to Jesus Christ and

- Grow as his disciples
- Fellowship joyfully together
- Serve within and outside the church
- Increase their faith and knowledge of God and
- Love and lead others to Christ

To achieve this Purpose, the Director/Associate Pastor of Youth and Young Adult Ministries will:

- Work with Head of Staff, Session, and the Youth and Young Adult Ministries Council to plan, implement and supervise all programs for Confirmation (grade 8), youth (grades 9-12), and young adults up to age 25.
- Recruit, teach and support adult volunteers to mentor strong Christian relationships with youth while assisting in program development and implementation.
- Collaborate with Director of Children and Family Ministries to achieve consistent teaching and a smooth transition from children to youth ministries.

### Key Duties and Responsibilities:

#### A. Programs

1. Confirmation (Grade 8)
  - a. Sunday Program
  - b. Special Events
  - c. "Weekend of Decision"
  - d. Confirmation Sunday
2. Senior High (Grades 9 to 12)
  - a. Wednesday Night Program
  - b. Sunday Night Program
  - c. Youth Events (i.e., lock ins, retreats, etc.)
  - d. Youth Leadership Team (comprised of youth)

- e. Lean On Me Ministry (peer counseling program)
  - f. Baccalaureate Service (for graduating seniors)
  - g. Awakening (Great Banquet retreat for youth)
3. Go & Serve - yearly mission trip in June; including youth (post-Confirmation to seniors), college age (post-sophomore), young adults, and adult volunteers
  4. College Ministry – Bible Study, mentoring program; care packages, fellowship events
  5. Young Adult Ministry (up to age 25) – Bible Study, fellowship events, yearly international mission trip in December/January

## **B. Responsibilities**

1. Teach scripture and model core Christian principles, morals and values.
2. Develop relationships with youth and young adults that foster a sense of belonging, inclusion and acceptance.
3. Lead a strong network of adult volunteers.
4. Serve as staff liaison to the Confirmation Team, the Youth & Young Adult Ministries Council and the Go and Serve Committee.
5. Set boundaries and limits that result in Intentional Christian Community among youth and young adults. Exercise appropriate discipline when needed to achieve this ICC goal.
6. Cultivate youth to take leadership roles within youth ministry.
7. Encourage youth and young adult attendance at weekly worship services and create opportunities for participation in worship.
8. Serve as a spiritual advisor, confidant and resource for youth and their families; including holding regular office hours.
9. Wherever possible, develop plans and protocols that accommodate those with special needs.
10. Use music as a means for worship and bonding; use technology for communication and to create intriguing learning experiences.
11. Maintain an awareness of relevant youth and young adult culture.
12. Maintain a program of self-study and enrichment through reading, continuing education and participation in professional groups.
13. If the applicant is ordained, this role will be expanded to include pastoral duties such as; worship, leadership, teaching and pastoral care as directed by Head of Staff.
14. Other responsibilities may be added as deemed necessary.

**Education:** Bachelor's Degree required, Master's Degree preferred in a ministry-related field. This position is open to both ordained and non-ordained applicants.

**Experience:** Minimum two years of training and experience in Youth Ministry is preferred.

**Evaluation:** A 90 day evaluation will be conducted by the Head of Staff and the Personnel Council; thereafter a performance review be held each January.

**Compensation:** This is a salaried position and is benefit eligible. Compensation depends on the candidates experience and qualifications. Benefits offered by Knox include: vacation, medical, dental, family leave and tuition for dependent children in our Children's Day Out program. If a hired as an Associate Pastor compensation and benefits will be covered under the terms of call.