**Director of Youth Ministries**

**Bethany Presbyterian Church**

*March 21, 2016*

**Position** Director of Youth Ministries

**Purpose** The Director of Youth Ministries leads middle school and high school ministries at Bethany Presbyterian Church in Christian formation and fellowship. The Director leads all aspects of the program including leader development, broader mission planning, youth relational ministry and integration into the broader church.

**Accountability** The Director of Youth Ministries reports to and is accountable to the Pastor as Head of Staff.

**Hours** The job is 45 hours per week with benefits. The position requires evenings and weekend hours.

**Qualifications**

* Personal commitment to Jesus Christ and openness to the direction of the Holy Spirit
* Experience with youth ministry or youth leadership
* Called to lead youth in their Christian formation
* Ability to develop an overarching program vision with a supporting plan to implement
* Have a heart for nurturing, encouraging and empowering youth and young adults to actively participate in the broader church
* Ability to connect with kids (and their parents) of diverse ages, backgrounds, abilities and needs
* Ability to recruit, equip, develop and lead a sustainable leader community
* Demonstrated understanding of and proficiency in using current technology, social media, video editing, and other key technologies to inspire and connect with youth
* Ability to plan Bethany’s annual mission trip, retreats, engaging events and curriculum
* Possess skills in communication, organization, and administration

**Areas of Responsibility**

1. Practice regular spiritual disciplines of Bible study and prayer.
2. Help middle and high school students know Christ and grow in their faith by walking alongside them, creating opportunities to relate to God, their families, their peers and our congregation.
3. Invite, encourage and facilitate the inclusion of *all* of Bethany’s young people in the Youth Ministries program, including but not limited to special needs youth, fringe youth, and when possible, youth whose parents do not attend Sunday worship.
4. Work as part of the “Ignite” team to initiate a culture of change at Bethany, involving adults and youth alike, to a future where youth are integrated as full participants in the Body of Christ.
5. Recruit and equip adult leaders in our congregation who are called to work with youth (high school), and assist the Middle School Coordinator in recruiting leaders, ensuring that both the quantity and quality of leaders needed is met.
6. Supervise, mentor, evaluate and support the Middle School Coordinator, and ensure Middle School ministries (on Sunday morning, during the week, retreats, etc.) are congruent with Bethany’s values and vision.
7. Supervise Special Needs Coordinator in recruiting and training volunteers.
8. Encourage youth and leaders to participate in the deepening of Bethany’s commitment to social justice and service through outreach—both locally and abroad—, as well as service and short-term mission experiences.
9. Organize and execute Bethany’s annual summer mission trip, retreat, fundraisers, and reunion night.
10. Develop and implement a cohesive Christian education curriculum for youth including annual milestones. Explore: education on Scripture, prayer, worship, Communion, interaction with culture, and Confirmation.
11. Help grow Bethany’s relationship with Emerald City Bible Fellowship through continued mission trip partnerships. Nurture opportunities for collaboration toward racial reconciliation through learning, service, and worship.
12. Design and implement midweek and Sunday Christian education, worship, and games for High School Youth Group.
13. Coordinate programs and resources to support, encourage, and train parents and families of youth.
14. Evaluate youth ministry structures and programs regularly to ensure that they are addressing the needs of youth and advancing ministry goals.
15. Develop and work within an approved budget, submit expenses regularly, monitor supplies, comply with facility and equipment use policies, coordinate programs, keep records of youth ministry, and communicate with Facilities Manager about scheduling Youth House events.
16. Communicate effectively with youth, their parents, pastoral staff, and other staff.
17. Encourage other staff members during weekly meetings, and share ministry with them throughout the week. Exemplify a collegial working style with pastoral staff.
18. Partner with the Director of Children’s Ministries to drive a more seamless connection and transition between elementary and middle school.
19. Be an active participant in the broader Church through Presbytery youth activities and/or other opportunities as available.
20. When the Middle School Coordinator position returns to 22 hours/week develop a college/post high school ministry.

**Salary and Benefits** Competitive salary with benefits.

**Relationships** The Director of Youth Ministries relates with the Director of Children’s Ministry, the Director of Worship and is accountable to the Pastor, Head of Staff in the performance of her/his responsibilities.

**Evaluation** The Pastor, as Head of Staff will conduct performance reviews annually. The Personnel Committee and Session will annually review the adequacy of compensation.