

Director of Youth Ministries

FULL-TIME POSITION

POSITION OVERVIEW

The Director of Youth Ministries is the primary architect and leader of the mission and ministry for students in grades 6–12. The core objective is to create a **Christ-centered, biblically-based program** that moves beyond "event-based" ministry toward a sustainable structure built on relationships with Jesus and one another. This leader will foster a tradition-rich environment where faith is rooted in a personal relationship with Jesus Christ and a supportive church community.

MAJOR JOB FUNCTIONS

1. Biblical Foundation & Discipleship

- **Scriptural Instruction:** Design, select, and lead engaging, scripture-based curricula for weekly gatherings and Sunday School, ensuring that teaching is both theologically sound and applicable to modern adolescent life.
- **Spiritual Mentorship:** Provide pastoral care and one-on-one mentorship to help students navigate challenges through a biblical lens, with the ultimate goal of leading youth toward a lifelong commitment to Christ.
- **Spiritual Questioning:** Provide an environment that encourages students to ask honest questions and wrestle with their beliefs, modeled on Jesus' consistent positive response to honest questions—even challenging ones.

2. Strategic Program Architecture & Traditions

- **Establish a Predictable Rhythm:** Create a clear, annual calendar (weekly meetings, monthly service, seasonal retreats) that becomes a "predictable positive" for families.
- **Build Lasting Traditions:** Curate "signature events" and annual traditions that youth look forward to throughout their time in the ministry, fostering a unique culture and identity within the church.

3. Milestone & Transition Ministry

- **Design Rites of Passage:** Lead and mark key transitions, such as welcoming rising 6th graders from Children's Ministry, the Confirmation process, and celebrating high school graduation.
- **Intergenerational Connection:** Create opportunities for youth to integrate into the wider life of the congregation and participate in worship leadership.

4. Stakeholder Communication & Advocacy

- **Parent Partnership:** Maintain consistent communication with parents via multi-channel strategies (email, social media, direct messaging) to ensure they are informed and equipped to lead spiritual development at home.
- **Inclusive Engagement:** Demonstrate the ability to relate to a wide variety of youth, ensuring the ministry is an inclusive space for all students regardless of their backgrounds.

QUALIFICATIONS

- A vibrant, growing personal relationship with Jesus Christ.
- 2+ years of youth ministry leadership or equivalent experience.
- Bachelor's degree in Theology, Youth Ministry, or a related field preferred.

Compensation & Supervision

Total Compensation Package: \$46,000 – \$60,000

The Director of Youth Ministries will be directly supervised by the Senior Pastor, work with the Youth Committee, and is ultimately responsible to the Session of Highland Presbyterian Church. The Personnel Committee, in conjunction with the Senior Pastor, will conduct regular evaluations.