

# UNIVERSITY



PRESBYTERIAN CHURCH  
CHAPEL HILL, NORTH CAROLINA

To our future Director of Youth Ministries,

Greetings from University Presbyterian Church (UPC) in Chapel Hill, North Carolina. We don't know who you are yet. We don't know if you are a morning person or a night owl (or perhaps the rare unicorn who is both). We don't know if you put both socks on first and then your shoes or adhere to the Sock-Shoe-Sock-Shoe method. We don't know what your walk-up song would be, but we are eager to find out as we look for a committed Christian leader to minister with and among our youth.

Grace and Gratitude are the foundation for everything we do at UPC. As the recipients of God's unconditional love, we respond to that gift with deep thanksgiving in every aspect of our lives. This is the frame for all ministry in this family of faith. For this reason, there are no "shoulds" lobbed at our students, and guilt is simply not in our toolbox. UPC seeks a partner who will help us establish that foundation for our young people.

To tell you a bit more about UPC: We are a church with nearly 200 years of history serving the Chapel Hill community. We are located directly across the street from the University of North Carolina, and we have maintained a vibrant ministry to college students for decades. That same passion for student ministry extends to our middle and high school students as well. Taking our cues from Christ, we are a church that practices offering a wide and inclusive welcome to all people. If every person is a child of God, then every person is worthy of our respect and care.

UPC is also a church that values its staff team. The Director of Youth Ministries is a full partner alongside the clergy and other program staff in shaping the life of the Church and has full authority to shape ministry among the youth in partnership with the Youth Committee and the student-led Youth Engagement Council. There is also ample support for the Director through regular, supervisory conversations with a Head of Staff or the appropriate Associate Pastor. We also encourage and support ongoing education to sharpen the skills needed to be most effective in a shifting context for ministry.

Youth Ministry is physically, mentally, and emotionally demanding, so rest and renewal is crucial. UPC expects its staff to maintain regular time off and to take compensatory time after a long weekend or week-long trip. Additionally, ALL program staff are granted a Sabbatical for every five years of service to the church, and yes that can be during the summer, youth trips notwithstanding. The health of our team is something that we take seriously.

There's an old Spiritual that goes, "Somebody's knockin' at your door." If any of this sounds like Christ is knocking at your door, we would love to hear from you. You can review the Job Description below to learn more about the responsibilities and the compensation range that is based on experience. Please submit a resume and some short, one-paragraph answers to the questions attached below **by midnight on April 16th**. Send all materials to Rev. Jarrett McLaughlin at [jarrett@upcch.org](mailto:jarrett@upcch.org). Please include your first and last name in the file name.

**Position Title:** Director of Youth Ministries

**Reports to:** Head of Staff / Associate Pastor for Family Ministry (in Time)

**Directly Supervises:** Occasional Interns

**Status:** Full Time

**Compensation:** \$49,000 - \$54,000 Salary + Board of Pension Benefits

**FLSA:** Exempt

### **Job Summary**

The Director of Youth Ministries provides vision, direction, and implementation of all programming for youth (6th-12th grade) that is responsive to a dynamic and changing culture and context but rooted in deep discipleship.

### **Essential Functions**

In partnership with the Youth Committee, envisions and directs educational and faith formation programming for 6th-12th grade students.

Provides pastoral care support for youth and their families in tandem with program staff.

Provides for the organization and leadership for youth trips and retreats to further faith development outside the walls of UPC.

Recruits, trains, equips, and supports youth ministry volunteers for Sunday school, youth group, confirmation, small groups, travel experiences, etc.

Helps youth cultivate intergenerational relationships within the church community.

Collaborates with other UPC program staff and volunteers to invite youth deeper into the larger life of the Church.

Provides opportunities for youth parents to enjoy fellowship, education, and support.

Creatively attends to the transition children experience between Children's ministry and Youth ministry.

### **Other Responsibilities**

Worship leadership – frequency determined in consultation with supervisor

Participate in Session meetings

Service to the larger church through conference/retreat leadership

## Core Competencies

Communication – Can articulate *why* youth ministry matters as readily as *what* is happening with youth ministry in service to that “Why.”

Leadership – Can inspire others to follow, both the youth themselves as well as the volunteers who serve the youth program on multiple levels.

Mentoring – Identifies and cultivates gifts for leadership within young people as well as in Adult volunteers.

Inclusion – Actively cultivates an environment that is inherently welcoming to all students with special attention to students who may feel on the margins due to their gender identity, sexual orientation, racial identity or simply as a recent arrival within the community.

Organization – Can manage details for multiple programs at the same time.

Pastoral Care – Is responsive and sensitive to the wide variety of pastoral realities among students, and capable of resourcing parents, too

Child/Youth Development – Demonstrates a grasp of the stages of child development and matches spiritual formation to each age group accordingly.

Hospitality – Recognizes that students seek belonging long before believing and therefore makes space for youth in all stages of their faith journey, welcoming questions and accommodating those who challenge the tradition as much as those who embrace it.

**So that the committee might get to know you a bit, please include a cover letter introducing yourself and sharing some brief responses to the prompts below:**

- 1. Briefly describe your call to youth ministry.**
- 2. Share with us some of your conviction around diversity, equity, and inclusion and how those convictions have been shaped by the Gospel.**
- 3. How do you have fun or practice self-care?**