



First Presbyterian Church of Charlotte

FOR CHRIST IN THE HEART OF CHARLOTTE

Director of Youth Ministry

Job Description

Reports to: Associate Pastor for Christian Formation and Young Adults

Status: Full Time

FLSA: Exempt

Job Summary

The Director of Youth Ministry (DYM) will work to develop a sound Christian foundation for youth at First Presbyterian Church by providing theological insight and understanding of how scripture is relevant and equipping them with the knowledge and ability to articulate and live out their faith. The DYM will work to create and develop a relational ministry with middle school and high school youth and their families at First Presbyterian Church in Charlotte. They will set long range vision and planning in conjunction with the Associate Pastor of Christian Formation and Young Adults (APCFYA).

Mission

The mission for Youth Ministry is to equip and nurture Christ-centered relationships by serving as a spiritual bridge between our youth, their families and the greater community. Through worship, service, witness, and Christian discipleship, the Youth Ministry will help prepare youth to articulate and live their faith now and throughout their faith journey.

Essential Functions

Leadership and Administration

- Provide spiritual leadership to middle school and high school students and their families, equipping students to be followers of Jesus Christ
- Create a safe haven for students to interact with others, provide mutual support for each other, and explore their faith
- Be responsible for the planning, organizing, and coordination of youth ministry of First Presbyterian Church
- Recruit and train adult volunteers to serve as teachers and advisors
- Promote and encourage leadership among students and adult volunteers, advisor mentors, and partners in ministry
- Coordinate Youth Ministry Communications (emails, newsletter, publicity, texts etc.)
- Assist the APCFYA with incorporating youth in all aspects of the church's life and within the greater Church
- Evaluate the ministry programs on an ongoing basis, with consideration building new programs, and discontinuing old programs when appropriate
- Lead with the Middle School Youth Council
- Lead with the High School Youth Council
- Serve as the staff member to the Youth Ministry Sub-Committee

- Assist the Nominating committee in the nomination and training of Youth Elders and Deacons
- Attend Youth Ministry programs and trips as required

Spiritual Nurture/Teaching

- Plan, implement, and evaluate educational and fellowship opportunities for middle school and high school youth (i.e. Sunday School, Presbyterian Youth Connection, Small Groups, etc.)
- Approve curriculum and formation schedule for youth with the APCFYA
- Coordinate with the APCFYA in planning and implementing Confirmation for 8th graders, their families, and sponsors
- Create and implement Anti-Racism and diversity education for youth and families
- Help represent and coordinate youth participation in worship
- Share the gospel of Jesus Christ with youth and families through conversations about day-to-day life

Relationship Building/Pastoral Care

- Assist in reporting pastoral care for youth and families at the direction of the Associate Pastor of Congregational Care
- Initiate relational time with students in one-on-one, small, and large group settings
- Plan and recruit youth for summer conferences, retreats, and mission trips
- Celebrate with youth and families (birthdays, graduations, obtaining their license, and the many other ways families invite you into their lives)
- Equip youth advisors and teachers to take a greater role in the lives of youth and offer meaningful training opportunities

Minimum Qualifications

- Bachelor's Degree from an accredited college or university
- Ministry experience in a church environment
- Understanding of and commitment to PCUSA Reformed theology, or willingness to learn
- Ability to plan and travel with youth on mission trips and retreats
- Diversity training and/or experience in a diverse and inclusive setting preferred
- Experience with virtual educational programming and digital proficiency preferred
- Ongoing, vibrant commitment to learning and growing in personal relationship with Jesus Christ through continuing education and professional development opportunities

Compensation

The compensation package will vary according to the candidate's experience and education. The anticipated salary range is \$53,000-58,000 plus benefits.