



Children & Youth Program Director

Reports to: Pastor/Head of Staff

Schedule: .75 FTE/Three-quarter time

FLSA Status: Exempt

Davis Community Church is seeking a compassionate, energetic, and spiritually grounded Director of Children and Youth Ministry to lead and grow an inclusive, vibrant program for children and youth. This three-quarter time (0.75 FTE) position offers a unique opportunity to shape the spiritual lives of young people and support families within a dynamic, progressive congregation located in the heart of downtown Davis.

Applications:

Complete applications include cover letter, resume, and responses to supplemental questions. Incomplete applications will not be considered. Applications may be submitted via this site's utilities or by emailing HR@dccpres.org.

Qualifications:

- A minimum of 5 years of experience in youth leadership, including at least 3 years in youth ministry leadership.
- Bachelor's degree preferred.
- Agreement with DCC's theological perspectives and mission statement.
- Enjoys spending time with children and teens, with an unconditionally positive regard for all, including LGBTQ+ young people.
- Highly organized and able to manage multiple projects involving numerous collaborators.
- Outstanding group facilitation and teambuilding skills with young people.
- Strong communication skills, including public speaking and presentation.
- Collaborative leadership style with effective team building and delegation skills.
- Ability to take initiative and to work both independently and as part of a ministry team. Reliable and responsible.

Key Responsibilities:

Leadership and Vision

- Develop and implement a ministry strategy for all youth age groups aligned with DCC's mission.
- Oversee Sunday programs, youth meetings, events, retreats, and outreach.
- Represent DCC in ecumenical and community partnerships (e.g., Davis Progressive Youth Collective).

Program Development

- Manage Sunday school curriculum and volunteer coordination.
- Lead youth meetings and seasonal events.
- Promote programs in collaboration with communications staff.
- Coordinate confirmation classes and joint activities with youth collectives.

Volunteer Management

- Recruit, train, and support volunteers.
- Ensure compliance with safety and training requirements.
- Lead regular volunteer meetings for planning and team building.

Relationship Building

- Foster meaningful connections with children, youth, and families.
- Create welcoming spaces for fun and spiritual growth.
- Maintain outreach and engagement with families and faith communities.

Administration and Safety

- Meet regularly with ministry team and manage the budget.
- Enforce safety protocols (e.g., check-in/out, emergency drills).
- Maintain accurate records and coordinate facility upkeep.

Work Schedule:

Nominally 30 hours per week. Includes Sundays as a regular workday, some evenings, and occasional weekend events.

Compensation and Benefits:

\$51,250 - \$58,600/year DOQ

Medical, dental, vision, 403(b) retirement fund with employer contribution, 11 holidays, paid vacation, and paid spiritual leave.

DCC's mission statement:

We are a welcoming community, nurturing the wellbeing of people and place, and helping all to flourish—body, mind, and soul—as we embody the love of Christ. We embrace diversity, cultivate a wide array of spiritual practices, and steward our resources sustainably for the common good. Through deep partnerships based on companionship, cultural humility, and co-development, we extend our mission beyond our walls, working together to create a more just, compassionate, and connected world.

Supplemental Questions

How do you define “welcoming and inclusive” in the context of a Christian children’s and youth program?

How do you foster a sense of belonging in a class or youth group?

Describe your strategy for building and motivating teams of adult volunteers in children’s and youth programming.

How do you encourage young people live out their faith in everyday life?