

**Director of Youth and Young Adult Ministries**  
**First Presbyterian Church**  
Charlottesville, Virginia

**Purpose**

The Director of Youth and Young Adult Ministries teaches the faith and equips the saints for the work of ministry (Ephesians 4:12) by providing ministries of spiritual formation, education, and community that nurture and transform the faith and spirituality of youth (grades 6-12) and young adults (approximately ages 18-40). This role seeks to cultivate lifelong discipleship by accompanying young people through key transitional seasons—adolescence, emerging adulthood, and early vocational and relational formation—while integrating them fully into the worship, mission, and communal life of First Presbyterian Church.

**Primary Responsibilities**

1. Relational Ministry & Pastoral Presence
  - Develop authentic, sustained relationships with youth and young adults, serving as a model, mentor, coach, and companion in faith development.
  - Maintain a consistent pastoral presence through regular programming, informal gatherings, retreats, mission experiences, and milestone moments.
  - Provide appropriate pastoral care in collaboration with the pastoral staff, referring when necessary.
2. Program Vision & Leadership
  - Envision, plan, and implement Christian education, spiritual formation, and community-building ministries for youth and young adults.
  - Design ministry pathways that honor developmental differences while fostering continuity from middle school through young adulthood.
  - Evaluate and adapt curricula, programs, and practices annually to ensure theological depth, relevance, and faithful formation.
3. Integration into the Life of the Church
  - Intentionally integrate youth and young adults into the intergenerational life of the congregation, including worship, mission, leadership, and fellowship.
  - Encourage participation in worship and develop opportunities for young people to serve as leaders, readers, musicians, mentors, and partners in mission.
  - Collaborate with church staff and ministry teams to align youth and young adult ministry with the congregation's broader mission and vision.

4. Family & Community Engagement
  - Partner with parents and caregivers to support faith formation in the home.
  - In collaboration with the Communications Director, maintain clear, consistent, and proactive communication with families, youth, and young adults.
  - Foster spaces for honest conversation, spiritual questioning, and faithful discernment.
5. Volunteer Development & Leadership Formation
  - Recruit, train, support, and supervise volunteers for youth and young adult ministries.
  - Equip adult leaders to serve as faithful mentors and companions across generations.
  - Cultivate a leadership culture grounded in hospitality, trust, and accountability.
6. Administration & Accountability
  - Maintain appropriate records, calendars, and program planning documents.
  - Comply with all First Presbyterian Church policies, including child and youth protection policies.
  - Perform additional duties as assigned by the supervising pastor.

**Accountability & Supervision:** Supervised by the Associate Pastor and accountable to the Session through the Personnel Committee.

**Qualifications:** Bachelor's degree required, theological education or graduate study in ministry or a related field preferred; a personal commitment to ministry in obedience to Jesus Christ, under the authority of Scripture; demonstrated experience and passion in youth and/or young adult ministry; solid biblical and theological grounding, with appreciation for the Reformed tradition of the PC(USA) and Christian spiritual practices; strong organizational, relational, and communication skills; ability to work effectively on teams, practice hospitality, and foster healthy, positive interpersonal relationships across generations.

**Employment Category:** full-time, exempt

**Benefits:** 60,000 to 70,000 plus benefits

**How to apply:**

- A resume
- A brief cover letter describing (1) your approach to relational ministry, (2) your experience with youth/young adults, and (3) what draws you to this role

Send materials to: [RThompsonOrfield@firstprescharlottesville.org](mailto:RThompsonOrfield@firstprescharlottesville.org)

Applications will be reviewed on a rolling basis.