

Director of Children and Youth Ministries
Blacksburg Presbyterian Church

Purpose: To nurture the spiritual growth of children, youth, and their families by collaboratively and creatively leading BPC's ministries to children, youth, and their families, and to contribute to the overall ministry of Blacksburg Presbyterian Church as we work to build a vibrant worshiping congregation marked by expansive welcome, thoughtful worship, life-long formation, and the pursuit of love and justice in the world.

Accountability: Reports to Head of Staff. Annually evaluated by the personnel committee.

Responsibilities:

- Lead ministries that embody BPC's commitment to Jesus' welcome of all, with particular attention paid to children and youth who may be excluded in other areas of life, including children and youth who are LGBTQ+, neurodivergent, or who have disabilities that may or may not be visible.
- Collaborate with children and youth elders to create and sustain children and youth ministries committees to emphasize equipping and training volunteers and building sustainable models of ministry.
- Direct Sunday morning ministries including nursery care and Sunday school for children through 12th grade. Purchase or develop curricula for pre-school through high school classes.
- Direct youth group for 6th-12th grade. Develop plans collaboratively with volunteer advisors, student interns (if applicable), and youth. Actively work to increase the number of youth who participate in youth group.
- Together with the pastor(s) provide for regular confirmation classes.
- Expand children's programming beyond 9am Sunday school and occasional special events.
- Together with relevant committees plan special events and summer activities, including VBS and mission trips and/or participation in Massanetta and Montreat Youth Conferences.
- Develop relationships with parents and families and create ministry opportunities to serve them
- Develop creative ways to minister to children and youth who are not able to participate in Sunday activities.
- Recruit volunteer caregivers, teachers, and youth advisors with an emphasis on inviting volunteers who have not previously been involved and/or who do not currently have children or youth in the programs with which they are volunteering.
- Equip and support volunteers and any interns through regular communication, training opportunities, and occasional gatherings.
- Regularly engage in personal professional development.
- Hire and supervise paid nursery staff and any interns supporting youth ministry.
- Together with the pastor(s), other staff, and volunteer ministry leaders, work to build intergenerational community and involve children and youth in worship, mission, fellowship, and all aspects of church life.

Qualifications:

- At least five years of experience (paid or volunteer) leading children and/or youth ministries, preferably in religious contexts. Experience in other settings such as teaching, coaching, leading scouts, etc. is acceptable.
- Strong demonstrated administrative and organizational skills communication, coordinating programs, and recruiting and managing volunteers.
- A passion and gift for connecting with people of all ages and particularly building rapport with children and youth.
- A desire to involve an entire congregation in ministering to children and youth.
- Be a committed Christian who is theologically aligned with BPC's theology; this must include affirmation of members of the LGBTQ+ community and an acceptance of a wide variety of spiritual and Christian understandings, including those differing from their own.
- Experience or membership in PC(USA) congregations is preferred; experience or membership in theologically aligned denominations is acceptable.
- Ability to pass a criminal background check, maintain a safe driving record, and demonstrate a commitment to safe church policies.

Terms of Employment:

- This is a full-time salaried position. Salary between \$50,000 and \$60,000, commensurate with experience.
- Weekly office hours are flexible, but Sundays and Christian holidays are required.
- Terms will include paid vacation and continuing education time. Other benefits can be negotiated.