



Director of Youth Ministries

Purpose

The primary purpose of the youth Ministries Director is to introduce young people to Christ; disciple them in spiritual growth; promote their knowledge of the Word of God; and prepare them for an ongoing and growing individual relationship with Christ. The Youth Pastor will also partner with parents, volunteers, and the wider congregation to cultivate an intergenerational ministry that equips the next generation for faithful Christian living.

Accountability

The DYM is directly responsible to the Pastor with regular coordination for vision, strategic planning, prayer, and guidance is expected.

Qualifications

- A personal, growing relationship with Jesus Christ as Lord and Savior, demonstrated through life and testimony.
- Formal education in Biblical or theological studies preferred.
- Prior experience in youth ministry leadership, including teaching, discipleship, and program development preferred, not required.
- Strong organizational, leadership, and communication skills, including appropriate use of social media and technology.
- Commitment to the 7 essentials of faith and mission of the Evangelical Presbyterian Church.
- Ability to recruit, train, and mentor volunteers across generations.
- Completion of background checks, Safe Environment training, and First Aid/CPR certification (or willingness to obtain).

Ministry Focus

- **Youth (Grades 7–12):** Provide Christ-centered teaching, discipleship, fellowship, service opportunities, and outreach. Equip students to apply God's Word to their lives and prepare graduating seniors with a firm foundation of faith.
- **Parents & Families:** Partner with parents to encourage participation, resource families in discipling their children, and foster intergenerational ministry.
- **Congregation & Community:** Build mentoring relationships between youth and the wider congregation, integrate youth into worship and service, and provide outreach opportunities that connect with the community.

Primary Responsibilities

- Plan, organize, and lead weekly youth group gatherings, Bible studies, and discipleship opportunities.
- Equip and encourage youth to participate in worship, service projects, and leadership opportunities within the church.
- Plan and lead annual mission trips, retreats, camps, and service opportunities that promote spiritual growth and servant leadership.
- Recruit, train, and mentor adult volunteers to assist in youth and children's ministries.
- Provide pastoral care, mentoring, and relational ministry to youth and their families.
- Encourage outreach through creative programming, events, and personal invitation.
- Maintain effective communication with parents, congregation, and community through bulletins, newsletters, social media, and the church website.
- Manage the youth ministry budget responsibly, in cooperation with the Pastor.
- Ensure compliance with all Safe Environment and background check policies.
- Continue personal growth and development through study, conferences, and peer relationships.

Expectations

- Full-time position
- Regular participation in staff meetings and Session meetings (as needed).
- Commitment to team ministry with the Pastor, staff, and congregation.
- **Must become an active member of Avery Presbyterian Church within the first year of employment and maintain active membership throughout tenure.**

Evaluation

The Pastor and Personnel Committee will conduct an annual performance review. Salary and benefits will be reviewed annually based on performance.

Interested Applicants should send their Resumé and letters of reference to:
pastor.don@averychurch.com