Director of Children and Youth Ministries

Hickory United Evangelical Presbyterian Church

DATE: August 3, 2026

POSITION: Pastor of Youth Ministries

DATE POSITION STARTS:

JOB CATEGORY: Full-Time

PRIMARY RESPONSIBILITIES

The Pastor of Youth Ministries will be part of the church ministry to develop and lead children, middle and high school youth and their families to follow Christ and develop a personal relationship with Him. This position is to not only organize but lead in all activities, with a priority of spending relational time interacting with the youth.

SUPERVISION

The Pastor of Youth Ministries works under the supervision of the Pastor in conjunction with the chairs or their designee of the Discipleship and Personnel Committees.

JOB RESPONSIBILITIES

- Share a passion and excitement for Jesus Christ and to love students where they are, point them to Jesus Christ and disciple students to follow Jesus and effectively communicate God's Word to them.
- Develop and grow the children and youth programs and the relationships with students and their families both numerically and spiritually to strengthen and serve every child, youth and family in our community. This includes:
    - Regular Upward program involvement with participating youth and their families
    - Coordination of interactive kid activities during fellowship luncheons
    - Regular involvement to encourage participation in Scripture memory work program
    - Special event planning for: Sunday School Kick-Off Day, church picnic, Graduation Sunday, VBS and other similar events
- Create a safe environment for children and youth to feel welcome and accepted.
- Develop and lead all children and youth activities and events both at church and away including:
    - regular youth meetings
    - regular children meetings
    - prepare lesson plans and
    - prepare and teach youth Sunday school
    - special events
    - weekend retreats
    - mission trips
- Build, equip, and encourage adult volunteers to love and minister to students by fostering an environment that our children & youth ministries are an all-church member responsibility. Adhere to policy.

- Work with the Discipleship Committee to grow a student program to allow for seamless transition throughout an individual's discipleship pathway.
- Develop training sessions for children's Sunday school teachers.
- Oversee the publicity and promotion of children and youth-related activities. Regularly update and maintain communication channels for students and parents with social media, text, and email to encourage regular attendance, provide updates, and generate interest.
- Ensure implementation of VBS program
- Organize a calendar three months out
- Attend high school, community, children and youth events regularly to become the face of student ministry at HUEPC.
- Includes interaction with but not limited to: Head of Staff, Personnel, Outreach and Discipleship committees and cultivating relationships with other community youth leaders.
- This is a full-time position of 40 hours/week with a flexible work schedule to be determined by activities and events within the church and community. (May include nights, weekends and multi-day summer trips.)
- Attend regular staff meetings and Discipleship meetings.
- Regular Sunday attendance.

SPECIFIC PROGRAMMING ELEMENTS

- Sunday School
- Kidventure – weekly
- Youth Group – weekly
- Additional special youth events per month, including at least one service project per semester
- Winter Retreat
- Summer Mission Trip

QUALIFICATIONS, REQUIRED SKILLS AND EXPERIENCE

- Committed Christian with an evangelistic heart and passion for children, youth and their families that is contagious.
- Bachelor's degree in youth/student ministry or related field. Master of Divinity preferred.
- Should be a strong leader but also be approachable and outgoing, with a desire to work as a team player with staff and volunteers.
- Fully supportive of the theology of the EPC and the vision of HUEPC
- Able to obtain necessary state and federal clearances to work with youth and children.
- Must live in a close geographic location to Hickory UEP Church.

CLEARANCES

Candidates for this position must complete the required background check.

- Act 151 Child Abuse Application
- Act 34 Criminal Record
- Act 114 Federal Record Check
- Arrest/ Conviction Report and Certification Form

HOURS & COMPENSATION

This position will be full-time. Additional hours may be needed for special events or for unusual circumstances. Base compensation is $55,000 annually plus a $1000 study leave and medical benefits.

PROBATIONARY PERIOD

There will be a 6-month probationary period with a 3-month review to ensure that expectations are clear and reasonable on the part of the new staff and the church.

Interested candidates can submit their resume to office@hickoryunitedepc.org