

Youth Ministry Director

Westminster Presbyterian Church | Lubbock, TX

MinistryHub is honored to partner with Westminster Presbyterian Church in their search for a Youth Director. Please direct all applications through MinistryHub and any inquiries to hello@ministryhub.org.

Are you a relational ministry leader with a heart for helping middle and high school students become lifelong disciples of Jesus?

Do you love walking with students through formative years while also partnering with parents, volunteers, and the broader church family?

Are you excited to help build a youth ministry where students are known, discipled, equipped, and integrated into the full worship, service, and community life of the church?

About Westminster Presbyterian Church

Westminster Presbyterian Church is a multigenerational EPC congregation in Lubbock, Texas, dedicated to glorifying and enjoying God forever. Located near Texas Tech University, Westminster is a welcoming church family rooted in Scripture, worship, connection, service, and mission.

The church has a long history of faithful ministry in Lubbock and is currently in a season of renewed energy and transition. Westminster has recently invested in significant building renovations, including a refreshed youth ministry space, and continues to seek ways to help every generation participate meaningfully in the life of the church. The church desires to see students not merely treated as the church of tomorrow, but welcomed and equipped as an important part of the church today.

The Opportunity

Westminster is seeking a Youth Director to cultivate a vibrant, Christ-centered ministry for middle and high school students and their families. This role will focus on building meaningful relationships with students, equipping them for lifelong faith in Christ, partnering with parents, developing volunteer leaders, and integrating students more fully into the worship, discipleship, and mission of the church.

This is an important role in the life of Westminster. The next Youth Director will step into a ministry with strong potential, a steady group of students, a newly refreshed youth space, and a congregation that cares deeply about seeing students grow in faith, leadership, and belonging. The right candidate will bring deep Christian faith, relational warmth, maturity, organizational follow-through, and a genuine calling to student discipleship.

Primary Responsibilities

Student Discipleship and Relational Ministry

- Build consistent, relational presence with middle and high school students through weekly programming, events, small groups, personal engagement, and appropriate presence in students' lives.
- Disciple students through teaching, mentoring, prayer, worship participation, and life-on-life ministry.
- Help students grow in their faith, understand Scripture, use their gifts, and take meaningful ownership in the life and ministry of the church.
- Encourage students to participate in worship, service, intergenerational ministry, mission, and the broader life of Westminster.
- Attend student extracurricular activities as schedule permits to support relational ministry.
- Provide spiritual care, prayer, and support primarily to students and their families, referring broader pastoral care needs to the Senior Pastor, staff, elders, or deacons as appropriate.

Parent Partnership and Communication

- Partner with parents and guardians in the spiritual formation of their teenagers.
- Communicate clearly and consistently with parents regarding ministry opportunities, event details, student needs, schedules, registrations, deadlines, and expectations.
- Walk alongside parents with prayer, encouragement, and pastoral sensitivity as they navigate the joys and challenges of raising teenagers.
- Help rebuild and strengthen parent trust, engagement, and partnership through reliable communication and relational accessibility.

Volunteer Leadership and Ministry Team Development

- Recruit, train, equip, schedule, and support adult volunteer leaders who serve in student ministry.
- Develop a healthy volunteer culture marked by prayer, preparation, shared leadership, spiritual maturity, and care for students.
- Lead and mentor adult volunteers in facilitating student discipleship groups and ministry activities.
- Work with parents, church members, interns, and ministry teams to mobilize support around students.
- Help create clear roles, rhythms, and expectations for volunteers so the ministry is supported by a strong team rather than carried by one person alone.

Program and Event Leadership

- Plan, lead, and oversee weekly student ministry programming, including Sunday morning spiritual formation, midweek gatherings, small groups, fellowship activities, retreats, camps, mission experiences, and outreach events.

- Develop and deliver age-appropriate teaching and curriculum that reflects Westminster's commitments to worship, connection, and service.
- Help build a thoughtful long-term discipleship pathway so students are formed in Scripture, theology, prayer, mission, worship, and Christian living during their middle and high school years.
- Coordinate and provide leadership to Westminster's annual Confirmation class.
- Facilitate opportunities for students to participate in worship leadership, including Student Sunday and other regular expressions of student involvement.
- Collaborate with local ministry partners and churches where appropriate, including shared camp and ministry experiences.

Church Integration and Staff Collaboration

- Collaborate with church staff, elders, deacons, committees, and lay leaders to integrate student ministry into congregational life.
- Assist in worship planning and leadership as appropriate.
- Participate in staff meetings, one-on-one meetings, ministry planning, and relevant committee meetings.
- Support Westminster's all-church outreach initiatives and help students participate meaningfully in mission and service.
- Work within Westminster's EPC theological framework, staff culture, and shared ministry rhythms.

Administration and Ministry Operations

- Manage and oversee the Student Ministry budget in coordination with the Senior Pastor, Session, and Director of Church Operations.
- Track and manage registrations, payments, permissions, waivers, and required documentation for student events, retreats, and trips.
- Track and maintain attendance for youth ministry programs and events.
- Ensure compliance with all Westminster youth protection policies and procedures.
- Maintain confidentiality and exercise pastoral discretion.
- Keep ministry communication, planning, and logistics organized so students, parents, volunteers, and staff are well supported.

Qualifications

The ideal candidate will be a spiritually mature, relationally gifted leader who loves Jesus, loves students, and is ready to help Westminster's youth grow in their walk with Christ.

- A clear Christian faith and demonstrated spiritual and emotional maturity.
- A genuine calling to discipleship and relational ministry.
- Strong biblical foundation and ability to teach students with theological clarity, wisdom, and care.
- Bachelor's degree preferred, especially in ministry or a related field.

- Previous experience in student ministry, college ministry, youth discipleship, or a related ministry setting.
- Ability to build trust with students and help them grow as disciples, leaders, and active participants in the church.
- Ability to partner well with parents and communicate clearly, consistently, and pastorally.
- Ability to recruit, equip, organize, and lead adult volunteer teams.
- Strong interpersonal, written, and verbal communication skills.
- Capacity to manage multiple responsibilities with organization, follow-through, and attention to detail.
- Collaborative team player with initiative, energy, professionalism, and maturity.
- Competence with basic technology and digital communication tools.
- Willingness to become a member of Westminster Presbyterian Church.
- Successful completion of background checks and required youth protection training.

Schedule, Compensation, and Benefits

This is a full-time position which includes evenings and weekends, depending on ministry demands.

Salary range is \$50,000–\$55,000, depending on experience, qualifications, and fit.

Benefits include:

- Health insurance
- Dental insurance
- Vision insurance
- Life insurance
- Paid time off

Interested in Learning More?

If you are a relational and spiritually grounded ministry leader who wants to invest deeply in students, partner with parents, and help a multigenerational church form lifelong disciples of Jesus, we would welcome the opportunity to connect with you!

To apply for this position, please do so [HERE](#).