

Church of the Atonement

ASSOCIATE REFORMED PRESBYTERIAN

"By God's grace and for His glory, our mission is to bring people from unbelief to maturing, joyful faith in Jesus Christ."

Position: Director/Pastor of Youth Ministry

Direct report: Senior Pastor

Compensation: Competitive; Commensurate with experience. Full medical, dental, vision, and 403b.

Employment status: Full-Time

POSITION OVERVIEW & PHILOSOPHY OF MINISTRY

Atonement seeks a passionate Director/Pastor of Youth Ministry to encourage students to know, love, and live for Christ. Serving a vibrant, multi-cultural congregation in a metropolitan context, the DYM will lead with vision, creativity, and compassion to build deep, intergenerational relationships, support families, and empower the next generation with the gospel to live boldly for Christ. Open to ordained, ordainable, or non-ordained candidates, this role is central to our vision of seeing the next generation lead our church and the world into a future transformed by the gospel.

Our Next Gen ministries are to be defined by the following characteristics:

- **Seriously Fun:** We take having fun seriously and aim to make it a priority in our programming.
- **Creativity, Excellence, and Simplicity:** Outside-the-box thinking that stays true to the mission and honors everyone's time.
- **Collaborative Impact:** Building bridges inside and outside the church to reach the lost and expand the kingdom of God.
- **Dynamic Discipleship:** Empowering students to share the gospel and build transformative community relationships.
- **Parent Partnership:** Supporting parents as the primary disciple-makers through every stage of life.
- **Storytelling:** Sharing the stories that connect parents, the church, and the community to how God is working in and through Atonement.
- **Winsomely Reformed:** Ministry defined by grace, humility, and hope—free from pride, legalism, and fear.

GENERAL DESCRIPTION

The Director of Youth Ministry has the calling to:

- **Know our students and their families.**
- **Feed students and leaders with transformative, Gospel-centered teaching.**
- **Lead students and leaders with Gospel-shaped vision, through example and direction.**
- **Protect and care for students and leaders by equipping families, leaders, and the church.**

PRINCIPAL RESPONSIBILITIES

A. **KNOW our students**

It is said, "Knowing is half the battle." This is true if we are going to minister in the Church. If a student isn't known, they can't be loved. We have to know students before we can help them grow. The DYM will lead our church's efforts to have every student feel known:

As a church, we need to:

- know their name,
- know what matters to them, (hobbies, interests, passions, values)
- know their context, (where they live, school, visit their sports/concerts.)
- know their story, (trials, temptations, and triumphs)
- And know and share the Gospel's implications for their life.

This is a collaborative effort of the DYM, youth ministry team, elders, pastors, and parents. The DYM will lead by example and invitation, through fun and personal, relational ministry with students. The goal of this responsibility is that students and team members know that they are loved by the people of our church and, ultimately, loved by God. Knowing our students requires us to be vigilant in our attendance and engagement at youth events and worship.

B. **FEED students and leaders with transformative, Gospel-centered teaching from the scriptures**

Feeding is an act of service. In the Church, leaders are called to "feed" by teaching and exhorting God's people with the scriptures. Like serving a meal, it carries the responsibility of planning, preparing, and presenting a gospel-saturated teaching in a way that is engaging and nourishes the faith of our students and leaders.

Marks of effective teaching:

- Inspires and equips youth to build their lives on the transformative truth of the Bible as the foundation for faith and living.
- Delivered with a sincere passion that prioritizes engagement and application.
- Exalts the work of Christ and the transforming power of His grace in our lives.

The DYM will be a primary teacher and will oversee the programming of all youth teaching contexts, ensuring we have effective teaching taking place at all times. Additionally, the DYM will train, equip, and empower youth team leaders to be effective in this aspect of our ministry.

C. **LEAD with gospel-driven vision, through example and direction**

"Without vision, people perish." Vision is the cornerstone of effective leadership. Without a clear direction, a ministry will lack focus and purpose. To reach the next generation with the gospel, the DYM, alongside the Senior Pastor and Elders, must discern our ministry context, define our goals, implement strategic plans, and passionately champion the vision. The DYM should strive to take ministry beyond the walls of the church, collaborating with ministry partners and aligning our efforts and leadership with the mission of empowering students and young adults to lead the church and the world toward a gospel-centered future.

To do this, the DYM will first lead by **example**. Before instructing others, the DYM will model Christ-like servant leadership and relational ministry with the students and youth ministry team.

The DYM will also lead through **direction**. The DYM will direct our youth team and church members to minister effectively to our students and their families. In collaboration with the Senior Pastor, the DYM will do this by aligning giftings, equipping with new skills, and supporting with leadership presence. With the support of the Elders, Senior Pastor, and ministry team, the DYM will continuously refine strategies, ensuring impactful discipleship that cultivates a missional ministry.

Marks of effective direction:

- Clear and consistent communication of responsibilities and expectations for Youth Ministry Team members.
- Collaborating with the Youth Ministry Team to create and publish a purposeful annual ministry calendar.
- Consistent communication with parents and students about upcoming events and discipleship goals.
- Collaboration in developing training opportunities for students, leaders, parents, and youth ministry teams focusing on discipleship and training for students and families.

D. PROTECT/CARE

The DYM will make great efforts to protect and safeguard all students within our care. The DYM must abide by and reinforce the Atonement Youth Safety Policy. The DYM will seek to provide spiritual care for every student in crisis, in partnership with pastors, team members, and family elders.

GENERAL/PERSONAL RESPONSIBILITIES

- Participate in weekly staff and monthly committee meetings (Youth Committee and Next Generation Committee).
- Use social media, video, and graphic design to effectively “tell the story”.
- Use our church management software, [Church Community Builder](#).
- Actively pursue professional, spiritual, and physical health.
- Assist in the preparation and management of the annual ministry budget.
- Other duties as assigned.

** All responsibilities are subject to review and revision through conversations with the Senior Pastor.

MUST HAVE:

- A life transformed by the gospel with an abiding love for Christ and His Church
- Bachelor’s degree or comparable work experience in a related field
- Deep passion and proven experience effectively serving in youth ministry
- A team player with excellent communication skills
- Analytical problem-solving capability; able to make sound, critical decisions under pressure.
- Great attention to detail and time-management skills
- Understanding of current cultural trends and issues impacting students
- Alignment with Atonement’s ministry philosophies
- Integrity, discernment, and wisdom.

NICE TO HAVE:

- Gifts in music, graphic design, and videography.
- Bi/multi-lingual
- Masters Degree in Theology; M.Div.