



Position: Director of Youth Ministry

Direct report: Associate Pastor of Next Generation Ministry

Compensation: Commensurate with experience

Employment status: Full Time/Part Time

POSITION OVERVIEW

Atonement is seeking a Director of Youth Ministry (“DYM”) with an incredible passion for leading students to know and love Christ and be transformed by His presence in their lives. The DYM will use their gifts and passion to help us effectively reach and build dynamic relationships with our 50 students, their parents, and the whole congregation in a metropolitan context. The DYM must lead with creativity, competence, and compassion, eager to encourage our teams and members to be present and active in the life of our students. The DYM represents the leadership of the Youth ministry at Atonement.

The vision for all our Next Generation ministries is to be gospel-centered, Christ-exalting, biblically-saturated, Spirit-led, deeply supported through intergenerational relationships of the church, and eagerly reaching out to the community through its families.

Next Gen Ministries should be defined by the following characteristics:

- Welcoming, fun, meaningful and safe environments for all activities
- Relational “in-reach” to our families, strategically relational outreach to our community.
- Supportive to parents as they encourage children toward spiritual maturity
- Producing disciples with a vibrant and visible love for Christ.
- Effective communication with our parents, congregation, and community
- Reformed in theology, with tangible humility and grace.

GENERAL DESCRIPTION

The DYM has the calling to:

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

PRINCIPAL RESPONSIBILITIES (hours per week)

A. KNOWING our students. (12 hours)

Knowing is half the battle. If a student isn't known, they can't be disciplined. We have to know students before we can help them grow. The DYM will lead our church's efforts to make 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)
- know the Gospel implications for their life.

This is a partnership effort of the DYM, youth ministry team, elders, 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 members of our church body and, ultimately, by God. Knowing requires that our Youth team is vigilant in keeping accurate records of attendance and engagement at youth events and scheduled activities.

B. FEEDING our students and leaders with Gospel-centered teaching. (12 hours)

Feeding is an act of service. Like serving a meal, it carries the responsibility of planning, preparing, and presenting a gospel-centered teaching in a way that is **relevant** and **nourishing** to the faith and lives of our students and leaders.

Marks of effective teaching:

- Faithfully unpacks and applies the text.
- Delivered with sincere passion.
- Clearly exalts the work of Christ and the power of His grace in our lives.

The DYM will be a primary teacher in teaching contexts, but will also work to equip and empower youth team leaders. The DYM will oversee the programming of all teaching contexts, ensuring that a Bible-based curriculum, qualified teachers, and reliable schedule are in place.

C. LEADING with gospel-shaped vision, by example and direction (10 hours, 3 hours PT)

"Without vision the people perish." Vision is a necessary part of leadership. If a ministry doesn't know where it's going, it can't be intentional about getting there. The DYM must use the gospel to discern our context for ministry,, to identify our goals in ministry, and to implement our strategies for gospel ministry to effectively reach our students. The DYM has a responsibility to lead with vision, helping to align our ministry and leaders with our priority to see students know and love Jesus and be transformed by His presence in their lives.

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

The DYM will also lead by **direction**. As a director, the DYM has the responsibility of directing team

members to more effectively minister to our students and families. In conjunction with the Associate Pastor of NextGen Ministry, the DYM will work to encourage, equip, recruit, train, and support people, as well as sustain the team in gospel-shaped ministry. The DYM will work with the ministry team to develop and refine strategies for discipling students through regular evaluation.

Marks of effective direction:

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

D. PROTECTION/CARE - (all the time)

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.

E. PERSONAL TRAINING / GENERAL AND OTHER DUTIES (5 hours, Part time - TBD)

- Maintain personal growth and skills development.
- Participate in weekly staff and monthly committee meetings (Youth Committee and Next Generation Committee).
- Utilize our church management software, [Church Community Builder](#), in support of the youth ministry
- Assist in the preparation and management of the annual ministry budget
- Other duties as assigned.

** All duties will be periodically reviewed and adjusted in conversations with the Associate Pastor of NextGen Ministry and Senior Pastor.

KNOWLEDGE AND SKILLS

- Has obtained a bachelor's degree or comparable work experience in a related field [Required]
- Possesses a deep passion for discipleship to Jesus in the lives of students [Required]
- Prior experience leading middle schoolers and high schoolers
- An understanding of cultural trends and issues impacting students today
- A philosophy of student ministry that values deep discipleship and evangelistic programming
- Entrepreneurial and creative leadership qualities
- Experience recruiting and managing a volunteer team
- Ability to teach Biblical and theological truths in age appropriate ways
- Ability to work with others and maintain positive, loyal relationships
- Strong written and verbal communication skills across a variety of audiences
- Works with integrity, discernment, and wisdom with student relationships