

Job Description
Director of Youth Ministries
First Presbyterian Church
Kings Mountain NC

Mission

The Mission of the *Director of Youth Ministries* (DYM) is to insure the youth of the church receive effective and adequate training in the Christian faith, and have opportunities for growth in the faith through fellowship, service, and study. Additionally the DYM should seek to represent the church in our community and create an environment that is both appealing to the young people of Kings Mountain and supports the growth objectives of FPCKM. The ultimate goal of the DYM is to share the glory of God and the story of Christ in a lost and broken world. In this role, the mission begins with the youth of our church, but should expand outwardly in all that we do.

Audience

FPCKM defines *Youth* as young people in grades 7 through 12.

Position

The DYM is a part-time position with a probationary period of 90 days. This position reports to the personnel chair and takes direction from the Pastor. FPCKM offers the DYM 1 week (5 days) of paid vacation, to be approved by the Personnel Ministry Team leader.

This position requires a Commercial Driver's License (CDL) within 120 days of employment.

An efficient employee in this position will typically invest 20+- hours per week in order to effectively plan, prepare and execute the stated mission.

It is fully acceptable for the DYM to maintain secondary employment as long as this employment creates no conflict in time or morality.

Performance

Effective performance for the DYM is defined as constant and measurable growth toward the mission outlined above. Due to the subjective nature of this mission, the leadership of FPCKM has established the following performance evaluation procedures and metrics. The DYM will have quarterly performance reviews and a full performance evaluation annually. In addition, the DYM will receive regular observations and evaluations of sessions, meetings and events to evaluate performance and provide developmental feedback.

The criteria used to measure success in this role includes, but is not limited to:

- Spiritual growth and engagement of the existing young people in the church
- Growth in children and youth participation (New kids brought into the program)
- Growth of the church driven through youth connections
- Quality and professionalism of youth events, programs or services
- Congregational satisfaction with a focus on parents of participating young people

Typical Responsibilities of the DYM

- Attend the worship services at First Presbyterian Church on Sundays.
- Develop relationships with the young people of the church and their families encouraging them in a life of faith.
- Intentionally cultivate adult relationships with parents of youth and other adult members through regular personal and professional interaction.
- Provide leadership in the Youth programs; ex: Selecting curriculum and increasing participation in each program.
- Lead Bible Study, fellowship, and service times for the youth of the church. These programs meet on Sunday nights. These meetings may include dinner provided by parent volunteers which requires coordination.
- Attend events or activities to support our youth, outside of the Church environment (ex...School plays, Sporting events, Award Ceremonies etc.) This is also an opportunity to network and share the gospel with those outside the church.
- Plan events and execute activities for learning and fellowship for the young people of the church and community when regular youth sessions are not meeting. This includes but is not limited to, local outings, conferences, camps, and mission trips that may require traveling.
- In addition, DYM will coordinate travel arrangements and drive the church bus as necessary. (A Commercial Driver's License is a condition of employment and will be required within 120 days of selection if employee does not already have one.)
- Plan and execute a minimum of 6 regular social activities and events throughout the year. This may include picnics, movies, ball games or other events designed to encourage and grow the target audience. The DYM should leverage all the resources of the church to ensure the success of such events, but should understand that ultimately they are responsible for a safe, suitable, comfortable and enjoyable experience during these events.
- Coordinate fundraising events for the youth, to offset the costs involved with mission, service, and fellowship activities. All fundraising activities must be approved by the session.
- Work with the pastor and music director in planning special events and services that are to be led by the youth and children, such as youth Sunday. There will be one youth Sunday every year typically around April. The DYM shall work to include both children and youth in the service and shall have the responsibility of either preaching on that Sunday or appointing age appropriate youth to preach. The order of worship for youth Sunday shall be approved by the pastor during the week before the service.
- The DYM shall regularly and effectively communicate with the congregation regarding any and all activities regarding the youth program. These communications may be made during

announcements or via written correspondence and social media. All communications should be audience appropriate in nature and professionally executed.

- Although the primary audience is not children, the DYM is expected to be active in the Wednesday night children's program to begin cultivating relationships with the children of the church. This program meets during the school year from 5:30-7:00 p.m.
- Coordinate volunteers for all sessions to insure the church is adhering to the Safe Sanctuary requirements as mandated by the session (Refer to Church Policies).
- Attend staff functions such as meetings, retreats, and staff development events as requested by the pastor or session.
- The DYM is required to prepare and present a weekly schedule to pastor for review.
- Leverage the advantages of the provided youth building and take responsibility for its care, cleanliness and organization at all times (housekeeping will be done by the sexton and maintenance will be managed by property and grounds).
- Serve as a Sunday school teacher for the youth class and encourage participation in Sunday school. The Sunday school superintendent, along with the Elder for Christian Education have the responsibility for overseeing the Sunday school program as a whole.
- As a staff member the DYM is required to attend funerals at the church and those held off site for members of the Church, their family members or by special request.
- Minister to the youth and their families in times of sickness and in the event of a death.
- The DYM should be open to the possibility of preaching when called upon to do so by the pastor.

***Note:** These are typical job responsibilities that commonly drive the mission and objectives of the position. The person in this position is expected to adapt and respond to the changing needs of the church as set forth by its leadership (pastor and session) and manage additional responsibilities or change in responsibilities with grace and professionalism.*

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Code of Conduct, Ethics and Character

All Church staff is expected to hold themselves to a higher standard both in and away from the work environment. Our staff should understand that they are an extension of FPCKM at all times and that they represent the church in action and in word in all that they do.

The DYM is expected to be a leader of young people and therefore can be a significant influence in the hearts and minds of developing children. It is important that anyone officially representing the church, especially the DYM, take heed of the responsibility that comes with the ability to shape the young minds of our congregation. As a potential role model, it is expected that the DYM honor the position and the responsibility in their daily walk.

The DYM will follow the direction of the church and faithfully support the church's mission. Additionally, the DYM will help reinforce our core beliefs and walk in lockstep with our leadership as they seek to walk in lockstep with the word of God.

Our Mission Statement is striving to give honor and glory to God in all things. It is the mission of First Presbyterian Church to grow in the grace and love of Jesus Christ, as we reach out to God's people sharing the good news of the gospel through words and actions.

Our Purpose Statement is to Glorify God, Grow Spiritually and to Go Faithfully into the world to serve Him.

What We Believe. The Bible is the written word of God inspired by the Holy Spirit. The Bible is the revelation of God's truth, is infallible and authoritative in all matters of faith and practice. Those who are called to office in the church are to lead a life of obedience to Scripture and to live either in fidelity within the covenant of marriage or chastity in singleness. Marriage is holy; ordained by God; and is between one man and one woman. All are sinners and unable to save themselves from God's displeasure, except by God's abundant mercy. Jesus Christ is the only begotten son of God, our ONLY hope for eternal salvation in life and in death. He alone is head of the church and Lord of heaven & earth.

An effective youth leader will lead by example in seeking out opportunities for service, missions and community involvement without direction from the church.

The DYM will maintain a professional appearance at all times once again holding themselves to a higher standard. Church staff will seek to visually represent the church in a manner consistent with congregational acceptance.