



Youth Ministry Leader

The Youth Ministry Leader is a member of the Family Life Team (FLT) that supports the PAC Youth, Young Adults, Community Groups, Global Outreach, and Pastoral Care ministries. This individual is passionate about personally discipling youth and volunteers to grow in and live out their authentic faith. His/her work is accomplished in a highly organized, detail-oriented manner that also demonstrates flexibility and strong interpersonal skills and he/she discharges all duties in accordance with the mission, vision, and values of PAC. He/she serves as the leader of the Youth Ministry, leading and managing the Youth Ministry team. This individual will report directly to the Family Life Team Leader.

The Youth Ministry Leader is a full-time salaried, exempt position responsible for running and overseeing PAC Youth that includes both High School and Middle School students. Equally important though is helping parents navigate a student's life. He/she also provides support for the other FLT Ministries as needed and determined. The individual provides experience and expertise in the following areas:

Requirements

- Holds a minimum of a Bachelor's Degree with 30 credits minimum in Bible/Ministry training; Master's Degree preferred
- Has or will pursue licensing and ordination/consecration in the Christian & Missionary Alliance within the first six months of hiring
- Experience with developing leaders and volunteers of all ages
- Experience with working well with parents of students
- Experience with pastoral responsibilities (i.e. work with teens preferred)

Key Responsibilities in Youth Ministry

- Provide and promote a clear and compelling vision for PAC's Youth Ministry that includes ministry to both parents and students
- Create and execute a discipleship model for recruiting and training volunteers
- Train, equip, and lead parents to better lead and shepherd their children in a constantly changing digital age
- Communicate consistently with parents, partnering with them in their child's discipleship
- Create and update a Youth Ministry Playbook that covers all areas of the ministry including vision, rhythms, security, conflict management, and leadership qualifications
- Plan and coordinate the execution of weekly Sunday, Tuesday and Thursday experiences, the annual retreats, summer mission trips, and other major events
- Lead the youth ministry staff to accomplish all objectives in a collaborative environment
- Manage and supervise the Assistant Youth Ministry Leader
- Create and be responsible for the annual Youth Ministry budget
- Responsible for 10-week Summer Internship Program for college students which includes onboarding and weekly development as well as coordination with intern managers
- Build and grow a HS/MS worship ministry with the help of volunteers and/or interns
- Evaluate all aspects of Tuesday and Thursday night gatherings, training sessions, and events

- Other duties as assigned

Communication/ Coordination

- Communicate with the Family Life Team Leader regarding victories and challenges
- Consistently contribute to the regular Team Meetings and discussions
- Practice timely, complete, and confidential communication

Team Development

- Be a team player with a positive attitude looking to improve the Team rather than criticize without constructive feedback or recommendation
- Attend Team meetings on a regular basis (monthly) for evaluation, vision casting, strategy alignment, and team development
- Train other pastors and staff to better understand the needs and trends of younger generations
- Build genuine and effective relationships with staff, volunteers, and community

Personal Development

- Have a consistent pattern of Sabbath (intentional, worshipful time to recover away from work and connect with Jesus)
- Pursue professional development through a variety of resources such as publications, building relationships with others in similar ministries, and attending conferences/seminars
- Meet with the Family Life Team Leader monthly regarding personal development goals and ministry-related accountability
- Attend one weekly Sunday service with his/her family
- Be a member of a Community Group
- Give regularly to both the Local and Global Ministry Funds
- Discharge all duties in keeping with a holistic, healthy, and balanced life

In addition to excellent communication and organizational skills, he or she possesses a/an:

- Vibrant personal relationship with Jesus
- Passion to champion the role of the local church
- Willingness to serve others in humility
- Commitment to professional and personal excellence
- Collaborative approach and a team mentality
- Ability to multitask and meet deadlines
- Creative spirit and a passion for innovation
- Track record for consistency and reliability
- Ability to "self-start" (i.e., recognize a need and initiate an appropriate response)
- Knack for resourceful problem solving

In conjunction with his or her daily responsibilities, the Youth Ministry Leader also participates in regular staff development activities such as staff prayer, staff meetings, and staff retreats.