



December 2019

PAC Youth Ministry Leader

The PAC Youth Ministry Leader is a member of the Midweek Ministries Team (MMT) that supports the PAC Youth, Young Adults, Community Groups, Global Outreach, and Pastoral Care ministries. This individual is passionate about developing youth (6th-12th grade students) and their parents in addition to adult volunteer leaders. 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. This individual will report directly to the Midweek Ministries Team Leader.

The PAC Youth Ministry Leader is a full-time salaried, exempt position responsible for running and overseeing PAC Youth which includes both High School (primary focus) and Middle School students. Equally important though is helping parents navigate a student's life. He/she also provides support for the other MMT ministries as needed and determined in coordination with the Team. 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/Theological/Ministry training; Master's preferred
- Has or will pursue license and ordination/consecration in the Christian & Missionary Alliance within the first six months of hiring
- Experience with developing leaders and volunteers of all ages
- Works well with parents of students
- Experience with pastoral responsibilities (pastoral 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
- Use PAC's Steps of Engagement framework to create specific discipleship opportunities for students, parents, and leaders
- Train, equip, and lead parents to better lead and shepherd their children in a constantly-changing digital age
- Create a Youth Ministry Playbook that covers all areas of the ministry including vision, rhythms, security, conflict management, and leadership qualifications
- Have "ICNU" (I see in you) conversations with potential leaders
- Plan and coordinate the execution of weekly MS Sundays, HS Tuesday and MS Thursday experiences, the annual retreats, summer mission trips, and other major events
- Work well alongside the Youth Ministry Coordinator
- Create and be responsible for the annual Youth Ministry budget
- 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
- Manage any Youth Ministry Residents and Summer Interns as appropriate
- Have the ability to adapt to the changing needs of growing ministries

- Contribute to the continuous improvements of our organization, especially within the MMT
- Other duties as assigned

Communication/ Coordination

- Communicate with the Midweek Ministry 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 who seeks to improve the Team by offering 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 Midweek Ministries 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.