

Buncombe Street United Methodist Church
Youth Minister – Full-Time

The Youth Minister is responsible for assisting young people (7th-12th grade) in developing and/or deepening a relationship with Christ. As a part of this purpose, the Youth Minister will provide guidance in spiritual formation and growth in Christian discipleship while providing support to parents and guardians as they work to raise these youth to adulthood.

DESCRIPTION AND RESPONSIBILITIES:

VISIONING:

The Youth Minister works with the Associate Youth Director, in coordination with the Youth Board to develop and evaluate the short term (1 year) and the long term (3-5 years) vision for the student ministry at BSUMC that is aligned and integrated with the larger church body and ministries including: discipleship, service, and spiritual growth through fellowship, worship, and Biblical teaching.

- Result:** Programs, activities, and opportunities that support the short and long term vision of the ministry are developed and implemented.
- Result:** The Youth Minister effectively shares the vision of the student ministry with the youth, parents, volunteers, church staff and the church as a whole.
- Result:** Youth, parents, and staff understand the vision and can articulate how different aspects of the ministry fit into the vision.
- Result:** The vision is something the youth want to share with others and are encouraged to invite friends to student ministry events.
- Result:** The Youth Minister continually evaluates the effectiveness of the ministries in relation to the short and long term vision, including an annual formal evaluation where feedback is gathered from youth, parents, church staff, and the congregation.

RELATIONSHIPS:

The Youth Minister ensures that relationships are being built between the youth, staff, adult volunteers, and the church as a whole. These relationships show guidance, support, and encouragement in their faith development and in all other aspects of their lives. Equally, the Youth Minister should seek to build relationships with the parents of the youth as they seek to raise faithful teenagers.

- Result:** The Youth Minister knows 100% of the youth and their parents in the church directory by name.
- Result:** Regular activities are developed and implemented for the youth to build relationships with each other, invested adults (volunteers, mentors, pastoral leadership, etc.), and BSUMC as a whole both inside and outside of the church building.
- Result:** Small groups are overseen and emphasized as a way to grow faithful relationships among youth and volunteer adults.

- Result:** Systems for tracking, following up, and checking in with youth and families, including those who are new or have not been attending, are implemented.
- Result:** Excellent communication has been maintained with youth, parents, and the church through meetings, e-newsletters, etc. to announce programs and other ministry opportunities.
- Result:** Parent gatherings happen several times a year to educate, answer questions, share the vision for upcoming events, and engage parents in the youth ministry.
- Result:** Continued communication has been maintained with parents to identify any areas of need among the youth and families.
- Result:** Youth are being engaged, while taking into account Safe Sanctuary guidelines, both on campus and in the community (school events, sports events, meet ups for coffee, hospital visits, etc.).
- Result:** Intentional outreach is made to non-member youth and families as an avenue to lead them to Christ.
- Result:** Leadership skills in youth participants have been identified, encouraged, and developed.

PROGRAMS:

The Youth Minister, in collaboration with the Associate Youth Director and the Youth Board, oversees all programs, retreats, trips, and special events with an emphasis on small group ministry. The Youth Minister ensures all programs provide a grace-filled and loving place to share their questions, concerns or beliefs, and encourage their walk with Christ through engaging ministry with youth and their families.

- Result:** A master plan and calendar has been created and shared in coordination with the other ministry staff and Youth Board for all education and leisure activities.
- Result:** Ongoing and regular programs provide elements of discipleship, spiritual growth (fellowship, worship, Biblical teaching), and service that are safe, age-appropriate, and doctrinally-sound and are consistent with the core beliefs of Christianity and the United Methodist Church.
- Result:** Ongoing and regular programs and opportunities are well attended, growing in participation, enthusiasm, and excellence; and an emphasis has been placed on small group ministry.
- Result:** Large group events and retreats have been carried out and organized in a way that offers a variety of experiences both of deep spiritual nature and more evangelistic fellowship nature.
- Result:** The necessities for the program or activity are organized and complete: duties are clearly assigned to the Assistant Youth Director, information is shared with all other necessary volunteers and parties, proper documentation is collected, the required amount of volunteers are secured and trained, and all safety and protection procedures are followed.
- Result:** Youth Minister advocates for youth and their parents in the context of the whole church community, continually bringing to the forefront those issues that are important to the spiritual nurture of youth and their parents.

- Result:** All programs provide evidence of spiritual growth among participating youth through their conversations, decisions, service and example.
- Result:** The curriculum has been selected for Pulse, In-House, retreats, etc.
- Result:** A budget for the program year and individual programs/activities is developed and kept.

RECRUITING:

The Youth Minister works with the Associate Youth Director and the Youth Board to recruit and train volunteers who support all the different aspects of the youth ministry.

- Result:** All volunteer positions have clear results based job descriptions one month before their terms of service are to begin.
- Result:** Ongoing trainings are being provided for youth ministry volunteers including group gatherings and “on-the-go” training times. Spiritual support and encouragement is also provided for the volunteers working hands-on with the youth in the youth ministry.
- Result:** The retention level of youth ministry volunteers is high, providing consistent, long-term leadership.
- Result:** All adults involved in youth ministry programs have gone through the appropriate channels for serving as a volunteer (such as background checks) and that all adults are engaging Safe Sanctuary practices.

SUPERVISING:

The Youth Minister supervises, supports, and collaborates with the Associate Youth Minister and Youth Ministry Intern(s).

- Result:** The Associate Youth Minister is included in the short and long term visioning.
- Result:** Clear direction and expectations are given regarding the division of duties for all ministry programs and activities.
- Result:** Regular meetings occur for planning, check-ins, instruction, and feedback.
- Result:** Annual written and verbal performance review is conducted.

Team Composition (number): 1

Time Commitment: 40 hours per week

Special Talents, Skills Preferred:

- A growing and personal relationship with Christ
- A bachelor's degree in Christian Education or related field and at least 7 years experience in youth ministry.
- Fluency with United Methodist doctrine.
- A great understanding of today's adolescents and families.
- An ability and desire to connect with and meet the needs of youth and their parents/guardians.
- Ability to use judgment and discretion with confidential information.

- Ability to supervise and motivate a diverse staff including meeting performance goals and yearly reviews.
- Excellent communicator through all mediums (oral, written, digital, etc.).
- Self motivated and directed with good problem solving skills.
- Ability to multi-task, prioritize, and meet deadlines.
- Desire to work as a team and in a collaborative environment.
- Ability to handle stressful and difficult situations professionally.
- Trustworthy and ethical in all aspects of life.
- Develop and maintain a budget.
- A desire to always be learning.
- Extensive knowledge and use of Microsoft Office suite.

Resources and Training Provided: Attend continuing education events for youth ministry.