

DIRECTOR OF YOUTH MINISTRIES
Westminster Presbyterian Church, Escondido, CA

PERSONAL CHARACTERISTICS

A primary qualification for serving on our church's staff is a personal commitment to Jesus Christ as Savior and Lord. We also seek a person with spiritual passion, a God-honoring lifestyle, personal integrity, servant leadership, enthusiasm, communication skills, and a willingness to work as part of a ministry team.

PROFESSIONAL QUALIFICATIONS

Applicants should have background and leadership skills in working with Junior Highs, Senior highs, and their parents, in the context of a church or parachurch ministry. The Youth Ministry Director must be committed to conducting his/her life and ministry in accordance with the standards of belief and conduct for church officers as presented in the PCUSA Book of Order sections G-6.0106 a-b and G-6.0108 a-b (see text at end of this document). He/she should also be strongly supportive of the beliefs expressed in the Confessing Church Resolution of Westminster Presbyterian Church (available through our church website). Professionally, the Youth Ministry Director should make it a priority to annually attend a workshop or conference to stay informed on new and effective ways to implement children & family ministry.

ACCOUNTABILITY

The Youth Director will report to the pastor in the performance of the specific duties outlined in the position description, and will be subject to annual review by the Session through the Human Resources Committee and the Pastor.

FINANCIAL COMPENSATION AND ALLOWANCES

This is a full-time salaried position. The position does not include health insurance.

VACATION

In accord with WPC Human Resources Committee

DIRECTOR OF YOUTH MINISTRIES

SPECIFIC WORK RESPONSIBILITIES

- I. To act as ex-officio member of the Christian Education Committee and provide overall leadership to the entire youth program, making it an integral part of the total church life.

- II. Direct a ministry with Junior and Senior High school youth with the goal of spiritual and personal maturity, Christian commitment, and active membership in the church.
 - A. Plan, develop, and lead junior and senior high youth groups (fellowship and spiritual growth programs) and Sunday School.
 - B. Plan, develop, and coordinate periodic/monthly special activities for youth, such as bowling, holiday parties, beach trips, and seasonal activities such as Winter Camp and Summer trips as well as engage the youth in service oriented activities and missions projects.
 - C. Work with the Christian Education Committee in recruiting and training lay advisors to assist in the operation of the program.
 - D. Exercise initiative in building relationships with youth and their families.
 - E. Counsel with youth and their families as needed in consultation with Pastor.
 - F. Timely communication with parents and the congregation through parent's meetings, newsletters, West Pres, bulletin, etc.
 - G. Attend appropriate workshops / conferences to improve skills and build relationships with other youth workers.

- H. Participate in worship in order to grow spiritually and develop a deeper commitment to Christ.
- I. Implement the curriculum and materials for youth meetings and Sunday Church School as recommended by the CE Committee.
- J. Oversee and/or teach Jr. and Sr. High Sunday Church School program.
- K. Assist the Pastor in organizing, developing, teaching, and leading the confirmation program for 8th graders and be available to teach a Sunday School or confirmation class, as needed.
- L. Maintain and develop the Youth Ministry website
- M. Attend all staff meetings and attend Session (governing board) on request.

General Responsibilities and Considerations

- A. Maintain focus on the Lord Jesus Christ in all aspects of ministry
- B. Build friendships and working relationships with the entire church family
- C. Maintain regular office hours
- D. Seek opportunities to involve others in all dimensions of the ministry, rather than doing the ministry for others.
- E. Be visible at regular Sunday morning worship services, for example- serve as a liturgist, assist in worship, occasionally lead children's messages or preach when invited to by Sr. Pastor.
- F. Involve youth in Sunday worship services, on a regular basis. Once a year, plan and
- G. implement an annual Youth Sunday service.
- H. Mentor and coach youth to become full participating members of WPC, in whatever capacity they are called.
- I. Be an active participant in the WPC congregation, including church wide events
- J. Provide leadership and assistance to CE and Fellowship committees in planning family events such as the annual church picnic, Harvest Festival and All Church Retreat.

PCUSA BOOK OF ORDER

G-6.0106

a. To those called to exercise special functions in the church—deacons, elders, and ministers of the Word and Sacrament—God gives suitable gifts for their various duties. In addition to possessing the necessary gifts and abilities, natural and acquired, those who undertake particular ministries should be persons of strong faith, dedicated discipleship, and love of Jesus Christ as Savior and Lord. Their manner of life should be a demonstration of the Christian gospel in the church and in the world. They must have the approval of God's people and the concurring judgment of a governing body of the church.

b. Those who are called to office in the church are to lead a life in obedience to Scripture and in conformity to the historic confessional standards of the church. Among these standards is the requirement to live either in fidelity within the covenant of marriage between a man and a woman (W-4.9001), or chastity in singleness. Persons refusing to repent of any self-acknowledged practice which the confessions call sin shall not be ordained and/or installed as deacons, elders, or ministers of the Word and Sacrament.

G-6.0108

a. It is necessary to the integrity and health of the church that the persons who serve in it as officers shall adhere to the essentials

of the Reformed faith and polity as expressed in *The Book of Confessions* and the Form of Government. So far as may be possible without serious departure from these standards, without infringing on the rights and views of others, and without obstructing the constitutional governance of the church, freedom of conscience with respect to the interpretation of Scripture is to be maintained.

b. It is to be recognized, however, that in becoming a candidate or officer of the Presbyterian Church (U.S.A.) one chooses to exercise freedom of conscience within certain bounds. His or her conscience is captive to the Word of God as interpreted in the standards of the church so long as he or she continues to seek or hold office in that body. The decision as to whether a person has departed from essentials of Reformed faith and polity is made initially by the individual concerned but ultimately becomes the responsibility of the governing body in which he or she serves.

(G-1.0301; G-1.0302) 1