

Youth Ministry Director

Albright Church exists to connect people to the best life possible by helping them to begin the adventure of a relationship with Jesus Christ, belong to an authentic community of faith, and become fully committed followers of Christ.

POSITION PROFILE:

Position Title:	Youth Ministry Director
Duration:	Permanent Full Time
Location:	Albright Church, 3400 DeVries Ave East St. Paul, Manitoba
Start Date:	April 2017
Salary/Benefits:	Compensation will be based on experience and education as per Albright's salary structure, which includes benefits package
Vacation:	As per Albright HR Policy - Salaried Staff
Report to:	Associate Pastor Discipleship
Primary Responsibility:	To minister to the youth of Albright Church, connecting with their families and friends to help them take the next steps on their spiritual journey to begin, belong and become; to help youth realize their full identity and potential in God and their place in society; to mentor leaders and potential leaders toward the use of their gifts and abilities to serve God and others.

OVERVIEW:

The Youth Ministry Director will provide leadership to the Youth Ministry of Albright Church. They will be responsible for the existing volunteer leadership team, developing, resourcing and adding others as required. They will be passionate about and relate well to youth; understanding their culture and how to cultivate an atmosphere of inclusiveness. They will provide opportunity for youth to explore and discover the best life possible in God. They will provide connection points to help all youth within the influence of Albright to grow in faith and in community. They will help to prepare youth as they transition into early adulthood. The ministry will be relational and team based.

SPECIFIC RESPONSIBILITIES:

- Build relationships with youth, early adults and their parents.
- Build and develop a passionate voluntary leadership team.
- Enlist the prayer support and active involvement of parents when appropriate.
- Encourage, communicate and resource parents.
- Provide mentoring/discipleship relationships for youth, where possible.
- Minister to Junior Youth (grades 6-8) and Senior Youth (grades 9-12) to help them take the next step to begin the adventure of a relationship with Jesus Christ, to belong to an authentic community of faith and to become fully committed followers of Christ.
- Develop and provide a two year process that will actively help youth make the transition from youth into early adulthood (age 18-20). This will involve small group environments which actively encourage service and mission opportunities moving towards whole church integration.
- Provide opportunities for worship, discipleship, fellowship, service and mission making sure that all of the purposes are balanced.
- Provide small group environments where youth can ask questions, share, learn and grow in their faith journey.

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- Provide a biblically based and relevant curriculum of teaching.
- Organize fun environments and events where youth can be themselves, enjoy life together and learn to invite and include friends.
- Plan events, camps and retreats.
- Ensure transitions from the Children's Ministry to Youth Ministry are as smooth as possible and that all youth are helped to take the next significant step.
- Encourage youth to see themselves as part of whole church family life and develop intergenerational connections.
- Develop opportunities for youth to use their gifts and abilities to serve God.
- Encourage significant next steps such as baptism and membership.
- Other duties that apply to youth ministry as assigned by the Associate Pastor of Discipleship.

USE OF TIME:

This role is envisioned to go beyond programming to relationships. While time will be set aside for programming, communication and ministry preparation we encourage the wise use of time to build relationships with the youth, parents and within the community.

TEAM SUPPORT:

- At Albright we practice team work because we believe God calls us to be part of His big team that we call Church.
- We work hard at developing good team relationships, communication and at staying on mission together.
- Each staff member participates with other staff and leaders in creating a positive team work environment, including communicating clearly to office staff all required information so plans can be coordinated.
- Albright office staff is available to support the Youth Ministry Director in the fulfilment of his/her responsibilities.
- The Youth Ministry Director will attend all church staff meetings and will meet with the Associate Pastor of Discipleship bi-weekly for accountability, support and encouragement.
- To be a healthy team member you are encouraged to maintain spiritual disciplines that will assist your personal spiritual formation. The discipline of self-care will include times of spiritual, physical, emotional and mental refreshment and replenishment. This will mean taking a regular week day off, the option of a retreat day every 6 to 8 weeks, balancing ministry work and family life, having a hobby and maintaining regular assessment of responsibilities that may be released to others as a means of service.

QUALIFICATIONS:

- A clear testimony of an encounter with Jesus which has led to saving faith in his/her daily living.
- A person of prayer, faith, vision and integrity who maintains a close relationship with God.
- Evidence of the fruit of the Holy Spirit and a desire to live for God's glory.
- A clear calling to Christian ministry and service within the local church and community.
- Fulfil leadership qualifications set out in 1 Timothy 3:1-7 and 2 Timothy 2:22-25.
- A willingness to come under leadership and to lead with humility.
- Have relationships of integrity with, and be respected by, those outside the church and within.
- Have independent confirmation of the spiritual gifts of leadership.
- A personal history and current involvement in youth ministry.
- A team player who builds and operates well within teams.

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- A life-time learner and a good listener.
- A passion to make disciples who make disciples.
- A track record of leading and recruiting for small groups.
- Ability to plan events, retreats and camps.
- Passionate and clear reliance on Scripture and gift to teach.
- Life-giving enthusiasm that energizes those around you.
- Ability to communicate clearly (both verbal& written).
- Adaptive capacity and comfortable with change.
- Ability to multi-task while maintaining orderliness.
- Confident and clear public communication/presentation skills.
- Computer skills/experience with Microsoft office.

STANDARDS:

- Maintain personal spiritual devotional life, disciplines and witness.
- Qualify for and complete application for membership in Albright Church.
- Able to give full support to and uphold the *Statement of Faith, Vision and Values* as well as the *General Operating By-Laws* of Albright Church and the EMCC, and Albright's *Plan to Protect Policy*.
- Able to give full support to and live out the *Mission Statement* of Albright Church.
- Agree with and live out the *Leadership Code of Conduct* of Albright Church.
- Ensure that the "*Plan to Protect*" policy is followed within this ministry and necessary record keeping is done.
- Demonstrate servant leadership within an interdependent team.
- Have authentic and healthy relationships in their home and with those they work with.
- Handle relational conflict, which is inevitable, according to "*The Peace Maker*" model.
- Is committed to their own personal spiritual formation disciplines and professional training for ongoing growth and development in all aspects of life.
- Submit a current Criminal Record Check in accordance with Albright's Plan to Protect Policy.

EDUCATION & CREDENTIALS:

- Have an applicable bachelor's degree or equivalent ministry qualification from an accredited Bible College.
- Have a certification or licence with the EMCC or another denomination with similar vision and values, or be eligible for and willing to pursue credentials with the EMCC.

EXPERIENCE:

- Minimum of 3 years experience serving in a leadership position in a youth ministry.
- A track record of working in teams, connecting with, supporting and developing volunteers
- A background in small groups within a youth and early adult context.
- A track record of thinking and serving in a ministry with a focus on relationship building and next steps as the top priority rather than programs being the main thing.