

**Severna Park Evangelical Presbyterian Church**  
**Position Description: Director for Youth Ministry**

**Purpose:** The Director for Youth Ministry is generally responsible for leading and directing the church's ministry to High School and Middle School students. This ministry should provide an atmosphere that is conducive for students to come to a saving faith in Jesus Christ, to grow toward maturity as followers of Christ, and to use their gifts in ministry to others—inside and outside of the church. As parents are called by God to be the primary disciplers of their children, we desire that our ministry to students will promote parental involvement and compliment the role of parents. Yet we also desire to reach and disciple students who may not have Christian parents or are not yet part of the visible church. So we desire to minister effectively to both the young people of SPEP, as well as seeking to reach and minister to young people outside of the church.

**Responsibilities:** The Director for Youth Ministry will be expected to develop and lead teams of volunteers, staff, and interns to help students “Know, Grow, and Follow” the Lord—where “Knowing” is understood as helping students come from unbelief to belief, and to connect with God's family... “Growing” is understood as helping students to move from belief to maturity (virtue, knowledge, character)... and “Following” is understood as helping students develop a deeper love for the Lord, His people, and the lost.

The “settings” for this ministry should include contact work (with students on their “turf”—school, games, shows, etc.), outreach gatherings (opportunities for students to “come and see/hear” about Jesus), growth gatherings (opportunities for students to “come and learn” deeper biblical truth), and equipping/ministry opportunities (to develop leadership qualities, gifts for serving, and hearts for ministry).

Additionally, the Director for Youth Ministry will be expected to:

- Serve as the teaching lead for our Youth Ministry (Youth Sunday School, Bible Studies, Youth Group, etc.)
- Develop policies and procedures for the Youth Ministry in unity with the Children's Ministry and subject to the Session's approval.
- Supervise the selection of teachers, leaders, materials involved with teaching and study.
- Plan, organize, and lead Youth Ministry retreats/camps/events, often with other churches in Chesapeake Presbytery.
- Prepare and maintain the Youth Ministry budgets.
- Supervise the maintenance of administrative records for Youth Ministry activities.
- Maintain church database and website information for Youth Ministry.
- Manage the allocation, logistics support, and use of classroom and storage space associated with the Youth Ministry.
- Develop and communicate the Youth Ministry's vision to the Session, parents, and congregation.
- Work closely with appropriate ministry directors and leaders in the coordination of supporting ministries.
- Hire, train, and supervise any other Youth Ministry Staff (including summer interns) as approved by the Session.

- Where possible, partner with ministries like Youth for Christ to broaden our outreach into the public schools in our community.
- Serve as a Resource and Liaison for Battalion and Fire & Fish (guys and girls mentor programs), encouraging and working with Leaders to avoid conflicts for schedules and facilities.
- Other duties as assigned.

**Schedule:** This is a full-time, salaried position, including some evenings and weekend work, along with occasional travel (periodic retreats and possibly mission trips).

**Required Personal Qualifications:** The Director for Youth Ministry must demonstrate maturity in Christ, a love for God, a love for God’s people, a love for youth, a heart for the lost, biblical insight and discernment, and organizational and administrative skills. They must be able to lead a team of interns, staff, and volunteers—equipping and training them for ministry, and be able to partner with parents and the church family in order to integrate the youth ministry into the overall ministry of the church.

**Desired Personal Experience:**

- Bachelor's Degree (Graduate-level seminary degree is valued, but not required)
- 3-5 years experience in church-based youth ministry
- Willingness to make a 5-year commitment to our ministry
- Member in good standing of a gospel-centered church, and a willingness to come under the oversight of the Elders of SPEP

**Reporting:** The Director for Youth Ministry reports to the Executive Director.