

# Director of Youth Ministries

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| <b>Reports To:</b> | Lead Pastor and Staff Pastor Parish Relations Committee                                                           |
| <b>Works With:</b> | Children and Youth Ministry Team, Director of Discipleship                                                        |
| <b>Status:</b>     | Part-Time                                                                                                         |
| <b>FLSA:</b>       | Exempt                                                                                                            |
| <b>Purpose:</b>    | To provide dynamic, age-appropriate, Biblically-sound, Wesleyan-based programming for children from grade 8 – 12. |

## Essential Function and Responsibilities

The Director of Youth Ministries of Sycamore United Methodist Church will work with the Children, Youth, and Families Ministry Support Team to create and implement a program for youth & family ministries. This program shall help youth and their families: learn about scripture; develop their own faith; and grow in discipleship to Jesus Christ. Successful results will be achieved when youth & families participate in consistent programming of the church and then live an on-going life of discipleship as valued members of the congregation.

### Youth Ministry Responsibilities (approximately 10 hours/week)

- Build, train, utilize, and supervise a team of volunteers to implement programs and activities. Provide regular feedback and recognition for all members of the team.
- Plan and lead weekly youth gatherings for Middle School and High School Youth during the academic year (one or two separate experiences, which can be combined with evening worship).
- Plan and lead summer weekly youth gatherings.
- Plan and lead yearly short-term service experiences for youth in grades 8-12.
- Plan and lead confirmation classes in cooperation with Lead Pastor & Director of Discipleship.
- Develop, implement, & evaluate a strategy to equip and engage parents as the primary disciples of their youth.
- Develop & maintain relationships with youth and families.
- Work in cooperation with the Director of Discipleship to be consistent with the ministry theme for the year.

### Other Responsibilities (approximately 5 hours/week)

- Ensure all Youth information in Church Teams is accurate and current
- Issue weekly e-communication and social media interaction for youth ministries and events.
- Collaborate with other ministry areas for youth to regularly participate in worship, outreach, service, and church activities.
- Annually participate in the development of the Youth Ministry program budget and manage the budget throughout the year.
- Ensure compliance with Safe Gatherings and Safe Sanctuary policies for all youth activities to reduce the risk of abuse.
- Participate in weekly staff meetings and regular meetings of the Children, Youth, and Family Ministry Team.
- Regularly seek input from families, ministry staff, and lay leadership to provide the best outcomes for the ministry of Sycamore UMC.

- Maintain all youth facilities and spaces in a neat and orderly fashion.
- Other duties as assigned.

## **Required Education, Skills, and Experience**

- Pass Background Check
- Must have a valid Driver's License

## **Preferred Education, Skills, and Experience**

- A bachelor's degree in education or religious studies; or equivalent work experience.
- Proven record of effectiveness in designing, developing, implementing, and leading youth ministry within a team context.
- Certification or equivalent in Youth or Children and Family Ministries is a plus
- Basic working knowledge of Google Workspace programs.

## **Personal Qualities Required**

Honesty  
Integrity

Faith  
Trust

Teamwork  
Accountability

## Core Competencies

***Mission Ownership:*** Demonstrates understanding and full support of the mission, and core values, and beliefs of Sycamore UMC. Can teach those values to others. Leads the leadership team & volunteers to identify their unique mission and vision which is in line with the mission and vision of the larger congregation.

***Spiritual Maturity:*** Authentic and growing relationship with Jesus Christ. Able to share your own faith story with others in meaningful ways. Practices Christian discipleship. Models and develops humility, teaching ability, accountability, healthy and safe boundaries, and servant leadership in all relationships.

***Biblical Knowledge:*** Able to discuss and interpret the Bible when applying scripture to life situations. Guides others, especially youth and youth ministry leaders, in the exploration and discovery of Biblical truth. Encourages and designs avenues for others to engage in the ongoing skill development of applying scripture to the life situation of children, youth, and their families.

***Ministry-Specific Expertise:*** Well informed and able to share with others the foundational Wesleyan theology and best current practices in his/her area of ministry leadership. Regarded by the staff and congregation as being the primary thought leader in your own area of ministry by virtue of formal training, ministry experience, and ability to share that expertise with others in accessible ways.

***Interpersonal Skills:*** Demonstrates the ability to lead others including potential new leaders. Demonstrates the skills of active listening, direct communication, and non-defensiveness.

Seeks to collaborate rather than compete with other areas of ministry. Productively engages and resolves interpersonal conflict. Holds others accountable in the spirit of love. Engages people positively.

***Team Building Skills:*** Shares best practices and is able to identify and solve common problems. Works with teams to assess the health of ministry programs, groups, and leaders. Recognizes dysfunctional team behavior and redirects it into effective behavior. Creates and communicates vision, direction, and goals for the team.

***Management Skills:*** Demonstrates commitment as well as flexibility in scheduling regular coaching sessions with those in his/her span of leadership. Understands his/her leadership style, temperament type, and preferred ways for handling conflict so that he/she may effectively adapt to the needs of the situation. Recruits, delegates, empowers, and hold leaders accountable. Marshal's resources (people, funding, material, support) to get things done.

### **Evaluation based on:**

- The growth that youth experience in their knowledge of the Bible, in their Christian faith and identity, in their participation in church activities, and in their connection to the Sycamore UMC congregation.
- An increase in involvement of children and youth in the congregation of both newcomers and long-time members.
- The presence of spiritually gifted & equipped leaders serving in youth ministry
- The upkeep of an accurate database and use of timely communications.
- The use of an annual evaluation process for the youth ministries in conjunction with the Children, Youth, & Family Ministry Support Team.
- The Director of Youth Ministry exhibits healthy practices to be spiritually fresh, relationally healthy, physically well, professionally competent, and culturally current as a leader for this essential area of ministry.

### **References will be requested**

### **Applications to being accepted now (October 6, 2026)**