



covenant

PRESBYTERIAN CHURCH

Director of Youth Ministry

JOB DESCRIPTION

Who We Are

At Covenant Presbyterian we are committed to encouraging one another to follow Jesus wherever we live, work, and play. Located just north of downtown Austin, we strive to be a love letter to the city by building deep relationships and pursuing justice, compassion, and mercy. As a church, we are dedicated to equipping believers in the spiritual disciplines of solitude, community, and service.

We are seeking a creative and dedicated Youth Director to lead our middle and high school ministry. The ideal candidate will be a deep person of faith who has a passion for building meaningful relationships with students and a heart for equipping our congregation to engage and support youth in their spiritual growth. This role is central to our mission of raising up the next generation of believers who are rooted in faith and prepared to live out Christ's love in the world.

Purpose of the job

Serve the mission of Covenant Presbyterian Church by developing and directing a comprehensive, Christ-centered, relational ministry to youth (grades 6-12).

Essential Functions

WEEKLY PROGRAMMING: Plan and implement weekly programming for High School and Middle School youth to foster community and help kids encounter and learn about God. Currently, this includes large and small group programming on Sunday mornings and Wednesday nights.

TEACHING: Serve as the primary teacher and communicator to the High School and Middle School groups while also looking for opportunities to collaborate with older youth, volunteers, and part-time staff.

CONTACT WORK: Set an example of relational ministry and empower other leaders to connect with youth outside of regular church events when possible.

VOLUNTEERS: Recruit, train, and supervise a team of volunteers to lead small groups and

assist in the ministry at large. This will include regularly checking in with leaders and volunteers to encourage their own relationships with Jesus and relationships to the program and church.

CHURCH AND FAMILY BRIDGES: Help form and maintain bridges between families, youth, and the church. This includes, but is not limited to, communicating about ministry events to the church and families, participating in all-church activities such as church picnics and worship, supporting the Journey Choir program, and helping connect students to the program and church who may not already be connected. The Director of Youth Ministry will also engage with adults and families to help encourage, equip, and connect them to life at Covenant.

LEADERSHIP: Supervise and mentor the Covenant Youth Staff, which includes the full time Associate Director of Youth Ministries as well as Youth Interns during the seasons when they are employed.

CONFIRMATION: Coordinate the confirmation program at Covenant. This will include recruiting adult leadership, finding curriculum, communicating with parents and students, and coordinating Confirmation Sunday.

ADMINISTRATIVE: Plan and ensure balance of Youth Ministry (6th-12th grade) budget throughout the year, including the finances surrounding High School and Middle School events and trips. Keep up to date and in line with church policies surrounding essential information such as background checks of volunteers. Work to keep up with facilities and ensure kids and leaders are good stewards of the space and supplies.

VISION AND PLANNING: Coordinate with other church staff to align all ministries during the annual visioning process. Based on the church's vision, create a vision and plan for the youth ministry, including events, small groups, worship direction, year-long planning, and curriculum. Periodically, evaluate the success of the youth ministry program against goals and vision.

TRIP AND EVENT PLANNING: Coordinate trips and events that will best help youth come to have a fuller relationship with Christ as well as offer opportunities to share that relationship with the world.

TEAM MEMBER: Work closely with other staff members to help one another and assist when necessary and beneficial to the ministry. Attend and participate in director meetings and staff meetings regularly.

Skills and Experience

- A mature, personal relationship with Jesus Christ, and a deep love for youth and the Church
- Demonstrated willingness to learn, be mentored, and improve leadership skills
- Demonstrated ability to teach large and small groups of students in a Christ-centered way
- Administrative gifts relating to trip planning, volunteer organization, event planning, and service opportunities
- Demonstrated ability to work creatively, cooperatively, and collegially with staff, parishioners, volunteers, and as a team member
- Commitment to reaching kids through events, sports, and other activities outside of business hours

Education

- Bachelor's degree or equivalent ministry experience

Physical and Environmental Conditions

- Indoor and outdoor work
- Incur temperature changes, extreme cold, heat, wet conditions, and high/low humidity
- Ascend and descend steps and stairs

Duties and responsibilities are subject to change

How to Apply

To apply, please send a resume and brief answers to the following questions to both Rev. Ben Davison (bdavison@covenant.org) and Zach McNelis (zach@zachmcnelis.com).

- Tell us about your faith journey and the process of discerning a call to work in church ministry. If applicable, share what people, events, organizations that have shaped your Christian faith.
- What excites you about working with youth?