



## **Interim Director of Youth Ministry (2018-19) Job Description**

**Preamble:** The Camrose Church of God Leadership Team (LT) and congregation have consistently voiced the priority of ministry to the youth of our church. Because the Pastor of Worship and Family Position was not filled, there exists a significant void in leadership in this ministry and despite volunteer recruitment to fill it, LT has been unable to do so. With this in mind, as well as the fact that there is currently no significant spend on the leadership of youth in particular, our intention is to hire a part time director to oversee and develop ministry to our youth for this ministry-year. This position is an interim position for the ministry year of October 2018 to June 2019. During this time, leadership intends to have developed pastoral job descriptions that could include this ministry-role on a more permanent basis.

**Ministry Goal:** The primary goals of Youth Ministry are to:

1. Disciple youth to a meaningful, active and growing relationship with God.
2. To offer biblical teaching that expands their understanding of the bible with a focus on Jesus.
3. To offer them a compelling aspect of church-life that is intended, designed and implemented specifically for youth in grades 6 -12.
4. To draw them into fellowship with the church at large, creating opportunities for them to become a relevant part of the body.
5. Equip youth for an outward focused faith life; create a hunger to reach into the world.
6. Create community within the youth. Relationship development amongst the youth (peer to peer) is seen as a higher priority than compelling ministry events.

**Role Summary:** The Interim Director of Youth Ministry will be expected to:

1. Plan and lead Youth nights weekly (with the exception of seasonal breaks, and other scheduling conflicts.) Intentional development of a culture of inclusiveness, grace and acceptance in youth activities are a priority. As well, a primary aspect of this role will be the coordination of and delegation of activities to other ministry volunteers. Effectiveness in volunteer recruitment would be valued.

2. Creatively minister to senior youth through small groups, bible study, coffee times or other creative initiatives, in particular if there is low engagement with regular youth events by the senior youth, (ie. to actively pursue youth who do not regularly attend youth events.) This may necessitate one-on-one phone-calls etc.
3. Effectively communicate with the congregation regarding the projects, plans, activities and events of the youth for this ministry year.
4. Plan and administer involvement in Camrose City Wide Youth Events. This would include liaising with the gathering of Camrose City Wide Youth Leaders/Pastors for connection and partnership (2-4 meetings & events / school year).
5. Build a service/outreach component into youth activities.
6. In coordination with the Connecting Pastor, prepare the annual Budget request and report for Youth Ministries for the annual general meeting.
7. Work with the Fellowship Committee (they plan our get-together or fellowship events) to include youth involvement/engagement
8. Liaise with our Worship Director to ensure opportunities for having youth participate in worship are identified and realized.
9. Liaise and work with our Pastoral staff regarding all the above, as well as ensuring Volunteer Protection policies are complied with, attendance at youth events is documented (including informal visits) and that a spirit of safety is encouraged. Pastoral staff will provide invitation to staff meetings and will work intentionally to create effective collaboration. The Director will attend LT meetings when invited by LT.
10. Attend the Youth Leaders Summit Oct 12-14 in Banff, Alberta (schedule permitting).

**Other Valued activities:** LT recognizes that the hour allotment for this position will require prioritization of initiative and activity by the successful candidate/s. That said, we do see value in the following additional activities and would welcome:

1. Consider revitalizing our "prayer partners" with adult members of the congregation (engaging them to adopt a youth for prayer, support and relationship over the course of the year.)
2. Help the youth lead 2 Sunday morning services over the course of the ministry year.
3. Plan and administer youth attendance at special events like YC, FrostOver and Emerge for our youth. This would include volunteer recruitment and coordination from within the congregation.

4. Attend and represent Camrose Church of God at Canadian Church of God Ministries events supporting Youth Ministries such as Youth Leader's Summit, FrostOver, etc.

5. Lead Youth Sunday School classes on Sunday mornings at the Camrose Church of God. Participation in this ministry would be expected to change the hour allotment of this position.

**Desired Characteristics:** As, or more importantly than what the Interim Director does, is who he/she or they are. LT is hoping for individual/s of character and spiritual commitment to speak into the lives and hearts of our youth with a consistent message of who they are in Christ, the plans he has for them, and the richness faith and fellowship offer them, where they are. We value passion for Christ, passion for youth, and an ability to empathize and effectively communicate with them. We also value biblical teaching, creativity, energy and individuals that are capable of both offering direction and being directed (collaborating.) LT strongly believes that assuming this position is a step that should be taken by individual/s that feel called to it by our Savior, after considerable prayer. Because we believe that the Director's ministry effectiveness will be enhanced by his/her or their engagement in congregational life, we would expect the successful candidate/s to make every effort to attend Sunday morning worship at the Camrose Church of God.

**Miscellaneous:** This is a part-time, interim position; LT is expecting to offer 0.25FTE (approximately 10 hours/week, though this is expected to vary week to week) to fill this role. We are open to discussion on this FTE level. Wages will be commensurate with experience and education and is open for discussion. Application for this position in no way precludes the applicant's eligibility to apply for other staff or Pastoral positions within the Camrose Church of God. This position reports to the Connecting Pastor and LT. The position would begin October 1, 2018, and will terminate without notice June 30, 2019. Applicants will be required to provide a Criminal Record Check and Vulnerable Sector Check, meet and exemplify the expectations of the Volunteer Protection Policy as well as provide references before being hired.

LT recognizes that special events like YC, FrostOver and others will require the presence of the Director. As well, involvement in Canadian Church of God Ministry events for youth leaders like the Youth Leader's Summit will require additional time from the Director. As such, we would reimburse travel expenses and accommodation to any such events, as well as provide a stipend amount equivalent to the Director's hourly wage for time spent in ministry at these events (for clarity, we would not pay a stipend amount for development activities like the Summit.) The Director will supply receipts for the above, as well as an accounting of hours spent at the events to the Connecting Pastor after the events. As well, effective, timely communication regarding projected spending for youth activities and events is expected with reasonable advance notice. These requests or notifications will be made to the Connecting Pastor.