

**Position Title: Director of Youth Spiritual Development**

**Classification: Part-time Employee, Non-Exempt (approx. 25 hours/week)**

**Reports To: Co-Lead Pastors**

**Date: August 2021**

**Rate: \$22/hr, negotiable with experience**

**Overview**

The Director of Youth Spiritual Development will support and nurture the holistic spiritual well-being of Covenant youth through Christian community. This position exists to offer soul care and spiritual development for youth as they navigate adolescence.

The Director of Youth Spiritual Development will share the Good News of the Gospel to all persons, and communicate the joy, justice, grace, and acceptance that following Christ brings. They will be companions on the journey of faith as young people work to integrate spirituality with their emerging sense of self and listen for God's call where their "deep gladness and longing meets the world's great need." This position is responsible for ministering to youth, supporting ministry done by youth, and ministering to families of youth. It places an emphasis on developing Christian spirituality through active participation by the youth and strong support and direction from the adult members of the congregation.

**Essential Functions:**

1. Regularly engage youth in spiritual formation and encourage growth in their relationship with Jesus Christ, across various stages of development.
2. Develop strategies to nurture the holistic (spiritual, physical, social, and psychological) well being of youth.
3. Plan for weekly engagement and community building with a diverse group of high school and middle school youth in the Covenant community, which includes children of Covenant members as well as youth in the wider Great Valley School District community.
4. Work openly with the Covenant Youth Steering Committee, the Youth Session liaison, and pastoral staff.
5. Assist in worship services to support youth engagement in the life of Covenant Presbyterian Church.
6. Participate in staff meetings and coordinate Youth Steering Committee meetings.
7. Organize and lead an annual Youth Sunday worship service.
8. Support youth participation in both youth-focused and Church-wide service opportunities.
9. Assist in the development of youth leaders and volunteers.
10. Abide by Covenant's Guardian Ministry Policy.

**Successful Performers:**

1. Exhibit Christian love for youth and their families.
2. Seek authenticity in relationships and value others by treating all with respect and dignity.
3. Embrace Christian discipline and PC(USA) theology and polity.
4. Partner and work in concert with the gifts and talents of other staff members and church community members to maintain a teamwork mentality.
5. Keep accurate records of youth information and respect confidentiality.
6. Maintain a positive, cooperative attitude in the workplace.
7. Manage time well and maximize productivity.
8. Keep healthy boundaries and make proper and effective use of social media which reflects positively on the Church.

**Qualifications:**

1. Leadership experience with young people required; youth ministry or leadership in Christian settings are ideal.
2. Knowledge of spiritual development from a Christian context.
3. A vision for and a demonstrated ability to execute programs within the parameters of the church.
4. Excellent written and verbal communication skills,
5. Experience leading through conflict and crisis management.
6. Excellent organizational and prioritization abilities.
7. Proven ability to work effectively with youth, diverse individuals, and teams of volunteers.
8. Bachelor's degree in related fields preferred (youth ministry, psychology, child/ adolescent development, education, etc.)