

**Position Title:** Director of Youth Ministry  
**Department:** Family and Discipleship Ministries  
**Reports To:** Family and Missions Pastor  
**Status:** Full-Time; Exempt

## Position Summary

The Director of Youth Ministry provides strategic, relational, and spiritual leadership for students in grades 6–12, equipping them to grow as disciples of Jesus Christ. The Director will lead a dynamic and spirit led youth ministry, increasing active engagement from 1 multi-age Sunday School to 3 age specific groups in three years. This role builds bridges between students, families, and the larger congregation through intentional discipleship, service, and community engagement.

## Essential Responsibilities

### 1. Vision and Program Development

- Design and implement a three-year growth strategy for youth discipleship and outreach in concert with church mission, vision, values and strategic plan.
- Develop weekly Sunday School and mid-week programs integrating Scripture, United Methodist teaching, and practical faith formation.
- Encourage youth participation in worship, missions, and service projects throughout Houston.

### 2. Relational Ministry and Pastoral Care

- Foster a culture of belonging and Christian hospitality.
- Build authentic relationships with students and families.
- Provide spiritual mentorship and crisis support in coordination with pastoral staff.
- Attend school events and key milestone events when possible.

### 3. Volunteer Recruitment and Leadership Development

- Recruit and equip adult volunteers to serve as mentors and small-group leaders in accordance with Safe Sanctuary policies.
- Ensure all volunteers complete Safe Sanctuaries and MinistrySafe training.
- Offer leadership development and recognition for adult and student leaders.

### 4. Events and Special Programs

- Offer annual retreats, mission trips, summer camp and confirmation retreat.
- Participate in connectional ministry events like district youth events, annual conference, summer camp, choir camp etc.

- Integrate 5th–6th grade students through confirmation and bridge programs in partnership with the Children's Ministry.
- Work with Children's Director and Family and Missions Pastor to plan and implement week long summer programs including Vacation Bible Camp.

## 5. Administration and Communication

- Manage budgets, schedules, registrations, and communications with families.
- Maintain consistent digital communication channels and social media presence.
- Participate in weekly staff meetings and report to SPRC as requested.

## Qualifications

- Mature faith in Jesus Christ and alignment with United Methodist doctrine.
- Bachelor's degree (or equivalent UMC ministry experience); theological training preferred.
- Minimum 3 years of experience in youth or family ministry (preferably in a large church setting).
- Proven ability to grow ministries and develop volunteers.
- Excellent communication and organizational skills.
- Excellent interpersonal skills and ability to work with students and adults.
- Background check and Safe Sanctuaries certification required.

## Position Goals

- **Spiritual Formation:** Build youth who are biblically grounded and spiritually resilient.
- **Community:** Create a relational environment where youth feel known, loved, and supported.
- **Engagement:** Involve youth in meaningful service, leadership, and mission.
- **Integration:** Connect youth with the wider church body and multi-generational discipleship.
- **Outreach:** Reach unchurched students who commute downtown for school or activities.

## Performance Benchmarks

- Increase average weekly attendance in accordance with strategic plan, having 18 and 36 month goals.
- Develop 3-4 committed and trained volunteers in the first 18 months.
- Develop 3-4 student leaders and implement student leadership team within 18 months
- Conduct a minimum of 1 annual mission trip and 2 retreats each year.
- Maintain 100 percent Safe Sanctuaries compliance.

## Scheduling Rhythms

## 1. Weekend Anchor Gathering (Primary touchpoint)

- **Time:** Sunday morning
- **Focus:** Bible study, small groups, community, belonging, engaging, worship
- **Format:** Large group + breakouts (age or gender-based)

## 2. Monthly Connect Event (Fun & relational)

- Friday or Saturday evening
- Invite-friendly, fun activities that build belonging (e.g., escape rooms, service projects, open mic nights, sports).
- City-based venues for accessibility, such as Main Street Park, First Café, and Quillian Memorial Center.

## 3. Online Touchpoints (Weekly)

- Utilized social media eg. Instagram, TikTok, YouTube Shorts to maintain connection with students between gathering times.
- Weekly recaps, devotional links, Q&A, upcoming events.

## 4. City Service (Quarterly)

- Volunteering with ministries, such as Neighbors In Action, Wesley Community Center, Lifeline, etc.

## 5. Student Sunday (Annual)

- Youth lead main service (worship, reading, testimonies, prayer).

## 6. Retreats (Occasional)

- Spiritual renewal, missions, and/or fun in a non-urban setting.

## Alignment Notes

This position is governed and guided by the *Book of Discipline of The United Methodist Church*, particularly:

- ¶256.3 – Responsibilities for Ministries with Youth.
- ¶256.4 – Responsibilities for Ministries with Young People.
- ¶340 – Pastoral Duties of Nurture and Leadership.
- ¶601–¶604 – Connectional Structure and Accountability.