

**POSITION DESCRIPTION**  
**Tinkling Spring Presbyterian Church**  
**30 Tinkling Spring Drive**  
**Fishersville, VA 22939**

**TITLE: Director of Youth & Young Adult Ministry**

**PURPOSE:**

To build young disciples for Christ by developing and implementing a comprehensive approach to youth ministry while serving as a spiritual leader and role model. Relying on a mature faith grounded in Reformed Presbyterian theology, provide theological insight and understanding to Tinkling Spring youth (primarily sixth grade through college age) of how scripture is relevant and create a foundation to show them how to live out their faith. Provide leadership and support for expanding the participation of young people and their families in the life of the church. Recognize the need for and give leadership to a young adult ministry effort within the church. To maintain and grow relationships with Augusta County faith communities, and agencies to develop a servant's heart in our youth.

**ORGANIZATIONAL RELATIONSHIP & REPORTING:**

The Director of Youth & Young Adult Ministry (DYYAM) is a non-ordained position that reports to the Senior Pastor. The Senior Pastor, in cooperation with the Personnel Ministry will provide an annual evaluation of performance. Attendance at the following meetings is required: Youth and Young Adult Ministry (*ex officio member*), weekly staff meetings, and possibly other ministry meetings if requested.

**PRIMARY MISSION:**

The DYYAM is a vital position in the overall Spiritual mission of Tinkling Spring Presbyterian Church ensuring quality programs and mentoring of youth in grades 6-12, as well as college students locally, and those returning college aged church members.

Coordinates with TSPC team to ensure youth activities align with church focus, goals, and needs. Coordinate with appropriate ministries to accomplish the goals.

There shall be a comprehensive approach to the development and implementation of the youth ministry. The comprehensive approach is based on the understanding of the primary task of youth ministry to:

- Love the youth where they are in life
- Encourage youth to develop their relationship with God
- Provide opportunities for nurture and growth
- Challenge youth to respond to God's Call to serve
- Challenge youth to search and use their own gifts and talents to serve God and further TSPC's mission

**RESPONSIBILITIES:**

- Be an advocate for the youth, educate the congregation about the hopes, concerns, and needs of our youth both in our church and community
- Create a "safe" atmosphere for youth to interact with one another, support one another, and help one another in their walk with God.
- Develop, plan, and implement a balanced youth ministry, including but not limited to fellowship, mission, outreach, and discipleship
- Incorporate youth in all aspects of TSPC and the greater Church

- Support and guide the Youth and Young Adult Ministry in establishing, executing, and evaluating an annual plan to include fellowship, mission, and fund-raising activities
- Initiate relational time with youth in one on one, small and large group settings
- Promote youth leadership, mentoring a development of overall good stewardship of their time and talents, serving their congregation, community, and God
- Build a meaningful relationship with the youth (i.e. lunch at school, attendance at extracurricular activities, visitation, times of crisis, etc.)
- Commit to making yourself better through continuing education, and training
- Recruit, train, and oversee volunteers to work with youth in all aspects of youth ministry maintaining a healthy volunteer to youth ratio
- Collaborate with Director of Christian Education to coordinate Sunday School curriculum for middle and high school classes, as well as recruit teachers in partnership with DCE
- Effectively communicate with youth, parents, and congregation using all available resources (text, email, newsletter, bulletin, social media, etc.)
- Ensure TSPC Child Protection Policy is strictly adhered to

**SUPERVISES:**

Youth Advisors, Community Outreach Volunteers

**MINIMUM QUALIFICATIONS:**

- A commitment to the Lord Jesus Christ along with skills, training, and experience in biblical interpretation, reformed theology, human development, religious educational theory and practice, and the polity, programs, and mission of the Presbyterian Church (U.S.A.)
- Holds a bachelor's degree (preferably in Christian Education or Religious Studies) Experience may be considered in lieu of degree
- 1 to 3 years of related experience (preferably in a church setting)
- Served as a youth leader (paid or volunteer) in a church or nonprofit
- Models a Christ Like life
- Strong communication skills
- Ability to work in a team environment
- Maintain Confidentiality
- Organization skills with the ability to adapt
- Flexible scheduling
- Possess skills to identify needs within the church and community
- Strong leadership and planning skills

**OTHER DETAILS:**

- **Status:** Full Time, Salaried
- **Hours:** 40 per week
- **Benefits:** Health Insurance, Vacation Time, Professional Expenses

Effective Date: \_\_\_ / \_\_\_ / \_\_\_

Approved By: \_\_\_\_\_ Date: \_\_\_ / \_\_\_ / \_\_\_

Signed: \_\_\_\_\_ Date: \_\_\_\_\_