

Position Title: Director of Youth Ministries/Young Life Partner

Reports To: Pastor of Discipleship

Position Focus: To minister to youth (grades 6-12) in the context of the whole body of Christ, equipping them to live out our corporate mission to be Rooted in Christ, Real in Relationships, and Reaching out to all in Jesus' name.

Works cooperatively with: the Growing Young Team, Children's Ministries, Youth Administrative Assistant, Next Gen Leader, Young Life/Holland Christian High School

Supervises: All volunteers serving youth

Primary Characteristics Required:

- Deep spiritual maturity that is rooted in Christ, grounded in God's Word, and reflects a passionate desire to serve the Lord
 - Knowledge of the Bible
 - Evidence of an active devotional and prayer life
 - Modeling a Jesus-centered way of life by being a living example of a disciple who loves, trusts and relies on Jesus and loves others with the love and grace of Christ
- High Emotional Intelligence/Maturity
- Relational—exemplifying a genuine love for young people and an eagerness to build solid relationships/rapport with a wide variety of people (all ages, believers and non-believers, races, etc.)
- Strong communicator with all ages
- Encourager
- Experience or willingness to receive training in conflict resolution
- Clear understanding of boundaries (including healthy and appropriate personal, emotional, physical and electronic/social media boundaries between self and those in your care)
- Leadership, mentoring, and teaching abilities
- Must be in agreement with the Confessions and Creeds of the Reformed Church in America
- Confidence that God is calling you to this ministry

- Creativity
- Responsible use of Social Media (understanding that our online persona is part of our witness)
- Bachelor's Degree in a related field required
- At least one year of training and experience in youth ministry, educational administration, Bible and theology desired
- Ordained Minister of Word and Sacrament (RCA) may be considered

Responsibilities:

- Equip and encourage students to build a personal relationship with Jesus and to grow intentionally in their faith.
 - Build relationships via contact-work with youth (and their friends) and parents
 - Attend students' extra-curricular activities and recruit other CMC members and volunteers to do so as well
 - Be attentive to reaching youth who are outside the church, especially those who don't have any relationship with Jesus
- Understand and be guided by our "Philosophy of Youth Ministry" in every aspect of program development (same philosophy applies to families and young adults)
- 30% of time will be devoted to serving Holland Christian High School Young Life (*SEE NOTE BELOW)
- Empower students to become stakeholders/keyholders in the church by creating opportunities for them to be active participants in the overall life of the church and to discover and use their spiritual gifts (leadership development, broad participation in cross-generational church activities, including worship, VBS volunteering, etc.)
- Plan, lead, and prep for Middle School and High School youth group; OR equip and entrust a volunteer to lead MS youth group with your assistance
- Recruit youth ministry volunteers and student leaders, mentoring and providing leadership and training so they continuously grow in their ministry
- Plan summer mission trips (youth and intergenerational), experiences, and retreats throughout the year
- Plan and help with the profession of faith process each year

- Help and plan approved fund-raising activities for youth mission trips
- Responsibly steward the youth ministry budget
- Work with the Discipleship Pastor to locate and decide on scope and sequenced curricula to support Youth Sunday School and Youth Group
- Recruit qualified teachers for youth Sunday School classes
- Attend weekly staff, discipleship, and monthly Growing Young meetings
- Actively and regularly communicate information about youth ministries with youth, families and the congregation via bulletin, e-news, social media, etc.
- Agree to and sign all CMC policies regarding children and youth

*** THE PARTNERSHIP MODEL**--In a Young Life Church Partnership, the local congregation hires a Young Life trained person who spends 70% of his or her time as the church's youth minister and 30% of his or her time in outreach ministry through Young Life (if a non-YL trained person is hired, YL will provide necessary training). As a full-time employee of the church, the partner is directly accountable to the pastor and appropriate governing bodies of the congregation. The supervision function rests exclusively with the congregation. The partner is responsible to Young Life only in a training capacity and as a volunteer leader of a Young Life ministry team (at Holland Christian High School). Young Life provides training and support both from the local area and regional level through prayer, fellowship, spiritual growth, resource sharing, and networking.

Philosophy of Youth Ministry at CMC

At CMC, we believe that youth ministry is a vital expression of our mission to love and serve both the local and global community. **Our approach to youth ministry is built on the conviction that biblical teaching, authentic relationships, and intentional community are essential for the spiritual growth and well-being of our students.** Our desire is to create a space where every young person feels known, valued, and empowered to grow in their relationship with Christ and their connection to others.

1. Substance-Filled, Biblical Teaching

We place a high value on providing substance-filled, biblically grounded teaching that challenges and equips youth in their walk with God. We believe that the Bible offers wisdom, truth, and life that is timeless and relevant for today's world. This teaching will not only present Scripture clearly, but will also engage youth in an interactive way that fosters critical thinking, personal application, and deep reflection. We strive to make Scripture come alive by encouraging questions, fostering dialogue, and creating an environment where students can explore their faith in a safe, meaningful way.

2. Relational Ministry and Personal Investment

We recognize that meaningful, life-transforming ministry happens not only in large group gatherings, but also through one-on-one relationships and small groups where trust and investment can develop. In light of our current reality, we place a strong emphasis on building relationships with students and their families that go beyond the walls of a youth event. We aim to be a consistent presence in the lives of our youth, walking alongside them through their spiritual journeys and daily challenges. This relational investment allows us to connect more deeply with students, to speak into their lives, and to support them in both their triumphs and struggles.

3. Prioritizing Belonging for Every Student

We believe that every student deserves to feel a sense of belonging, regardless of their status, activities, or abilities. Our ministry is intentionally inclusive, creating a space where every student, regardless of background, personality, or struggles, is welcomed, valued, and included. By prioritizing belonging, we seek to cultivate a culture of grace and acceptance, where students can grow in their faith, share their gifts, and build strong, supportive friendships.

4. Fostering Warm Community Across Generations

We are committed to building warm, cross-generational community, where youth interact with individuals of all ages. We believe that relationships between different generations are not only enriching but necessary for developing empathy, understanding, and respect across life stages. Through mentoring, shared experiences, and intentional intergenerational activities, we strive to create an environment where youth can learn from the wisdom of older generations and share their energy and perspective with others. This interconnectedness fosters a deeper understanding of the Body of Christ as one unified family.

5. Equipping Students to Neighbor Well Locally and Globally

We believe that the Christian life extends beyond the walls of the church and calls us to serve others both locally and globally. As part of our youth ministry, we aim to equip students with a heart for service, teaching them how to love and care for their neighbors in practical ways. Whether it's through local outreach opportunities, serving in our community, or engaging in global mission work, we want to prepare students to be active participants in God's redemptive work in the world. By developing a missional mindset, students will learn the importance of showing Christ's love and sharing the gospel in word and deed.

Through these priorities, we aim to create a youth ministry that is not only biblically rich and theologically grounded but also relational, inclusive, and outward-focused. We desire to see young people grow into passionate followers of Christ who are equipped to make a difference in the world, empowered by the Holy Spirit to love God and love others as they walk in the way of Jesus.