

## **Director of Youth Discipleship**

First United Methodist Church, Lawrence, KS

**Reports to:** Associate Pastor/Lead Pastor for West Campus

Effective: 8/1/2022

**Directly supervises:** Youth Ministry volunteers

**Status:** Part-time (20 hours per week)

**FLSA:** Non-exempt

### **Summary**

The director of youth discipleship will provide dynamic leadership and oversight to all ministries and programs involving families and youth (6<sup>th</sup> grade through 12<sup>th</sup> grade) at both campuses and in community. The director will create strategies for engaging youth and families, build and implement calendar of events and opportunities, and develop a team of volunteers dedicated to shepherding and discipling youth and families toward becoming deeply committed Christians. In performing all duties, the director shall be mindful of our FUMC mission to connect and empower people for living the Gospel of Jesus Christ and the UMC mission to make disciples of Jesus Christ for the transformation of the world.

### **Essential Functions:**

- Provide direction to ministries and programs for children and families through conducting continual assessment, holding ministry accountable to key metrics and benchmarks that not only track activity, but ultimately yield quantitative growth in engagement and participation and qualitative growth in spiritual formation.
- Develop or modify ministries and programs to meet the needs and fulfill the potential of our youth and families.
- Build effective teams (e.g., Next Gen), identifying high-capacity leaders and equipping people for ministry.
- Recruit, manage, motivate, equip, and recognize/appreciate volunteers.
- Maintain database of youth and families.
- Coordinate purchase of supplies and curriculum.
- Manage the area budget, exercising proper stewardship over funds.
- Monitor spaces used for youth discipleship in collaboration with office staff and trustees.
- Collaborate with other areas of ministry to design or deliver programming.
- Maintain an active and visible presence in the community.
- Exemplify the church's values and support its theological direction as a United Methodist Church.

### **Other Responsibilities:**

- Participate in staff meetings.
- Communicate with entire congregation about youth ministry and programs.
- Connect with churches in Lawrence Area Network (Five Rivers District) as well as others serving in youth ministry throughout Great Plains Conference.

### **Minimum Qualifications:**

- Bachelor's degree in related field or combination of equivalent education and experience.
- Certification in Safe Gatherings
- Demonstrated leadership and communication skills

### **Physical Requirements:**

- Able to move freely in and out of different settings
- Able to speak in a public forum

### **Core Competencies:**

- **Mission Ownership** - Demonstrates understanding and full support of the mission, vision, values and beliefs of Lawrence: First United Methodist Church. Can teach those values to others. Leads his/her/their leadership team to identify unique mission and vision, which is in line with the mission and vision of FUMC.
- **Spiritual Maturity:** Shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk, and by responding with constancy of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent theology.
- **Interpersonal Skills** - Demonstrates the ability to lead others. Demonstrates the skills of active listening and openly accepts criticism. Productively engages and resolves interpersonal conflict. Holds others accountable in a spirit of love. Engages people positively, with a demeanor of optimism and abundance.
- **Creativity and Innovation:** Generates new ideas; makes new connections among existing ideas to create fresh approaches; takes acceptable risks in pursuit of innovation;
- **Attention to Detail:** Consistently attends to the many small pieces which must be assembled into an organized whole; follows up on missing or out of balance items; resolves unanswered questions needed to address a problem; keeps the larger picture in mind while tending to the smallest of details.
- **Team Building Skills** - Guides leaders in the process of sharing best practices, identifying and solving common problems. Works with leaders to regularly assess the health of teams and groups. Recognizes dysfunctional team behavior and redirects it into functional behavior. Creates and communicates vision, direction and goals for the team.
- **Leadership Development** - Is a good judge of talent and spiritual giftedness. Can accurately project how people are likely to perform in a variety of settings. Provides challenging and stretching tasks and assignments for developing leaders. Stretches people to try new skills and accept new levels of responsibility.