



Application Instructions –Director of Student (Youth) Ministries

Thank you for your interest in the Director of Student (Youth) Ministries position. Please note the following policy in Ebenezer United Methodist Church’s Employee Handbook:

STAFF MEMBERS AS CHURCH MEMBERS

All staff members (employees) must be aware that their lifestyle and conduct bear an unavoidable connection to Ebenezer. Therefore, all staff members are expected to conduct themselves in a manner consistent with the mission of Ebenezer and the highest ideals of the Christian lifestyle. While staff members are not required to be members of Ebenezer, they are expected to be active members of a Christian congregation.

If you do not attend Ebenezer Church, please include the congregation in which you are an active member in the reference section of the application.

Please return/send your application packet to the church, which should include the following:

- Your resume
- A completed application
- A cover letter highlighting your interest in serving as the Director of Student Ministries, noting any relevant work experiences

Your application can be submitted in one of three ways:

1. Email your completed packet to bpriest@ebenezerumc.org and indicate “Director of Student Ministries” in the subject line
2. Mail to B.J. Priest at Ebenezer Church, 161 Embrey Mill Road, Stafford, VA, 22554
3. Deliver to the church office between 9:00AM and 4:00PM Monday-Friday

For questions, please contact B.J. Priest, Executive Director, at the above email address. Thank you.

Ebenezer Church Staff-Parish Relations Committee



Position Description

Title	Director of Student Ministries				
Reports to	Associate Pastor	Direct Reports	N/A		
FLSA Status	Exempt	Exemption Category	Ministerial		
Salary or Hourly	Salary	Salary Basis	35 hrs/wk	Timesheet Required	No

Organizational Purpose

Oversee and coordinate student ministries programs to meet Ebenezer Church’s strategic vision. Create, implement, and manage experiences and environments designed to reach and strengthen middle school and high school students in their Christian faith development.

Essential Functions

- Develop, sustain, and manage ministry teams to plan and implement high school and middle school ministry experiences and environments.
- Provide strategies and programs that reach out to high school and middle school students in community and congregation at all levels of faith.
- Provide dynamic experiences and environments for high school and middle school students that teach the Bible and the basics of the Christian faith.
- Provide weekly opportunities to help students grow spiritually.
- Partner with other ministries to include students in serving opportunities.
- Partner with the Pastors to provide an annual confirmation experience for students who wish to join the church.
- Offer opportunities to partner with parents for youth faith development.
- Prepare and oversee the Student Ministries budget.
- Work with administrative staff to schedule/promote/market high school and middle school ministry opportunities at Ebenezer.
- Identify current trends in student ministries and promote new ideas to expand the scope and capabilities of student ministry opportunities.
- Continue to develop and grow personally and professionally in regard to the Christian faith.

Qualifications, Education or Experience

- Bachelor's degree or equivalent in a related field is required.
- Three to five years' experience as a youth ministry leader, or commensurate experience in the lay community.
- High energy, maturity, and leadership with the ability to serve as a unifying force and to position discussions of student ministry at both the strategic and tactical levels.
- Experience in developing training or educational programs and/or curriculum for students.
- Experience managing projects or the ability to demonstrate project management skills.
- Highly collaborative style and relationship builder.
- An understanding of the use of social media and social media strategies.
- Sincere commitment to work collaboratively with staff and volunteers.
- Ability to develop and monitor budgets and financial resources.

Core Competencies

Making Complex Decisions - (In a stable environment): Open to change; learns quickly when facing new problems; analyzes both success and failures for clues to improvement; is excellent at honest analysis; looks beyond the obvious and doesn't stop at the first answers; uses rigorous logic and methods to solve difficult problems with effective solutions; most of his/her solutions and suggestions turn out to be correct and accurate when judged over time; sought out by others for advice and solutions.

Creating the New and Different: Comes up with a lot of new and unique ideas; can facilitate effective brainstorming; easily makes connections among previously unrelated notions; has good judgment about which creative ideas and suggestions will play out successfully in the congregation and/or community; is good at bringing the creative ideas of others to fruition.

Managing Volunteer Teams: Is a good judge of talent; can articulate the strengths and limitations of people; provides the information people need to know to do their jobs and to feel good about being a member of the team; provides individuals with timely information so they can make accurate decisions; clearly and comfortably delegates both routine and important tasks and decisions; lets people finish and be responsible for their work; tends to trust people to perform; shares wins and successes; fosters open dialogue; creates a feeling of belonging in the team.

Action Oriented: Enjoys working hard; is action oriented and full of energy for the things he/she sees as challenging; not fearful of acting without a minimum of planning; seizes more opportunities than others.

Approachability: Is easy to approach and talk to; spends the extra effort to put others at ease; can be warm, pleasant, and gracious; is sensitive to and patient with the interpersonal anxieties of others; practices attentive and active listening; has the patience to hear people out; can accurately restate the opinions of others even when he/she disagrees; is an early knower, getting informal and incomplete information in time to do something about it.

Peer Relationships: Can quickly find common ground and solve problems for the good of all; can represent his/her own interests and yet be fair to other groups; can solve problems with peers with a minimum of noise; is seen as a team player and is cooperative; easily gains trust and support of peers; encourages collaboration; can be candid with peers.