



Job Title: Program Director for Youth

Reports to: Associate Pastor

Status: Part-time (15 hours/week) | Up to \$25,000/year

Location: Washington, DC

General Description

The Program Director for Youth will serve as the outward facing presence of First Baptist Church (FBC) for youth and their families. This person will be relational, creative, and spiritually grounded, and their primary role will be to support the faith formation of students in grades 6 through 12. This part-time role is responsible for developing and overseeing a dynamic, age-appropriate curriculum; planning engaging events for teenagers; recruiting and supporting volunteers; and partnering with parents to help young people grow in their faith and find their place in the church community. The position of Program Director for Youth is defined by this document as approved by The First Baptist Church of the City of Washington D.C. This is a part-time position based at the church, reporting to the Associate Pastor.

Duties and Responsibilities

• **Faith Formation & Curriculum Development**

- With guidance of pastoral staff, design, implement, and oversee a comprehensive, spiritually enriching curriculum for teenagers in grades 6 through 12 with real-life application that adheres to the mission, values, and theological vision of the church.
- Lead regular Sunday morning youth gatherings, small groups, and other discussion-based learning opportunities.
- Collaborate with church staff and leadership to integrate the youth ministry into the life of the congregation through worship, service, and intergenerational ministry opportunities, including participating in monthly staff meetings when possible and routine check-ins with the Associate Pastor.

• **Events & Programming**

- Provide an enthusiastic, welcoming presence for youth and parents who attend FBC.
- Plan and implement creative, inclusive events on Sunday mornings as well as beyond Sunday mornings, such as camps, retreats, mission projects, fellowship nights, and other seasonal gatherings.
- Get to know teenagers in one-on-one settings for coffee and meals, and find other creative ways to enter their lives beyond the walls of the church.

• **Staff and Volunteer Management**

- Recruit, equip, and support volunteers to assist with teaching, mentoring, and chaperoning youth events.
- Ensure all volunteers meet safety and background check requirements.
- Supervise paid staff to help with teenagers with unique needs.

• **Parent & Family Engagement**

- Know the names of all youth and their parents and pray for them regularly.
- Keep a regularly updated, accurate directory of all youth and parents.
- Communicate consistently with parents about schedules, curriculum, and opportunities for involvement.
- Serve as a supportive and accessible resource to families navigating the teen years.
- Provide resources and encouragement for faith practices at home.

Essential Job Qualifications:

- Demonstrated passion for youth ministry and the spiritual development of teenagers.
- Undergraduate degree required; Master's degree in education, theology, or a related field preferred.
- Experience in youth ministry, education, or a related field preferred.
- Excellent leadership, organizational, communication, and interpersonal skills.
- Ability to work independently with minimal supervision.
- Ability to recruit, train, and inspire volunteers.
- Background check and reference check required before hiring.
- CPR/First Aid certification preferred (or willingness to obtain).
- Familiarity with or willingness to learn FBC's mission, values, and theological vision.

Working Conditions:

- Must be available on Sundays from 9:00 am – 1:00 pm and for special events that occur on evenings/weekends. Some overnight activities may be included such as summer camp and lock-ins.
- Must be able to lift/move materials and supplies as needed.
- Must be able to use contemporary information and communication technologies, especially those connected to church database management.

Compensation and hours:

- Compensation for this position is up to \$25,000/year based on education, certification, and experience.
- The position requires approximately 15 hours per week, and is hybrid – some work on-site and some remotely.

Application Process

Please submit a digital application to youth@firstbaptistdc.org. The application should include one PDF file that includes a cover letter, resumé, references, and any supplemental materials that highlight your work and experience. Review of applications will begin immediately, and continue until the position is filled.

About First Baptist

Thomas Jefferson was President and Washington D.C. was but a village of a few thousand people when, in July 1801, Baptist Christians gathered for the first time in in the U.S. Treasury Building. In March of 1802, six laypeople and four ministers established this church in a private home. From that time, First Baptist Church has worshiped and served in the heart of the nation's capital.

The congregation has worshiped God in five buildings on four sites in the District of Columbia, including what is now Ford's Theater (where President Lincoln was assassinated). The congregation moved to its current location (16th & O Streets, NW) in 1890. The first worship service in the present sanctuary took place on Christmas Day 1955. In the early 1800s Luther Rice, a member here, used First Baptist as home base during his national travels organizing mission support among Baptists. With the support of our first pastor, Obadiah Brown, Rice led Baptists in founding Columbian College, now George Washington University.

Since 1845, First Baptist has served as a link between major national Baptist bodies. FBC partners with the Alliance of Baptists, American Baptist Churches in the U.S.A., Cooperative Baptist Fellowship, the Baptist World Alliance and the District of Columbia Baptist Convention.

First Baptist welcomes all people into the life of the church. We are grateful to God for the diversity in our congregation of ethnicity, race, citizenship, gender, sexual orientation, age, physical and mental ability, faith background, economic status, political persuasion, education and life experience.