

HIGH SCHOOL YTH DIRECTOR

GENERAL DESCRIPTION

The High School Director oversees all aspects of the High School Ministry: 9th-12th Grades. This includes helping develop, implement, and improve the vision, mission, and values of Rock Point YTH; the creation and implementation of teaching and discipleship material; the organization and execution of events, overseeing the weekly weekend High School service on Sunday nights; managing, and empowering the High School YTH Assistant Director; managing of the High School Ministry budget; and the recruitment and training of volunteer leaders.

Classification: Exempt; Salary // **Status:** Full Time // **Team:** YTH // **Supervisor:** Mario Delgado, YTH Director

WORK SCHEDULE

- Sunday Nights
- Flexible Based on Weekly Event Schedule

ESSENTIAL DUTIES & RESPONSIBILITIES

- Oversee the implementation of Rock Point YTH Vision and Mission in High School Ministry.
- Intentionally create and organize an environment and experience for High School YTH (Sunday Nights).
- Build intentional ministry strategies and environments to help youth know, grow, and go for Jesus.
- Be the primary communicator for the High School Ministry.
- Identify and recruit high-capacity leaders.
- Equip, train, and empower leaders to own a role.
- Continually encourage, motivate, and care for leaders.
- Plan and execute High School events, camps, and retreats.
- Expand the reach of High School YTH through local schools and community activities.
- After School Hangout presence and support during the school year.
- Oversee the Student Leadership Team (YTH Crew) within the High School Ministry.
- Implement a strategy for High School YTH Staff/Volunteers to be present during weekend services (Sat. & Sun. services – Connecting with new YTH and families).
- Direct youth to next steps, including getting plugged into a community, serving on YTH crew and serving on weekends.
- Coach and train High School YTH interns for ministry.
- Implement and oversee the following ministry teams: YTH Café/Coffee, YTH Crew & Community Leaders.

- Partner with parents through providing resources, training, and intentional experiences, to equip parents to be the spiritual leaders of their families.
- Function as a member of the pastoral staff performing baptism services, weddings, funerals, etc. as appropriate.
- Host and speak at Rock Point Church services as needed.

REQUIREMENTS

- Demonstrate a track record of spiritual maturity and character as an example for Youth/Adults to follow.
- Demonstrate C4 Leadership (Calling, Competency, Character, Commitment).
- Be willing to build relationships and engage with youth and volunteer leaders.
- Strong gifts in the area of leading/shepherding with great team-building and interpersonal skills.
- Ability to bring creativity and artistry to the YTH team.
- Be self-motivated, not needing micromanagement, yet love to live life and work with a team.
- Be passionate about discipleship, leadership development, and about partnering with parents.
- Relational skills with a high value for people, approachable and accessible, work collaboratively with others and in team environments, appreciation for own and other's giftedness.
- Work in a multi-faceted environment with little supervision.
- Desire for individual and professional growth.

REQUIRED CRITICAL SKILLS, TRAINING AND EDUCATION

- Ministry experience leading a Student Ministry in a large church (at least 1,000 people) environment.
- Bachelor's Degree or equivalent ministry experience.
- Spiritual Calling to Youth Ministry.
- Agrees and aligns with the vision, values, and doctrinal *Statement of Beliefs* of Rock Point Church. (<http://rockpointchurch.com/statement-of-beliefs/>)

PREFERRED REQUIREMENTS

- 3+ years of experience leading in a Student Ministry of over 200+ youth weekly in a church of at least 3,000 people.
- Bachelor's Degree in ministry related field.

- Working knowledge of Planning Center Online and Church Community Builder.
- Experience recruiting, training and leading a high-capacity volunteer team.
- Experience planning and facilitating trainings, large events and retreats.
- Experience managing and leading staff members.
- Experience managing a ministry budget.

COMPETENCIES

To perform the job successfully, individual should demonstrate the following:

- **Problem Solving** - Identifies and resolves problems in a timely manner; gathers and analyzes information skillfully; develops alternative solutions; works well in group problem solving situations; uses reason even when dealing with emotional topics.
- **Customer Service** - Manages difficult or emotional customer situations; responds promptly to customer needs; solicits customer feedback to improve service; responds to requests for service and assistance; meets commitments.
- **Interpersonal Skills** - Focuses on solving conflict, not blaming; maintains confidentiality; listens to others without interrupting; keeps emotions under control; remains open to others' ideas and tries new things.
- **Oral Communication** - Speaks clearly and persuasively in positive or negative situations; listens and gets clarification; responds well to questions; participates in meetings.
- **Teamwork** - Balances team and individual responsibilities; exhibits objectivity and openness to others' views; gives and welcomes feedback; contributes to building a positive team spirit; puts success of team above own interests; able to build morale and group commitments to goals and objectives; supports everyone's efforts to succeed.
- **Change Management** - Develops workable implementation plans; communicates changes effectively; builds commitment and overcomes resistance; prepares and supports those affected by change.
- **Ethics** - Treats people with respect; inspires the trust of others; works with integrity and ethically.
Diversity - Shows respect and sensitivity for cultural differences; promotes a harassment-free environment.
- **Organizational Support** - Follows policies and procedures; completes administrative tasks correctly and on time; supports church's goals and values.
- **Judgment** - Displays willingness to make decisions; exhibits sound and accurate judgment; supports and explains reasoning for decisions; includes appropriate people in decision-making process; makes timely decisions.

- **Quality** - Demonstrates accuracy and thoroughness; looks for ways to improve and promote quality; applies feedback to improve performance; monitors own work to ensure quality.
- **Safety & Security** - Observes safety and security procedures; determines appropriate action beyond guidelines; reports potentially unsafe conditions.
- **Attendance & Punctuality** - Consistently is at work and arrives on time; ensures work responsibilities are covered when absent; arrives at meetings and appointments on time.
Dependability - Follows instructions; responds to management direction; takes responsibility for own actions.
- **Initiative** - Asks for and offers help when needed. Undertakes self-development activities.

PHYSICAL REQUIREMENTS

- While performing the duties of this job, the employee is regularly required to stand and walk and will occasionally be required to do some light lifting (up to 10 pounds).

PERSONAL LIFE REQUIREMENTS (POST HIRE)

- Model biblical understanding and maintain a consistent personal devotional life;
- Model biblical commitment and become a covenant member of Rock Point Church (exceptions allowed on a case by case basis with Lead Team approval);
- Model biblical family life before the body and regularly attend worship service with your family;
- Model biblical integrity and conduct personal life in a manner consistent with RPC core values;
- Model biblical community; and
- Model biblical generosity and financially support Rock Point Church.