

## YOUTH SEMINARY DIRECTOR

### GENERAL DESCRIPTION

We believe the emerging generations are as much a part of the church as adults and therefore should be cared for, taught, and equipped to follow Jesus and seek first the Kingdom of God.

The Youth (YTH) Seminary Director is the leader overseeing our ministry to seminary students. This position will work to develop a space in which youth can mature into passionately engaged followers of Jesus. This will necessarily involve youth engaging in growing in Biblical teaching, Biblical community and a daily class for knowing Jesus personally. The YTH Seminary Director is also responsible for relating effectively to and caring for parents and the youth themselves.

This role works in harmony with the YTH Director and High School Director as well as the broader staff and has a firm grasp on the purpose, values and strategy of Rock Point Church while carrying out its mission. The YTH Seminary Director is responsible for providing environments that are safe, centered on discipleship, and that motivate young people to live like Jesus.

**Classification:** Exempt; Salary // **Status:** Full-Time (40 hours)// **Team:** YTH // **Supervisor:** YTH Director

### WORK SCHEDULE

- Monday through Friday: 8:30am – 4:30pm (flexible)
- Saturday & Sunday: OFF

### ESSENTIAL DUTIES & RESPONSIBILITIES

- Partner and collaborate with YTH Team to continue to develop, implement and improve the vision, mission, and values of Rock Point YTH.
- Be the champion of Seminary and develop a strategy for growing Seminary.
- Identify, recruit, equip, train, and empower high-capacity leaders for Seminary.
- Build an intentional discipleship environment to help youth know, grow, and go.
- Be the primary communicator leading and teaching Seminary.
- Conduct class according to and utilizing the Seminary Growth Chart.
- Create and implement a curriculum plan with a scope and sequence for Seminary.
- Direct youth to next steps including getting plugged into a church community and serving.
- Intentionally create and organize a fun, safe and valuable environment for youth in Seminary.
- Host Open House alongside Casteel High School's Open House.
- Participate in YTH Team events and activities.
- Build relationships with Casteel High School administration, teachers, staff, and students.
- Strive to be present at big Casteel High School events.
- Promote YTH services, events, and kickoffs in Seminary.
- Partner with parents through providing resources, training, and intentional experiences, to equip parents to be the spiritual leaders of their families.

- Assist church plants and other church leaders in coaching within your area of expertise.
- Additional duties may be assigned as needs and opportunities are identified.

#### Other Duties and Responsibilities:

- Agree with, and adhere to, the leadership structure of Rock Point Church.
- Respond to all staff/volunteer concerns and inquiries in a timely manner.
- Attend Rock Point staff meetings and YTH Team Meetings.

## 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 ethically and with integrity.
- **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.
- Agrees and aligns with the vision, values, and doctrinal *Statement of Beliefs* of Rock Point Church. (<http://rockpointchurch.com/statement-of-beliefs/>)

## REQUIRED CRITICAL SKILLS, TRAINING, & EDUCATION

- Ministry experience leading a Student Ministry in a large church (at least 1,000 people) environment
- Bachelor's Degree or equivalent church experience
- Demonstrate a calling to Pastoral Ministry.

## PREFERRED REQUIREMENTS

- 3 years of experience leading in a Student Ministry of over 50 in a church of at least 1,000 people.
- Bachelor's degree in ministry related field.
- Experience doing ministry on or with a public high school.
- Experience managing a ministry budget.

## 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 Rock Point Church's core values.
- Model biblical community.
- Model biblical generosity and financially support Rock Point Church.