

**Position Description  
for the Youth Minister  
at the Episcopal Church of St. Peter & St. Paul, Marietta, GA,  
September 2, 2021**

**Summary:** The Youth Minister is a full-time staff member who reports directly to the Rector (senior pastor) and leads the Youth Ministries of the parish, primarily for teens in 6<sup>th</sup> through 12<sup>th</sup> grades. **The mission of the parish and of this ministry is Growing Disciples of Jesus Christ.** The Youth Minister will collaborate with the Rector, staff and volunteer youth ministry leadership to pursue this mission and the attached vision for Youth Ministry.

**St. Peter and St. Paul** is an Episcopal parish in sub-urban Atlanta, with 950 active members, with average weekend attendance of 388 people (from three services). Our membership includes ~100 people in grades 6 through 12. Roughly 80 have some involvement with Sunday School or Youth Groups. We have an active Sunday School for all ages, weekly evening youth groups (middle school and high school), and annual mission trips, retreats and other activities. Average attendance for Sunday School in grades 6-12 is 35-40. Average attendance at Youth Group activities is 20-25. These are all pre-COVID numbers; we are eager to see greater engagement with youth.

**Basic responsibilities:**

- Oversee, organize and grow the Youth Ministry of the parish through shared leadership, collaborating with the Rector, staff and Adult leaders on the Youth Team,
- Support the ministry of the whole parish, and the integration of youth into parish life as full members of the church, including Acolytes and Youth Choir,
- Form pastoral connections with the youth and their families, primarily 6<sup>th</sup> through 12<sup>th</sup> graders; secondarily college age, and children (coordinating with Children's Ministry),
- Develop the leadership team for Youth Ministry for a depth of effective leadership, discernment, accountability and connection to the parish,
- Organize and lead evening Youth Groups for relational and experiential growth in Christian discipleship,
- Work with the Youth Team to recruit and train Sunday School leaders and Youth Group leaders, and engage them in ongoing curriculum development,
- Organize and lead special activities in order to maintain and grow youth engagement, including monthly activities, service projects, youth retreats, and mission trips.
- Identify, recruit, train, support and motivate leaders and volunteers, including training in "Safeguarding God's Children" and "Safeguarding God's People" (for the prevention of abuse and sexual misconduct in the church). The Youth Minister will become qualified to lead this training, and hold regular training sessions for the parish.
- The Youth Minister, leaders and volunteers should teach, mentor, care pastorally (for kids and parents) and facilitate & empower teens to be disciples and grow as disciples of Jesus Christ,
- Work with the Rector and volunteers to address post-COVID regathering and growth,
- Prepare and manage the approved youth ministry program budget (for 2021: \$15,600).

**Qualifications:**

- A Christian committed to Jesus Christ, and to the church as the body of Christ.
- Personal and professional character that demonstrates an authentic commitment to Christ and Christian standards, providing a good model for all ages.
- A passionate desire to help teens become disciples and grow as disciples of Jesus Christ.
- Demonstrated skills and attributes in:
  - Christian maturity, grounded in a life of daily prayer, regular worship and Bible study,
  - Building trusting relationships with teens and adults,
  - Relational and experiential ministry,
  - Responsibility, organization and effective, healthy communication,
  - Initiative, solution-oriented problem solving, reliability and accountability,
  - Proactive group/team leadership, mentoring, teaching, facilitation,
- A demonstrated ability to work with, learn from and motivate youth and their parents,
- A demonstrated ability to manage conflict with teens and parents,
- A demonstrated ability to recruit, raise up and support volunteer leaders,
- A understanding of and respect for the Anglican/Episcopal tradition,
- A demonstrated ability to work graciously with people of various backgrounds and views,
- Working knowledge of social media and standard office applications,
- Demonstrated skills in curriculum planning and development,
- Demonstrated good judgment in boundaries (personal and professional) and in the wise and responsible use of technology and social media.
- Skills with music are a plus.

**Education and experience:**

- An Undergraduate Degree
- At least two years of experience, demonstrating an ability to grow and sustain a vibrant youth ministry.

**Physical demands:**

The Youth Minister will engage in overnight retreats, outdoor games and activities, mission trips and other physically demanding tasks.

**Background check:**

Employment is contingent on a successful completion of criminal background check. Minimum three references are required, including at least one personal and one professional reference.

**Compensation and benefits:**

The position is full time (40+ hours per week), with salary and benefits. Benefits currently include medical & dental insurance with a modest cost share by the employee. The church makes a contribution to a 403(b) retirement plan equal to 5% of income; the church also matches up to 4% of employee contributions to the 403(b). Annual salary range is comparable to clergy salaries, commensurate with training, experience and demonstrated abilities.

**Submit a cover letter and resume to The Rev. Tom Pumphrey at [tpumphrey@peterandpaul.org](mailto:tpumphrey@peterandpaul.org).**

**Visit us online at [www.peterandpaul.org](http://www.peterandpaul.org).**

(9/2/21)

## **Our Parish Mission is Growing Disciples of Jesus Christ.**

**Parish Vision:** God has a vision for us as a Christian Community, empowered by the Holy Spirit, active in: Worship of God, Discipleship for all ages, Serving Christ in the world.

### **What Discipleship means for Youth Ministry in this parish:**

- An experience of the unconditional love of God,
- A whole-hearted commitment to Jesus Christ as Lord and Savior,
- An understanding of God and the Christian life grounded in the Bible and the creeds,
- A regular life of prayer and connection with God the Holy Spirit,
- Engagement in the Christian life of authentic, healthy relationships: with God, with others in Christ, and seeing ones' self through God's eyes,
- Loving others the way Christ loves us,
- Being equipped to navigate the challenges of life and make godly decisions,
- Having the courage to resist the pressures of a secular world,
- Active in the ministries of the church, sharing ministry with all ages as full members of the church,
- Serving Christ in the world with stewardship and action,
- A life of ongoing growth in Christian maturity, equipped to grow and serve God in years to come.

### **How do we grow disciples for Jesus Christ?**

- Loving teenagers the way Christ loves us: with grace and truth, justice and mercy, acceptance and accountability, a warm embrace and a higher calling,
- Teaching the basics of the Christian faith, the Bible and the Christian life,
- Through relationships and experiences that model and practice discipleship,
- Through hands-on ministry and service, often as part of other ministries in the parish,
- Through special trips and experiences that build in-depth relationships and deepen relationships with God,
- Through praying for and with our youth,
- As mentors, empowering them for Christian Maturity.

### **What is our basic programmatic framework for Youth Ministry?**

- Sunday School
- Sunday evening Youth Groups,
- Special activities, retreats, service projects, mission trips,
- Other ministries of the parish including acolytes, youth choir and other involvement,
- Pastoral relationships with staff and volunteer youth leaders

### **Ministry Development Goals:**

- Keep the Youth Ministry program aligned with the mission & vision,
- Expand personal engagement with all teens, their families and Adult Volunteers,
- Build a leadership Team and an effective cadre of volunteers,
- Coordinate with Children's Ministry, Youth Choir, acolytes and others,
- Support Parents in their life in Christ,