



## MOUNTAINSIDE COMMUNION

A community of Christ followers desiring to do justice, love kindness, and walk humbly with God.

### Job Description

TITLE:	Youth Director
REPORTS TO:	Pastor of Youth and Family Ministry
Hours/Week:	15, Part-time, variable schedule
Salary:	\$20 per hour

#### POSITION SUMMARY:

The Youth Director will serve with the volunteer Pastor of Youth and Family Ministry to lead a congregation-supported, intergenerational, family-integrated, neighborhood-loving ministry with students in grades 5-12. The Youth Director cultivates spiritual and holistic formation for youth by leading a volunteer youth ministry team in implementing discipleship programs, practices, and relationships that nurture the identity, belonging, and purpose of diverse young people towards Christian life and faith.

Mountainside's Youth Director will have the opportunity to work within a growing youth ministry of around 40 students within a highly-participatory and increasingly multicultural church of around 200 people. The Youth Director will be invited and expected to participate in the congregational body life of Mountainside Communion, including regular Sunday morning worship participation. Many of the core values of Mountainside Communion speak directly into life with our young people, including:

**Communion:** Intentionally gathered in Christ to share in the ministry of reconciliation with God, one another, and all of creation.

**Hospitality:** Thoughtfully creating space for belonging in our *relationships, practices, and language*.

**Justice:** Living out, both publicly and privately, God's inclusive love for anyone, everyone, and all of creation.

**Spiritual Vibrancy:** Embracing the wonder and mystery of the Creator as we celebrate, enjoy, and experience the goodness of God.



Many elements of this position will help support these core values. Additionally, the Youth Director will have exposure to an intergenerational and family-integrated model of youth ministry that follows the work of the Fuller Youth Institute (see [fulleryouthinstitute.org](http://fulleryouthinstitute.org)), including the principles and approaches found in *Sticky Faith* and *Growing Young*. Mountainside's youth ministry works actively to build and support connections between young people and the broader life of the church.

#### SPECIFIC DUTIES:

1. Spiritual Formation (3-5 hours/week)
  - a. Regularly participates in our weekly Eucharistic liturgy, worshiping God the Father, Son, and Holy Spirit who gathers and sends Mountainside Communion in Christian life and mission.
  - b. Coordinates and leads regular youth ministry discipleship programming to support the development of Jesus-centered identity, belonging, and purpose.
    - i. Works with the Pastor of Youth and Family Ministry and volunteer youth ministry team to coordinate regular formational environments, attending to age-level considerations.
    - ii. Plans out the scope and sequence of the ministry year, including scriptural and theological emphases, in alignment with a 3-year cycle and (when possible) Mountainside's Sunday liturgy.
    - iii. Supports students and parents through the developmental stages of adolescence and how to navigate faithful discipleship in a complex world (e.g., technology, sexuality, anxiety).
  - c. Alongside the Pastor of Youth and Family Ministry and Pastor of Kids and Family Ministry, tends to the theological imagination and practice of Mountainside Communion towards intergenerational and family-integrated ministry
    - i. Works actively to build and support connections between young people and the broader life of the church.
    - ii. Regularly involves students in worship participation/leadership and body life participation. Encourages participation in semi-annual all-church retreat.
    - iii. Is a voice and advocate for young people.
2. Student Relationship Support (3-6 hours/week)
  - a. Cultivates a ministry in which everyone belongs and no one is excluded. Creates and holds spaces in which young people feel safe to be themselves and to be accepted by adults and other students, giving special attention to cultural/racial dynamics and students with potentially-marginalized status.
  - b. Builds personal relationships with students and with their families. Provides pastoral care and support as needed.
  - c. Engages students regularly and appropriately via technology (text, social media, email, video call/conferencing, and phone).
  - d. Visits students where they live most of their lives—at their homes, schools, sports, arts events, and in the community.
  - e. Plans occasional events with the aim of building community, including hiking, swimming, beach days, movie nights, holiday parties, and seasonal trips and retreats.
  - f. Initiates contact with visitors to welcome and invite connection.

- g. Equips and supports students to lead in various ways in the youth ministry, broader church, neighborhood engagement, and in their everyday lives.
  - h. Actively invites volunteers and all adults at Mountainside into these practices of relational support.
3. Volunteer Recruitment and Training (1-2 hours/week)
- a. Actively recruits and engages Mountainside members in ministry with young people.
  - b. Organizes training and background checks for volunteers.
  - c. Provides ongoing support and supervision, including periodic volunteer meetings and occasional training, coordinated with the Pastor of Youth and Family Ministry.
  - d. Cultivates parent volunteer participation in all aspects of youth ministry.
  - e. Supports Mountainside's mentoring ministry, utilizing a youth ministry volunteer to organize and support 1-1 and small group mentoring for students beginning in 5<sup>th</sup> grade.
4. Administrative and Organizational Management (3-6 hours/week)
- a. Facilitates parent and volunteer communication, event and retreat planning, and facilities/supplies organization, utilizing volunteers and parents as much as possible to distribute tasks.
  - b. Participates in pastoral meetings
    - i. Attend pastoral team meetings twice a month
    - ii. Attend monthly pastoral mentoring meeting with the Lead Pastor
    - iii. 1-hour biweekly supervisory meeting with the Pastor of Youth and Family Ministry, with additional meetings or communication as needed
  - c. Provides general ministry support, including but not limited to:
    - i. Creating and sending weekly communication with students, parents, and volunteers via email, text, and phone calls.
    - ii. Updating and managing ministry program calendars and volunteer assignments.
    - iii. Coordinating Youth Ministry team meetings.
    - iv. Room organization and preparation for various ministry programs and events.
    - v. Maintaining a database of information of students, parents, and leaders.
    - vi. Event planning, including trips and retreats (involving volunteers and parents in carrying out planning responsibilities as much as possible)
    - vii. Managing volunteer participation in Ministry Safe.
    - viii. Tracking ministry budget and submitting requests and receipts for reimbursement as needed.
    - ix. General administrative tasks.
5. Neighborhood Engagement (periodic)
- a. Ensures volunteer organization and leadership of monthly service opportunities for middle school students during Sunday morning worship.
  - b. Works with volunteers and parents to plan occasional service projects in the community and beyond.
  - c. Participates as appropriate with students and families in justice-seeking demonstrations, rallies, marches, and vigils as public witnesses to the liberating

Spirit of God.

- d. Supports leaders of a volunteer-based summer camp for children of Mountainside Communion and the local neighborhood by involving students in planning and leadership.
6. Other duties as assigned by Mountainside's Lead Pastor or Pastor of Youth and Family Ministry

\*This role requires work on Sundays, periodic week nights, and occasional Saturdays.

\*Mountainside Communion's central ministry hub is located in Monrovia (303 West Colorado Blvd), with students and families living in Monrovia, Arcadia, Pasadena, Altadena, Duarte, and Hacienda Heights.

#### QUALIFICATIONS AND SKILLS

1. Demonstrates a commitment to God in Christ, the Christian faith as articulated in the Nicene Creed, and embodiment of these commitments in practice and relationships.
2. A passion for and an enthusiasm to contribute to the mission and vision of Mountainside Communion
3. Bachelor's Degree or higher along with willingness to grow in theological education and leadership
4. Abilities and experience in working with kids and families in a ministry context
5. Abilities and experience in forming and leading a volunteer ministry team towards ministry vision and mission
6. Proven interpersonal, written, and oral communications skills
7. Intercultural competency and experience required; bilingual Spanish/English fluency a plus.
8. Strong organizational and planning skills
9. Ability to work independently, as well as coordinate and communicate openly as a member of a team
10. Proficiency using various technology platforms, including MS Office, Google Apps, and social media
11. Valid driver's license and automobile insurance coverage preferred
12. Completion of a background check and training in sexual abuse prevention (provided by Mountainside through Ministry Safe) required

*Note: Mountainside Communion is a congregation affiliated with the Church of the Nazarene, a historic Wesleyan tradition rooted in holiness through love of God and neighbor and close proximity to the poor and marginalized. In our affiliation, we seek to draw from, work with, and carry forward the roots of our tradition while also living as prophetic witnesses to God's newness and the Spirit's movement today.*

**Applications can be sent to Brad Griffin at [bradgriffin@mountainsidecommunion.org](mailto:bradgriffin@mountainsidecommunion.org). Please include a cover letter & resumé.**

