

Director of Youth Ministries
First United Methodist Church
Salem, Virginia

Status

Full-Time, Exempt

Compensation

Competitive salary commensurate with education, experience, and qualifications.

Benefits

Paid vacation, sick/personal leave, and benefits outlined in church personnel policies.

Position Summary

First United Methodist Church seeks a passionate and committed Director of Student Ministries to lead and grow a vibrant ministry for students in grades 6–12. The Director will create opportunities for students to deepen their relationship with Jesus Christ through worship, discipleship, fellowship, mission, outreach, and service while serving as a spiritual leader, mentor, and advocate.

Essential Qualifications

Demonstrated Christian faith; passion for youth and families; strong leadership, communication, organizational, and volunteer development skills; bachelor's degree or equivalent experience preferred; proficiency with technology and social media; valid Virginia driver's license; successful completion of background checks and child protection requirements.

Organizational Relationships

Reports to the Senior Pastor and works collaboratively with church staff, volunteers, church leadership board, and the Staff Parish Relations Committee (SPRC).

Key Responsibilities

- Provide spiritual leadership, discipleship, mentoring, and support for students and families.
- Develop, implement, and evaluate a comprehensive student ministry

strategy.

- Recruit, train, equip, and support adult volunteers.
- Partner with pastors to coordinate Confirmation ministry.
- Build strong relationships with parents and guardians.
- Maintain an active presence in schools and community activities when appropriate.
- Oversee communications, calendars, records, and ministry administration.
- Manage the student ministry budget responsibly.
- Ensure compliance with Safe Sanctuaries and all child protection policies.
- Participate in continuing education and professional development.

Growth and Ministry Outcomes

The Director will work toward:

- Expanding meaningful student engagement and participation.
- Increasing volunteer leadership capacity.
- Strengthening parent and family engagement.
- Developing student leadership opportunities.
- Creating effective outreach strategies that connect with new students and families.

Work Schedule

Flexible schedule including evenings, weekends, retreats, mission trips, worship participation, and church events. Regular office hours will be established in consultation with the Senior Pastor.

Mission Alignment

The Director of Student Ministries is expected to actively support and advance the mission of First United Methodist Church by helping young people become devoted followers of Jesus Christ who worship faithfully, grow spiritually, serve compassionately, and share God's love in the world.

Other Duties

Additional responsibilities may be assigned as ministry needs evolve.