



**JOB TITLE:** Director of Youth and Young Adult Ministries

**HOURS:** 40 hours per week, with Friday evening and Sunday responsibilities

**COMPENSATION:** \$76,000-86,000, plus benefits

**JOB OVERVIEW:**

This job requires a person with strong gifts in discipleship, strategic ministry vision, pastoral experience, team coordination, and a proven commitment to the mission of the gospel. They should be a growing disciple of Jesus Christ and fully embrace the vision of SJV and values of ANiC.

The purpose of this position is twofold: (1) to provide spiritual oversight and ministry direction for youth (12-18) and young adults (18-20s) in line with St. John's vision for gospel formation; (2) to foster belonging and integration into the whole life of the church.

This person reports to the Gospel Formation team leader and supervises paid staff, apprentices, and lay leaders in the youth and young adult ministries.

**Junior Youth & Senior (70%):**

1. Develop and communicate an annual strategic ministry plan in line with St. John's vision for gospel formation.
  - a. Cultivate a youth ministry that is centered on Christ, dependent on the Spirit, steeped in Scripture, soaked in prayer, and active in mission.
  - b. Develop a ministry plan in collaboration with the gospel formation team.
  - c. Implement a communication plan (including the youth newsletter) that enables youth, leaders, and parents to be informed about the youth ministry.
  - d. Oversee the youth ministry financial budget and ensure that St. John's policies and procedures are followed.
2. Develop a strong lay leadership team and leadership training process (in collaboration with ADYM).
  - a. Recruit youth leaders to serve on 3-year cycles (Grades 7-9 and 10-12).

- b. Communicate clear expectations of what leaders should be doing and how they should be interacting with youth.
  - c. Providing ongoing ministry training and spiritual care for leaders.
  - d. Ensure Ministry Safe training and protocols are updated and enforced.
3. Organise Friday Evening and Sunday Morning/Evening youth gatherings (in collaboration with ADYM).
  - a. Provide fun and creative spaces for youth to develop meaningful relationships and a collective identity (across grades and genders).
  - b. Work with youth leaders to ensure that small groups are providing deep Bible study, wise pastoral counsel, and opportunities for prayer.
  - c. Provide opportunities for youth to ask and wrestle with hard questions, to grow in their ability to engage key cultural topics from a Christian worldview, and to experience personal encouragement and spiritual support to pursue godly wisdom and living.
4. Provide pastoral care and equipping for youth parents and families.
  - a. Encourage parents to see themselves as the primary disciplers of their children and provide practical resources for how to live this out.
  - b. Plan two events per year that provide teaching, encouragement, and discussion of a key topic for family discipleship (e.g., anxiety, prayer, sexuality, technology).
  - c. Visit and pray for families as needed and able.
5. Foster integration of youth into life of St. John's worship and ministries.
  - a. Coordinate opportunities to serve in Sunday services (e.g., readers, intercessors, musicians, acolytes).
  - b. Coordinate opportunities to serve in a wide range of St. John's ministries (e.g., children, Bible Camp, refugees, significant community events).
6. Supervise and meet weekly with the Assistant Director of Youth Ministry.

### **Young Adults (20%)**

1. Develop and oversee implementation of a ministry strategy for reaching, incorporating, and discipling young adults (18-20s) within the life and mission of St. John's (in collaboration with a Curate who will be ministering to young adults).
  - Community: Where do I belong, and how does that shape my identity?
  - Spiritual Formation: How do I live out the Christian faith in a modern world?
  - Catechesis: What do I believe, and why?

2. Recruit, train, and mentor lay leaders.
3. Oversee and celebrate key transitional moments (from youth to Ekklesia, and Ekklesia to community groups) with formational intentionality, communicating a clear pathway for growing up within the church, maturing in faith, and becoming an active participant in God's ongoing mission in the world.
4. Participate in monthly formation team meetings and weekly staff meetings.

### **Retreats & Missions (10%)**

1. Plan and lead annual retreats for youth and young adults (e.g., All-In).
2. Plan local mission opportunities for youth and young adults to engage and serve people in their city.
3. Plan occasional mission trips, fostering partnerships with a local church (e.g., The Table in Victoria) or global missionary that St. John's supports (e.g., Jeremy Curry in Nepal, Bidyuta Singh in India).

## Director of Youth & Young Adult Ministries

*Who are we looking for?*

We are looking for someone who is a mature disciple of Jesus Christ, cherishing his gospel and modelling his character in their life, relationships, and work. We are looking for someone who is humble (teachable and team player), hungry (self-motivated and diligent), and people smart (interpersonally aware, appropriate, and intentional).

We are looking for someone with 5+ years of pastoral ministry experience and a desire to invest in youth and young adult ministries for 5-10 years. There has been a high turnover rate in the youth and young adult ministries over the last 7 years, and we want to change that trend. We believe consistent pastoral presence allows lasting relationships and vision to develop within the church, and deep transformation to take place in the lives of our youth, young adults, and their families.

We are looking for someone with a deep personal commitment to and knowledge of Scripture, with an ability to teach youth from the Scriptures and how to read the Scriptures personally and in line with orthodox Christian faith and practice.

We are looking for someone who is a collaborative leader, enjoys working with a wide range of people, and an ability to equip and lead a team of Christ-centred leaders (including staff focusing on youth and Ekklesia, young adult apprentices, and lay leaders). We want someone with a training mindset, who will prioritize building strong lay leadership teams and training for youth ministry and Ekklesia.

We are looking for someone with a vision for intergenerational worship and ministry. We believe the youth and young adults are not the "church of tomorrow" but the "church of today". We long for them to feel they belong and are welcomed actively and contributing meaningfully to the life of the whole church, including gospel proclamation and formation and mission.

We are looking for someone who will encourage and equip our youth and young adults for mission, both local and global. We do not want to raise spiritual consumers, but disciple making disciples who share Jesus' compassion for the hurting and mission to the lost. Organising missional opportunities for the youth, and encouraging them to step out in courage and hope in their daily lives, is key to their formation in Christ.

We are looking for someone who will support and resource parents in their role as spiritual examples and guides for their children. Home and church should be united in a common purpose and vision of life in Christ.



We are looking for someone who will strengthen the connection between youth and young adult ministries. They need common theological vision, integrated leadership, and social interaction, with clear steps in the formation process (baptism, catechism, confirmation, graduation) and clear transition pathways (children to JY, JY to SY, SY to Ekklesia, Ekklesia to CG). Youth need to see examples of young adults living out the Christian faith and a community they can look forward to joining. Young adults need opportunities to lead others into the faith and invest in the lives of the youth.

We are looking for someone who can help the youth and young adults of our church navigate cultural issues (e.g., sexuality, race, money, vocation) with gospel clarity, discernment, and love.

We are looking for someone who is sympathetic to Anglicanism, viewing its theology and traditions of worship, prayer, and discipleship as rich resources for ministry rather than hindrances.

We are looking for someone who has the right to work in Canada – i.e., is a citizen, permanent resident, or holds a long-term work permit.