

Youth Ministry Coordinator, Part Time

Kindred Church

Job Summary:

The Youth Ministry Coordinator is the primary leader for Kindred Church's middle and high school student ministry. This part-time role is responsible for shaping an inclusive youth ministry that helps students build meaningful relationships, engage Scripture and faith honestly, and take their next steps as followers of Jesus. The Coordinator will lead the ministry primarily by cultivating meaningful relationships with Kindred's youth, developing adult volunteer leaders, partnering with parents/caregivers, and building simple, sustainable youth ministry systems. The Coordinator will work in close collaboration with Kindred's existing Youth Ministry Leadership Team, building on the foundation these invested adult volunteer leaders have already established while helping the team grow in effectiveness and shared leadership.

This is a high-ownership role ideal for someone who loves working with teenagers, thinks pastorally and strategically, enjoys developing other leaders, and can translate vision into consistent ministry. All roles in our church require a commitment to the pursuit and practice of anti-racist leadership and a commitment to LGBTQ+ inclusion.

Hours:

This position requires about 15 hours per week. Consistent availability on Sundays is a non-negotiable requirement. Outside of Sundays, the schedule is generally very flexible.

Essential Functions:

Under the supervision of Kindred's Pastor and in consultation with other staff and church leaders, the Youth Ministry Coordinator's functions include:

- **Lead and Shape Kindred's Youth Ministry:**
 - Work with the Youth Ministry Leadership Team to develop and implement a sustainable youth ministry strategy for Kindred's current phase of development
 - Plan and lead one consistent primary youth gathering during the school year
 - Maintain a ministry culture that is relational, spiritually substantive, welcoming of questions, fully LGBTQ+ affirming, and aligned with our theological values
- **Build Meaningful Relationships with Youth:**
 - Know regular youth personally and maintain consistent, appropriate contact with them
 - Notice absences, transitions, struggles, milestones, and opportunities for deeper engagement
 - Provide basic pastoral presence while referring significant mental-health, family, or safety concerns appropriately
 - Help students connect with the wider life of Kindred through worship, serving, leadership, and intergenerational relationships
- **Collaborate with, Equip, and Grow the Youth Ministry Leadership Team:**

- Work closely with Kindred's existing Youth Ministry Leadership Team of adult volunteers in planning, leading, and evaluating the ministry
- Recruit, screen, train, and schedule new adult volunteer leaders as needed
- Provide volunteers with clear expectations, schedules, materials, and regular communication
- **Partner with Parents and Caregivers:**
 - Communicate scheduling, expectations, and ministry updates clearly and consistently
 - Build trust with families and invite their insight regarding students' needs and development
- **Ensure Safety, Inclusion, and Strong Ministry Systems:**
 - Enforce our church's Safe Sanctuaries policies for ministry with minors
 - Maintain appropriate adult supervision, communication boundaries, permission forms, attendance records, and emergency information
 - Respond promptly and appropriately to any safety concerns
 - Maintain an environment where students of every race, gender identity, sexual orientation, ability, and background are treated with dignity and belonging
 - Manage youth ministry expenses, registrations, calendar, and basic administrative systems with accountability

Other expectations:

- Meet with Kindred's Pastor regularly for evaluation, planning, and constructive feedback
- Meet regularly with the Youth Ministry Leadership Team for planning, communication, evaluation, and shared leadership
- Collaborate well with Kindred staff, parents, students, and the wider congregation

Role Boundaries:

- This role is not expected to function as a full-time youth ministry Coordinator within 15 weekly hours
- The Coordinator is not expected to provide around-the-clock availability
- The Coordinator is not expected to personally execute every event, setup task, or communication
- The Coordinator serves as the primary staff leader and visionary for youth ministry but leads collaboratively with the Youth Ministry Leadership Team

Qualifications Sought:

- Experience leading youth ministry, student ministry, education, or a related field
- Demonstrated ability to build trusted relationships with teenagers
- Ability to lead a Jesus-centered, fully LGBTQ+ affirming ministry
- Strong leadership instincts and the ability to recruit, equip, and give direction to volunteers
- Excellent interpersonal, written, and verbal communication skills
- Strong organizational and time-management skills

- Sound judgment, emotional maturity, and appropriate relational boundaries
- Ability to work collaboratively with a team and independently with limited supervision
- Ability to receive constructive feedback and adapt accordingly

Other Requirements:

- Successful completion of required background checks and Safe Sanctuary training

Strong Candidates Will:

- Enthusiastically embrace the vision and theological commitments of Kindred Church
- Find joy in helping teenagers experience God's love, authentic belonging, and meaningful spiritual growth
- Value collaborative leadership and demonstrate the ability to honor, develop, and lead invested volunteers who already carry meaningful ministry ownership
- Welcome students' questions and doubts as part of an honest journey of faith
- Find joy in developing adult volunteers into confident ministry leaders
- Balance relational warmth with clear leadership, accountability, and follow-through
- Build ministry that is simple, sustainable, invitational, and capable of growing over time
- Embrace challenges with an eagerness to learn, adapt, and grow

Mission:

As a part of the University United Methodist Church family, our shared mission is to live into radical kinship through loving God, serving others, and building Christian community. (For more details: <https://universityumc.church/our-identity/>)

Next Steps:

- Please send a cover letter, your current resume, and three professional references to Pastor Daniel Childs: dchilds@universityumc.church. Please direct all further questions to Pastor Daniel.