



POSITION DESCRIPTION: YOUTH DIRECTOR

Identity

The Church of the Incarnation is a Gospel-centered Anglican church in downtown Harrisonburg, Virginia.

Vision

We seek the glory of God and the good of the city through the gospel of Jesus Christ.

Core Values

Gospel: We gather around the magnetic center of Jesus Christ. Through his life, death, and resurrection, God's kingdom has arrived on earth to renew all things—our relationship with God, ourselves, others, and the world.

Personal Transformation: We help people respond in faith to the new reality that the Kingdom of God has arrived in Jesus and to learn the practices of spiritual formation: renewing minds, reordering priorities, reshaping habits, and redirecting work.

Community Formation: We live as a community of friends extending personal care to one another across generational, ethnic, and cultural lines.

Public Faith: In being honest and transparent about our faith, we endeavor to be relationally winsome, accessible, respectful, humble, and loving, even when it requires courage for us to announce the gospel.

City Vision: With all the resources of our faith and life, we work sacrificially with others to build a great, flourishing city for all people.

Mercy and Justice: We seek to protect the weak and vulnerable, to take up their injustice, and show compassion while also seeking remedies for structural evil and institutional injustice.

Cultural Renewal: We equip people in their various vocations to enter into culture as faithful stewards of the world because we share in God's yearning for all of culture to be redeemed and renewed.

Church Planting: We use the resources that God has given us to start and support new churches, because the local church is the primary agent of God's kingdom.

Gospel Movement: We want to be a catalyst for a movement of the gospel in our city and region that is a dynamic set of interactive relationships between gospel centered churches, a variety of specialist ministries, as well as many other institutions, non-profits, organizations, and companies united by a common vision and a spirit of cooperation.

History

Since beginning with a handful of single adults and families in the fall of 2009, God has richly blessed the Church of the Incarnation. By His grace, we've grown slowly and steadily in numbers and in gospel-shaped influence upon our city and region.

2009 — In October a few people from the Harrisonburg area began to gather around a growing sense of a common mission: a church characterized by, among other things, relationships, simplicity, participation, mission, worship, service, prayer, and faith.

2010 — In October the Spears moved to Harrisonburg and the church, consisting of 13 adults and 15 children, began meeting in their home on Sunday mornings. We committed to being a small healthy church, deeply rooted in our neighborhood, that plants other small, healthy neighborhood churches. By the end of the year our regular attendance in worship was 40 people.

2011 — We launched our small group ministry, moved into the old Madison Mortgages building, and started Cafe Veritas. By the end of the year we averaged 57 people in worship.

2012 — We started our curacy program, and purchased the Auto Parts, Inc. building at 292 N. Liberty Street. By the end of the year, our worship attendance averaged just over 100 people.

2013 — We moved into our partially renovated building and sent off our first curate, Luke Kunefke and his family, to Houston, TX where they helped start Apostles Anglican Church.

2014 — Kevin Whitfield became our second curate, we started the Fellows program, and began planting our first daughter church, the Church of the Lamb in Elkton.

2015 — We started Godly Play (an intentional program of spiritual formation for children), the Church of the Lamb called Kevin Whitfield as their pastor, and we completed the second renovation of the church building—expanding our sanctuary, creating the Godly Play room, building the foyer, adding the playground, upgrading the HVAC and sound system, and redesigning the outside of our building.

2016 — We assisted in the planting of the Church of the Holy Cross in Crozet, launched the Arabic speaking service, and brought in Drew Dilday and Keith Breault as our third and fourth curates.

2017 — We discerned that God was calling us to change a fundamental aspect of our mission. While we are still focused on being a healthy church deeply rooted in our place that plants other healthy churches, we will no longer work to remain small. Keith Breault transferred his curacy from Incarnation to Holy Cross. For the year we averaged 212 people in worship attendance.

2018 — We added a second worship service and began to grow into a medium-sized church. By the end of the year we were averaging 280 people in worship attendance. We have begun to plant a church in Staunton.

2019 — Having outgrown our current building, we have purchased the Carter Bank Building in downtown Harrisonburg, and called Sam Fornecker as our first permanent associate rector. Incarnation's staff has grown from 3 full-time and 3 part-time to 3 full-time and 6 part-time, and we intend to continue our curacy program beginning in 2020.

Job Description: Youth Director

Supervisor: Associate Rector

Hours: 10-20 hours per week

Compensation: Hourly

General Description

The Youth Director oversees and champions ministries related to teenagers in the Church of the Incarnation. He or she serves, envisions, and communicates teenagers' and families' needs and develops a long-term, growth-oriented strategy for youth ministry at Incarnation. We would like for this position to begin June 1, 2020, but we are happy to consider earlier start dates.

Qualifications

The ideal applicant

- Loves God, has a robust devotional life, takes prayer seriously, and has a heart for worship.
- Loves God's Word and studies it carefully.
- Loves God's people, especially teenagers.
- Loves unreached, disconnected, and marginalized people, having a heart for evangelism and mission.
- Holds doctrine that is consistent with that described in the Articles of Religion and the Jerusalem Declaration.
- Is a confident self-starter with a strong work ethic.
- Is a motivating, prayerful, and humble servant leader with strong relational skills, the ability to lead teams to accomplish important tasks, the ability to delegate, and the ability to see the big picture.
- Is a gifted organizer and leader who will be effective in building and empowering our Youth Leadership Team.
- Models sexual purity and is committed to living above reproach in all relationships.

Responsibilities

Vision — Lead and develop our youth ministry in a way that is consistent with the vision and core values of the church.

Teaching — Teach at the regular youth gatherings.

Relationships — Develop transformative relationships with the teenagers who are within the orbit of our youth ministry.

Discipleship — Develop and implement a plan for providing regular discipleship opportunities for teenagers in 6th to 12th grade. Equip and support parents in the Christian education of their teenagers.

Evangelism — Be an evangelist for teenagers in our city, reaching out to the lost and training students in how to share the gospel with their peers.

Leadership — Recruit, lead, and oversee youth ministry volunteers, providing training, support, and care as appropriate.

Communication — Oversee all communication with parents, and liaison between volunteers and parents.

Safety — Ensure compliance with our safety guidelines and policies to keep youth and volunteers safe and secure, including performing background checks and checking references.

Budget — Develop and manage the youth budget.

Staff — Attend and actively participate in weekly staff meetings. Meet regularly with the Assistant Rector for guidance and support.

Movement — Form and maintain relationships with other youth leaders in our city and diocese. Create an environment where our youth can develop friendships with youth from other gospel-centered churches.

Personal Habits

- Consistently and regularly study the Scriptures and devote time to prayer and worship.
- Maintain a steady rhythm of work and rest, preserving time for family and leisure.
- Cultivate and maintain deep, healthy friendships.
- Seek to make your home a place of hospitality for others, especially the vulnerable and marginalized.
- Participate in a small group.

To Apply

Submit your CV or resume with three references to the Rev. Sam Fornecker (sam@theincarnation.org).