



Youth Director Job Description

Updated 07/14/2026

Full-Time 40 hour per week. Salary is based on education and experience. Benefits included: health stipend, IRA contributions, paid vacation, sabbatical after 5 years.

Responsibilities:

- Oversee and plan the Wellspring Middle School and High School Wednesday night youth group events. (Plan age-appropriate bible lessons to teach, or set up other leaders to teach, plan games, organize worship, plan small group discussion questions).
- Develop deep relationships with our Middle and High School students. Frequently visit students, attend weeknight sporting/musical events to support our youth and meet new students, etc. (Delegate responsibility of which grade to invest in with other leaders).
- Encourage and equip 2 leadership teams to disciple students, engage them in conversations and care for them, lead games, deliver age-appropriate Bible lessons, lead small group discussions, and help with events.
- Plan for Middle School and High School Camp and take students and leaders to camp (holding meetings for parents to give information on camp, create 3-4 fundraising opportunities for students to participate in, and planning transportation and meals for the trip)
- Plan whole group events 2-3x a semester outside of youth group nights that are fun activities for the students to invite their friends.
- Attend staff meetings, individual supervision, and submit 3 P's weekly to supervisor.
- Use Sunday morning time (in between services or during 1st service) to connect with students. For High schoolers this has looked like bible studies, for middle schoolers it has been a hang out/ time to connect.

Requirements:

- Must have a heart for middle school and high school students in our multicultural setting
- Must model the way of Jesus while being vulnerable and approachable (must be someone our students feel safe opening up to about their joys and struggles)
- Must be gifted at teaching and leading meaningful discussions with our youth
- Must have strong communication and planning skills (to both youth and their parents)
- The ability to plan events, Bible studies, and ministry trips is critical to this position.



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- Be open-minded and flexible in approaching the best ways to reach our students.