

Youth Director

NoVA Community Church | Part-Time, Salaried

About NoVA Community Church

NoVA is a multicultural, creative, Christ-centered community committed to loving God, loving others, and making disciples. We prioritize authentic connection, neighborliness, and creative ministry. Weekend services meet at Annandale High School.

Position Summary

Job Title: Youth Director

Employment Status: Part-Time, Salaried

Hours: Part-time (up to 29 hours/week), including Sunday mornings, Wednesday evenings, camps, retreats, and occasional ministry events.

Compensation: Salary commensurate with experience.

Reports To: Family Ministries Pastor

Why This Role Matters

You will lead NoVA Youth by cultivating a Christ-centered culture where middle and high school students encounter Jesus, build authentic community, and grow as disciples. This role exists to develop students, equip volunteers, partner with parents, and build a sustainable youth ministry that aligns with NoVA's mission and vision.

Core Responsibilities

Student Discipleship & Teaching

- Lead the spiritual formation of middle and high school students through weekly gatherings, small groups, mentoring, and discipleship initiatives.
- Develop and oversee a clear discipleship pathway with intentional milestone markers for students.
- Prepare and communicate engaging, biblically faithful teaching on a regular basis.
- Plan annual teaching series in alignment with the church-wide teaching calendar.

Volunteer Leadership

- Recruit, train, schedule, and disciple youth volunteers and team leaders.
- Create sustainable systems for onboarding, coaching, and retaining leaders.
- Develop adult leaders who discipline students beyond weekly programming.

Parent Partnership

- Serve as the primary ministry contact for parents of middle and high school students.
- Communicate consistently with families through meetings, email, newsletters, and personal interaction.
- Equip parents as the primary spiritual leaders in their homes.

Weekly Ministry & Events

- Lead Wednesday night student ministry environments and Sunday youth gatherings
- Oversee camps, retreats, Global & Local partner mission opportunities, and special events.
- Ensure all ministry environments are safe, organized, and spiritually impactful.
- Develop leadership opportunities for students.

Ministry Strategy & Collaboration

- Develop annual ministry goals and strategic initiatives alongside the Family Ministries Pastor.
- Create systems that support ministry growth and long-term sustainability.
- Collaborate with Kids Ministry, Communications, Worship, and other church teams.
- Build healthy relationships with local schools, churches, and ministry partners when appropriate.

Pastoral Care & Administration

- Provide pastoral care and spiritual guidance to students, SGLs, and families.
- Maintain timely communication and accurate ministry records through *Planning Center*, *Asana*, *Google Suite*, and other church systems.
- Manage ministry resources and budget responsibilities with integrity and excellence.

What Success Looks Like

Within the first 12 months, the Youth Director will:

- Build strong relationships with students, parents, and volunteers.
- Establish a healthy Small Group Leadership team.
- Create and execute a sustainable annual ministry calendar.
- Implement a clear discipleship pathway for middle and high school students.
- Maintain consistent communication with families, local schools & organizations.
- Lead engaging weekly gatherings with excellence and spiritual intentionality.
- Raise up students who are serving, leading, and growing in their faith.

Qualifications

Experience: Bachelor's degree or equivalent ministry training preferred. Minimum two years of experience in student ministry or a comparable pastoral role.

Biblical Knowledge: Strong theological understanding and commitment to teaching Scripture faithfully.

Leadership Skills: Proven ability to recruit, develop, and empower volunteers while building healthy ministry culture.

Technical Skills: Comfortable using Google Workspace, Planning Center, social media, and ministry technology platforms.

Core Attributes: Spiritually mature, relational, organized, adaptable, collaborative, and passionate about investing in the next generation.

Additional: Spanish-language proficiency is a plus.

WHAT WE OFFER:

- A mission-driven, collaborative team where your gifts make an immediate impact.
- A flexible schedule with opportunities to grow in ministry operations.
- A supportive environment valuing creativity and healthy rhythms.

How to Apply

Please send your resume, cover letter, and links to recent teaching samples (if available) to jobs@novacommunity.church.