

Do you have a deep love for Jesus, and a desire to help people of every ethnicity, economic status and ability find and follow Jesus? Do you have a desire to serve a church with a leadership that shares that same heartbeat?

If that describes you, then you are going to want to check out this out.

Devonshire Church is a 54 year-old church of about 200 people on mission for Christ located in the Lower Paxton Township of Harrisburg, PA. We are seeking a dynamic individual to fill a new position as Director Music and Youth ministries.

#### Expectations

- A passion to reach young people for Christ, and help them grow into mature disciples.
- A positive and motivating personality, with an ability to relate both to youth and adults.
- A heart for God, a heart for God's people, and a heart for worship.
- A positive and motivating personality, with an ability to relate to others.
- Spends consistent time in prayer, studying God's Word, personally discipling others, and sacrificial giving.
- A team player
- Preserves biblical unity through biblical conflict resolution.

#### Specific Job Responsibilities and Goals - Music Ministry

1. Provide leadership, vision, and administrative oversight to all areas of the church's worship and music ministries.
2. Assist the Senior Pastor in planning and presenting worship services.
3. Lead congregational singing from the piano or guitar with proficiency.
4. Recruit, train, and develop people for all Worship and Music Ministries.
5. Shepherd and care for worship team members.
6. Schedule, and coordinate the following for all services and events: musical accompanists, audio/visual technicians, ensembles, special music, and worship leaders.
7. Cooperates with the other ministry leaders of Devonshire Church towards a unified vision.
8. As able, develop and implement small vocal ensemble groups, choirs, and instrumental groups.
9. Prepare and supervise a budget for the worship and music ministry.
10. Procure necessary equipment and supplies.
11. Take advantage of continuing education opportunities in the area of Worship and Music.
12. Perform other responsibilities as directed by the Senior Pastor.
13. Regular attendance on Sunday mornings is expected.

#### Specific Job Responsibilities and Goals - Youth Ministry:

1. Provide leadership, vision, and administrative oversight to all areas of the church's youth ministry, sixth through twelfth grade.
2. Directly oversee the youth fellowship opportunities, discipleship process, ministry and service opportunities, mission opportunities and worship opportunities.
3. Recruit volunteer staff for the above noted programs. Work closely with the volunteer staff; providing motivation, encouragement, and training opportunities.
4. Cooperates with the other ministry leaders of Devonshire Church towards a unified vision.
5. Develop and maintain effective policies for youth discipline, and for ministry to youth with special needs.
6. Maintain a safe and secure environment for youth as required by the appropriate policies of the Devonshire Memorial Church.
7. Develop and oversee effective screening procedures for prospective youth workers including having background checks done on all volunteer staff.
8. Select, or develop, an age-appropriate Christian education curriculum that reflects the church's theology, values, and philosophy of ministry.
9. Prepare and supervise a budget for the youth ministry.
10. Procure necessary equipment and supplies.
11. Take advantage of continuing education opportunities in the area of youth ministry.

12. Effectively communicate the youth ministry to youth, parents, and volunteer staff.
13. Build cooperative partnerships with the parents of the young people who are participating in the ministry.
14. Seek ways for the youth ministry to become a "point of entry" for un-churched families of the community.
15. Build relationships with young people through intentionally spending time with them in their environment.
16. Perform other responsibilities as directed by the Senior Pastor.
17. Regular attendance on Sunday mornings is expected.

**Qualifications:**

- Spiritual** Meet the Biblical qualifications of elder as found in 1 Timothy 3 and Titus 1.  
 Giftedness in administration, leadership, evangelism, shepherding, and teaching are recommended.
- Educational** Ideally, either a bachelor's or master's degree in Christian education, or youth ministry.
- Experience** Minimally, experience at overseeing youth ministry, in either a volunteer or paid capacity.  
 Basic computer skills including word processing and presentation software.
- Theological** Must be able to subscribe to the evangelical beliefs, discipline, and core values of the Church of the United Brethren in Christ.
- Relationships** Married candidates must possess a healthy relationship with spouse and children. Both single and married candidates must be above reproach in all relationships.
- Accountability** The Director of Youth Ministries is directly accountable to the Senior Pastor, and secondarily, to the Personnel Relations Commission and the Governing Board.

**Terms of Employment:**

1. The Board of Administration establishes salary and benefits, upon the recommendation of the Personnel Relations Commission.
2. At any time, and without prior notification, the employee or the employer can terminate employment.
3. After 90 days, meet with the Senior Pastor for evaluation. The Senior Pastor will give a performance review. Future performance reviews will be held annually. An opportunity is also given annually for the employee to meet with the Personnel Relations Commission.
4. Salary adjustments will be reviewed annually by the Personnel Relations Commission with recommendations brought to the Board of Administration.
5. Vacation time must be approved by Senior Pastor or the Personnel Relations Commission and will be as follows:
 

Years 1-5	-	2 weeks annually
Years 6-10	-	3 weeks annually
Years 11-20	-	4 weeks annually
Years 21+	-	5 weeks annually

The first and last year of vacation will be prorated accordingly.

Resumes and cover letters should be submitted to:

Jeff Daubert (jeffdtech@comcast.net)

Or mailed to: Devonshire Church, Attention: Jeff Daubert, 5630 Devonshire Road, Harrisburg, PA 17112

[www.devonshirechurch.org](http://www.devonshirechurch.org)