

Youth Director Job Description

Location: First Methodist Church – Fort Payne, Alabama

Position Type: Full-time/Salaried Position

Fort Payne First Methodist Church is seeking an energetic, dynamic Youth Director to lead and grow our ministry for middle and high school students. This leader will take ownership of the youth program, building meaningful relationships, creating engaging programming, and guiding young people in their spiritual growth within the Methodist tradition.

The ideal candidate is relational, dependable, and proactive, with a servant heart for helping students develop lasting faith. The Youth Director leads with the love of Christ, guiding students through encouragement and empowerment rather than shame-based or fear-driven messaging.

Working closely with the pastor and church leadership, the Youth Director will be present in the lives of students both inside and outside the church by engaging with families, participating in community events, and supporting youth in their activities throughout the Fort Payne community.

Our goal is to create a youth ministry where students feel seen, supported, and deeply loved. We seek a leader who encourages young people to grow in their relationship with God through compassion, trust, and authentic discipleship. This ministry is rooted in the belief that faith grows best in an environment of grace, belonging, encouragement, and honest conversation.

Primary Responsibilities

- Lead and oversee all aspects of youth ministry programming for middle and high school students
- Plan and lead weekly Wednesday night youth gatherings
- Build meaningful relationships with youth and their families
- Provide spiritual guidance, mentorship, and age-appropriate Biblical teaching
- Foster a welcoming and emotionally safe environment where youth feel supported and valued
- Attend community events such as sports games, school activities, and performances to support youth members
- Collaborate with church staff and volunteers to strengthen the youth ministry
- Recruit and support volunteers serving with the youth program
- Communicate regularly with parents, students, and church leadership

- Help coordinate special events such as retreats, service projects, and fellowship opportunities
 - Ensure youth ministry activities follow church safety policies and guidelines
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Qualifications

- Demonstrates a sincere Christian faith and a passion for working with youth
 - Relational, approachable, empathetic, and emotionally mature
 - Strong communication and organizational skills
 - Comfortable mentoring youth and discussing faith in an open, supportive way
 - Supportive of Methodist tradition and philosophy
 - Willing to engage with youth in the community beyond church activities
 - Experience and Degree in youth ministry, education, mentoring, or counseling is preferred but not required
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Requirements

- Required presence on Wednesday evenings for youth programming
 - Flexible schedule of approximately 32 hours per week, including evenings and weekends
 - Adherence to MinistrySafe protocols and training
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Compensation & Benefits

- Salary determined annually by the Administrative Board based on recommendations from the Staff Parish Relations Committee (SPRC)
- Paid annual vacation and sick leave, along with additional benefits as outlined in the church Employee Handbook
- One week of continuing education leave each year to support professional and spiritual growth