



The Episcopal Congregations of St. James' Parish on Hawai'i Island

St. James' Church, Waimea, St. Columba's Church, Pa'anilo, and the Beach Mass, Kawaihae

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Junior & Senior High Youth Minister/Leader Position Description

Mission Statement of Youth Ministry:

(1) To share the aloha of Jesus with our Middle and Senior High-school youth, and (2) to nurture their capacity to share Jesus' aloha with their friends, family, and all creation.

Core Values:

Out of a deep spirit of gratitude for God's goodness and aloha, we carry out this Youth Ministry according to our core values of *MAHALO (Thankfulness)*:

M = Mana (Spiritual Energy): To encourage our youth to recognize God's Spirit within themselves, as well as for them to perceive God's Spirit in other people and in all living creatures. ***Genesis 2:7 – "So Adonai fashioned the human out of the clay of the earth, and blew into its nostrils the Spirit of life."***

A = Aloha (Loving Care): To love God, neighbors, and themselves. ***Mathew 22:37-38 – "Jesus said, 'This is the greatest and first commandment - to love God with all your heart, soul, and mind - and the second is to love your neighbor as yourself.'"***

H = Ho'olaulea (Promoting Friendship): To emphasize the value of being true friends of God, others, and our world, as St. Gregory of Nyssa noted, "The greatest thing in life is being God's friend." ***John 15:15 – "Jesus said to his followers, 'I no longer speak to you as subordinates ... instead I call you friends.'"***

A = Akamai (Discerning Wisdom): To promote the ability to apply discerning wisdom to life choices, especially to seek the traits of God's Realm in this world. ***1 Timothy 4:12 – "Let no one look down on you because you are young, but be a consistent example for others in speech, in love, in life, in faith, and in purity."***

L = Laulima (Harmonic Cooperation): To highlight the need to move out of self-centeredness and to move increasingly towards the value of cooperation with each other, to make a more positive impact on our world. ***1 Corinthians 12:7 – "To each person is given the manifestation of the Spirit for the common good."***

O = 'Ohana (Family Belonging): To realize that each youth member belongs to and is connected to God, to one another, and to our world. ***Ephesians 2:20 & 22 – "God's family is like a house ... and you too are a part of this house. Indeed, God also lives in this house, by God's Spirit."***

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Position Title: (Lay) Youth Leader/Minister

Fair Labor Standards Act: Hourly (range \$23-25 per hour), with health and pension benefits.

Reports to: Rector and the Keiki/Youth Ministries Coordinator.

Receives work direction from: Keiki/Youth Ministries, Clergy and, at times, the Senior Warden (in absence of the Rector).

Works Collaboratively with: Parents and volunteers.

Hours hired to work: Up to 25 hours per week (additional hours subject to approval by Rector).

Schedule: Position requires working in the evenings and weekends, with a schedule organized around the ministry's needs. Ministry presence is required on Christmas Eve as well as during Holy Week and Easter, unless otherwise approved by the Rector.

Publicity: Make known upcoming events, gatherings, and Youth Ministry moments via the weekly parish newsletter, worship insert, and via social media.

Requirements: Complete, pass, and maintain a Diocesan Background Check and Safeguarding God's Children training.

Evaluation & Support: The Youth Minister/Leader and the Rector will have an informal review at 3 months and a formal review at 6 months. As this is a new position, the position is evolving.

Goal: To nurture the growth and development of the Youth Ministry to Middle and Senior High-School aged youth, both those within the congregations as well as those beyond the congregations.

We expect the Youth Minister/Leader to have a growing, personal relationship with Christ and a big heart for Youth. The Youth Minister/Leader should possess good communication skills, be able to work as both a team player and a leader, and have efficient organizational skills.

The Youth Minister/Leader position, as with all church employment, is substantially different from secular employment. Church employees must conduct themselves in a manner that is consistent with and supportive of the mission and purpose of the Church. It is expected that all employees respect the religious practices of The Episcopal Church (TEC) and in compliance with the Parish Employee Handbook. Reasonable accommodation for the religious practice of employees not of TEC will similarly be provided.

Responsibilities: We want the Youth Minister/Leader to come alongside the youth – to mentor, model, and guide through activities both within the congregation and in the wider community. This would involve joining them in their extracurricular activities and to be an active part of their lives. The goal is to share the spirit of God with them through friendship and lifestyle. To that end, the Youth Minister/Leader should strive to:

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- Organize and participate in youth ministries, being creative and innovative in approach and application.
- Attend the different congregational worship services of the Saturday Beach Mass, the Sunday St. James' services, and the Sunday St. Columba's service each week, alternating between St. James' and St. Columba.
- Maintain a healthy balance of personal spiritual formation, self-care, and ministry.
- Create and maintain a worshipful and safe environment for Christian discipleship and spiritual growth/education for the Middle and Senior-High youth of Waimea, Pa'auilo, and surrounding areas.
- Foster healthy interpersonal relationships and encouraging our youth to grow and learn in their faith with God.
- Work collaboratively with the Youth Ministries Coordinator, Rector, parish staff, parents, volunteers, and with other community leaders.
- Teach and model how Scripture informs our lives and how we live.
- Provide leadership for, and participate in, youth gatherings for fellowship and fun, prayer and worship, service projects, outings, retreats and mission trips.
- Be present and supportive of other events or programs youth are involved in, as time allows.
- Cultivate/recruit/facilitate/nurture a Youth Adult Leadership team.
- Attend and participate in the Wednesday 10 AM parish staff meeting, either in person or via Zoom.
- Organize and participate in service, outreach, and evangelism in the broader community.
- Encourage participation in Diocesan retreats, camps, and other activities for youth, including fundraising for such events.
- Attend regional and national Episcopal gatherings as funded by the church budget.
- Contribute to the weekly parish newsletter and bulletin insert, informing the parish of upcoming events/gatherings, celebrate and share Youth Ministry moments.
- Provide a year-end summary in the Church Annual Report.

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