



MOUNT PLEASANT CHRISTIAN CHURCH

JOB DESCRIPTION

IMPACT Youth Coordinator | MOUNT PLEASANT CHRISTIAN CHURCH

POSITION TITLE: IMPACT Youth Coordinator

EFFECTIVE/REVISED: July 6, 2025

STATUS: Full Time Exempt

REPORTS TO: IMPACT Executive Pastor

Our Mission

We Reach not yet believers with the love of God. (Evangelism)

We Raise disciples who are becoming more like Jesus every day. (Discipleship)

We Release people to live boldly for Him right where they are. (Missional Sending)

{Reach: Matthew 28:19–20 (NLT) Raise: Ephesians 4:12 (NLT) Release: 2 Corinthians 5:20 (NLT)}

Our Vision

We are a movement of people who love boldly, grow daily, and live on mission... right where we are. A church where not yet believers find hope, and followers of Jesus find purpose.

{Acts 2:42-47}

01. Summary of Position:

The Youth Coordinator will be responsible for the vision, development, and implementation of comprehensive programs and activities that nurture the spiritual, emotional, social, and life skills development of children and youth aged 3-18, with a particular focus on those facing challenging circumstances within an urban setting. A key aspect of this role is the recruitment, training, and leadership of a diverse and dedicated volunteer team. The Youth Coordinator will create a safe, supportive, and engaging environment where young people can learn about and experience the love of Jesus.

02. Responsibilities:

Program Development and Implementation:

- Develop and implement age-appropriate programs that teach essential life skills (e.g., conflict resolution, communication, financial literacy, problem-solving, decision-making).
- Design and lead activities that foster spiritual growth, rooted in the teachings and example of Jesus Christ, emphasizing love, compassion, and service.
- Create engaging and relevant programs for various age groups (preschool, elementary, middle school, high school).
- Adapt programming to meet the unique needs and challenges faced by youth in an urban environment, including those who may have experienced trauma or adversity.
- Evaluate the effectiveness of programs and make data-driven adjustments for continuous improvement.
- Ensure all programs and activities are conducted in a safe and responsible manner, adhering to organizational policies and relevant regulations.



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02. Responsibilities: (continued)

Volunteer Team Development and Leadership:

- Develop and implement a strategic plan for recruiting, screening, training, and retaining a diverse team of dedicated volunteers.
- Create clear roles and responsibilities for volunteers, matching their skills and interests with program needs.
- Provide ongoing support, supervision, and encouragement to volunteers, fostering a positive and collaborative team environment.
- Conduct regular volunteer meetings and training sessions to equip them with the necessary skills and knowledge.
- Recognize and appreciate volunteer contributions.

Working with At-Risk Youth:

- Utilize experience and understanding of the challenges faced by at-risk youth in urban settings.
- Develop strategies to build trust and rapport with youth who may have experienced trauma, neglect, or behavioral issues.
- Implement trauma-informed practices within programs and interactions.
- Collaborate with other staff, volunteers, and community partners to provide holistic support for youth.
- Identify and address the specific needs of individual youth, providing appropriate guidance and resources.

Collaboration and Communication:

- Work closely with the IMPACT Executive Pastor and other organizational staff to align youth ministry goals with the overall mission.
- Communicate effectively with parents/guardians, keeping them informed about programs and youth progress (as appropriate).
- Build and maintain positive relationships with community organizations, schools, and other relevant partners.
- Represent the youth ministry within the organization and to the wider community.

Administrative Responsibilities:

- Manage the youth ministry budget effectively.
- Maintain accurate records of program participation, volunteer information, and other relevant data.
- Assist with grant writing and fundraising efforts as needed.
- Ensure compliance with all relevant safety and legal requirements.

This job description is not designed to cover every job requirement. Mount Pleasant reserves the right to change job duties at any time.



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03. Required Experience:

- Demonstrated passion for working with children and youth, particularly those in urban settings facing challenges.
- Significant experience in youth ministry or a related field, with a proven track record of developing and implementing successful programs.
- Experience working with "troubled youth" or those who have experienced trauma, with a strong understanding of trauma-informed care principles.
- Proven ability to recruit, train, motivate, and lead volunteer teams effectively.
- Strong understanding of child development principles and age-appropriate programming.
- Deep commitment to the teachings and love of Jesus Christ and the ability to articulate and model Christian values.
- Excellent communication, interpersonal, and organizational skills.
- Ability to work independently and as part of a team.
- Bachelor's degree in a related field (e.g., youth ministry, education, social work, psychology) preferred. Equivalent experience may be considered.

04. Staff Expectations:

- Godly character, obvious love for God and His Word.
- Faithful to attend and engage in the local MPCC/IMPACT Congregation.
- Practice Christian stewardship through regular giving of tithes and offerings.
- Practice a lifestyle witness.
- Be willing to assist with responsibilities outside of your ministry areas as needed.
- Personal acceptance and alignment with MPCC's vision, values, and mission.

05. Staff Expectations:

This is a full-time salaried ministerial position. Salary is commensurate with qualifications and experience. If the employee is not ordained or commissioned, he will be eligible to be commissioned by Mount Pleasant Christian Church and may apply for ordination. As such, the employee is eligible to receive a housing allowance and other tax benefits granted by the federal and state governments. This position is also eligible for health insurance from Mount Pleasant's group plan.

06. Work Schedule:

The base expectation for Full Time is 40-45 hours each week, with seasonal exceptions such as community outreach events.