



Associate Director of Youth Ministry

First United Methodist Church, Baton Rouge, Louisiana

Full-Time I Exempt

Position Summary

The Associate Director of Youth Ministry partners with the Director of Youth Ministry and church staff to cultivate a Christ-centered youth ministry rooted in Love3—Love God, Love Others, and Love Self. This role focuses on building welcoming programs, nurturing authentic relationships, developing student and adult leaders, to expand the impact of the ministry, while supporting the overall mission of First United Methodist Church.

The Associate Director will make disciples by creating spaces where youth are invited, known, and supported in their faith journey, encouraged to grow in identity and confidence, and equipped to live out their faith through community, service, and fellowship. This position requires flexibility in schedule, including evenings, weekends, and occasional travel for retreats and mission experiences. This person will complete required trainings, meet the Organizational Competencies, and fulfill the Core Values of First United Methodist Church. This position reports to the Pastor to Children and Youth.

1. Program Development, Events & Volunteer Leadership

- Design, maintain, and lead innovative youth programs that emphasize invitation, engagement, and spiritual growth
- Plan and execute annual and seasonal events, retreats, and special programs
- Manage event logistics including registrations, promotion, reservations, and itineraries
- Recruit, train, place, and support adult volunteers
- Provide intentional follow-up with youth, families, and volunteers

2. Sunday Programming Leadership

- Lead Sunday night youth activities including meals, games, fellowship, worship and volunteers
- Use games and shared experiences to build connection and belonging
- Support Sunday School and small-group experiences
- Ensure programming reflects Love God, Love Self, and Love Others

3. Hospitality & Connection Ministry

- Coordinate welcome teams, student follow-up, celebrations, and miss-you outreach
- Use hospitality as a pathway for student leadership development, developing systems that enlist youth to welcome new youth and participate in follow-up

4. Relational & Faith-Based Mentoring

- Build trusting faith-based relationships with teenagers through consistency, prayer and care
- Show interest in youth activities, school and extracurricular life, and milestones
- Encourage spiritual growth through presence and example



5. Ministry Operations, Administration & Collaboration

- Provide appropriate administrative support for youth ministry
- Care for youth ministry buildings and spaces
- Support digital media and communications
- Collaborate with other FUMC ministries and staff

Schedule & Work Expectations

Full-time exempt position with regular evenings, weekends, and occasional travel.

Required Trainings & Physical Expectations

Pass state and national background checks, complete FUMC Risk Management training, ability to lift up to 50 pounds, obtain a Class D driver's license, drive vans and trailers, and complete ServSafe certification

Church Profile

FUMC Baton Rouge is a nearly 200-year-old, downtown congregation rooted in tradition, committed to serving our neighbors through mission work, and living Jesus' command to love God, self and others. FUMC has a long history of exciting youth ministry and ministry to Children and Youth remain a cornerstone of the church. The Youth Ministry sees between 150-200 individual students per month and engages over 150 adult mentors and volunteers in a year. The ministry is anchored by committed adult leaders and involved parents. The calendar consists of 3 retreats, two mission trips and a robust and growing small group ministry with 14 current groups that reach an average of 75-100 youth per week. The Youth Ministry engages youth and the congregation through 3 invitational events including a Mardi Gras Ball, 2 fundraisers, worship leadership at Easter Sunrise Service, Bible studies, a Youth Worship Band, and service opportunities within and outside the congregation, collaborating with other ministries.

Skills & Technology

Microsoft Word and Excel, Canva, ProPresenter, and basic audio/visual setup (experience preferred; willingness to learn required). Strong written and verbal interpersonal skills.

Qualifications

A growing Christian faith, commitment to Love3; Experience working well with youth; Strong communication skills; Ability to work collaboratively

Interested applicants can submit a resume and cover letter to
Rev. Kale Wetekamm, Pastor to Youth and Children, at kwet@firstmethodist.org



FUMC ORGANIZATIONAL COMPETENCIES AND CORE VALUES

- 1. Mission Ownership:** Demonstrates understanding and full support of the mission, vision, values and beliefs of the congregation; can demonstrate those values to others; consistently behaves in a manner congruent with the mission, vision, values and beliefs.
- 2. Spiritual Maturity:** Shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk, and by responding with constancy of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors.
- 3. Team Orientation:** demonstrates interest, skill and success in team environments; promotes group goals ahead of personal agendas; steps up to offer self as a resource to other members of the team; understands and supports the importance of teamwork; shares credit for success with others, takes responsibility for his or her part in team failures.
- 4. Creativity and Innovation:** Generates new ideas; makes new connections among existing ideas to create fresh approaches; takes acceptable risks in pursuit of innovation; learns from mistakes; has good judgment about which creative ideas and suggestions will work.
- 5. Ethics and Values:** Honors the core values and beliefs of the organization in his/her choice of behaviors; consistently embodies appropriate behavioral choices in both stressful and non-stressful situations; practices the behaviors he/she advocates to others.
- 6. Personal Resilience:** Can effectively cope with change and uncertainty; can shift gears comfortably; can decide and act without having the total picture; isn't upset when things are up in the air; can comfortably handle risk and uncertainty; is flexible.
- 7. Initiative:** Enjoys working hard; is action oriented and energetic about worthwhile activities; not fearful of taking calculated risks; seizes opportunities; sets demanding but achievable objectives for self and others.
- 8. Compassion and Care:** Exudes a natural sense of care for the well-being of others; responds with empathy to the life circumstances of others; communicates a sense of support in his or her very presence; demonstrates appropriate and boundaries expressions of care.