DIRECTOR OF YOUTH & YOUNG ADULT MINISTRIES (FULL-TIME)
FIRST PRESBYTERIAN CHURCH | CHARLOTTESVILLE, VA

First Presbyterian Church is seeking a relational, community-facing leader who loves showing up in the lives of young people—middle school, high school, and young adults—and helping them grow in faith, belonging, and purpose. This is not a "desk-first" role. We're looking for someone who naturally builds trust, creates welcoming spaces, and enjoys being out beyond the church walls in the everyday places where relationships form and faith can take root.

What makes this role different:

- Relational ministry is the center of the job: mentoring, presence, and accompaniment through key seasons of adolescence and emerging adulthood.
- You won't be doing everything alone: our church has established administrative and financial support and a strong staff team to collaborate with.
- You'll help connect young people to the whole church: worship, service, leadership, intergenerational relationships, and community life.

What you'll actually do:

- Build authentic, sustained relationships with youth and young adults as a mentor, coach, and companion in faith.
- Create and lead programs that foster spiritual formation, education, and community, including gatherings, retreats, mission experiences, and milestone moments.
- Design a ministry pathway that fits different developmental stages, while promoting continuity from middle school to young adulthood.
- Help youth and young adults find meaningful roles in the life of the congregation (worship leadership, service, reading, music, mentoring, etc.).
- Partner with parents/caregivers and communicate clearly and consistently with families and young adults.
- Recruit, equip, and support congregational volunteers who can help create a culture of hospitality, trust, and care.

This role may be a great fit if you:

- Are energized by building relationships and creating a sense of belonging
- Are comfortable leading in both structured programming and informal hangouts
- Have a lived, thoughtful Christian faith and a desire to help young people follow Jesus with honesty and depth
- Work well on a team, communicate clearly, and enjoy collaborating across generations

Qualifications

- Bachelor's degree required (theological education or graduate study in ministry or a related field preferred).
- Demonstrated experience and passion working with youth and/or young adults.
- Appreciation for the Reformed tradition (PCUSA).

Supervision & position details

- Full-time, exempt
- Supervised by the Associate Pastor
- Benefits: 60,000 to 70,000 plus benefits

How to apply:

- A resume
- A brief cover letter describing (1) your approach to relational ministry, (2) your experience with youth/young adults, and (3) what draws you to this role

Send materials to: RThompsonOrfield@firstprescharlottesville.org

Applications will be reviewed on a rolling basis.