



Dear Sir/Madam,

Crossroads Fellowship Ministries (CFM) Nyali is a growing non-denomination church, based in Nyali Mombasa. We are seeking a full-time Youth Director, called by God who will coordinate the ministry and program activities of the Youth Ministry at CFM Nyali. The qualified candidate is responsible to God and the church to proclaim the gospel of Jesus Christ, to teach the Bible, to provide Christian leadership in all areas of the Youth Ministry and to engage in pastoral care for the youth, primarily at CFM Nyali and secondarily within different missions engaged by CFM Nyali.

Opening Date: February 1, 2022. **Closing Date:** March 31, 2022 or until qualified candidate acceptance.

All interested and qualified persons must submit an initial Candidate Package consisting of the following information:

1. A completed application (a blank application is contained within this document)
2. A current resume which includes a summary of relevant ministry professional and educational experiences
3. Copies of ministerial license and ordination certificate where applicable
4. Copies of degrees/Diplomas where applicable
5. Three (3) recommendation letters (clergy or minister, layperson and personal)
6. Current color photo

SUBMISSION: Submit the Candidate Package by email to kelvin.john@cfm.or.ke

Any Candidate Package received after the deadline date will not be considered. Missing information may result in automatic disqualification. Final candidates will be notified and asked to provide additional information later in the selection process. All information presented will be treated as "Confidential". For additional information or questions, please submit your request to kelvin.john@cfm.or.ke

Regards,

Rev. Kelvin John Mwangi
Family Pastor

A. Job Overview

The Youth Ministries Director will build a ministry that is responsive and relevant to the questions the emerging generations are asking through a biblical worldview. This individual will lead the CFM Nyali youth ministry in exploring creative and powerful ways to reach out and connect with the youth, helping them grow in faith and find their place within the community of faith, and within God's redemptive Story.

Core Responsibilities

- Oversee preteens, & teens Sunday service activities, College age and campus outreach activities and worship programming.
- Work with the Preteens, teens and college Ministry Leadership Teams to plan activities such as camps, youth life-groups, special activities, short-term mission trips and fundraising.
- Assist in organizing childcare for church activities
- Oversee recruiting, training, and multiplication of volunteers who assist with children and youth ministry activities
- Oversee Reach out to, and building of relationships with children and their families in areas such as
 - Driven for Him (11-14)
 - Impact Youth (15-19)
 - 180 College Ministry (20-25)
 - The Shift Campus Outreach (20-25)
 - Other similar age groups in the community
- Partner with the other Family Environments
- Communicate well using email, social media platforms, church communications, and other outlets
- Develop relationships with other Family Environments leaders
- Oversee creation of training materials and seminars to equip parents to minister to their teens.
- Provide spiritual support, mentorship and discipleship for ministry leadership (pastoral care)

Other Responsibilities

- Participate in staff meetings
- Keep CLT (Church Leadership Team) and staff informed of emergent situations
- Attend Family Pastor's Weekly Meetings
- Attend Staff meetings as an active member when required
- Demonstrate capacity for special events/retreat planning
- Sunday morning service participation
- General pastoral responsibilities shared by the team and other duties as required

Personal Qualifications:

- Be between 25-30yrs of age
- Committed Christ-follower who feels a call by God into ministry (Full, Part-time or Volunteer)
- Passion and drive to see families thrive together and as individuals
- Strong organizational and leadership skills
- Ability to build and lead volunteer teams
- Ability to Mentor, coach and guide
- Ability to communicate clearly and firmly

General Qualifications:

Applicant must;

- Meet the 1 Timothy 3, Titus 1, and 1 Peter 5 qualifications for church leaders
- Show commitment to CFM's doctrine, vision, values, and beliefs (see www.cfm.or.ke for details)
- Have pastoral philosophy of equipping and discipling
- Preferred but not required, a degree in theological training
- Have commitment to a team approach to ministry including delegating responsibility to team members
- Be a Strong teacher with a love for God's word
- Have a relational style of leadership and ministry
- Be a Self-starter and able to work without direct supervision
- Have 2 or more years' experience as a youth worker/director/pastor/life/cell/home group leader in a church with a medium to large sized youth group would be helpful
- The ability to engage the various family groups as vital partners
- Be able to teach and equip leaders in small and large settings
- Be able to relate to the unique needs of teenagers in today's culture
- Communicate well with parents and come along side families, especially in times of crisis
- Have Competency with basic computer software (Excel, Word, PowerPoint), and the capacity to learn new software (Photoshop, Planning Center, others).

Expectations:

- Fully understand and embrace the mission, vision and values of CFM (see www.cfm.or.ke for details.)
- Have an active and growing personal relationship with Jesus Christ, evidenced by action, attitude and behavior.
- Attend worship services, prayer service, and special meetings and arrive 45 minutes prior to the beginning of any scheduled ministry event to ensure the necessary support staff and items are in place.
- Grow Youth Ministries in meaningful ways in accordance to CFM vision and mission.
- Bi-weekly one-hour one-on-one mentoring by the Family Pastor to acquire encouragement, direction, support, and challenge you toward holiness and righteousness.
- Present monthly ministry updates and goals for the coming year to the Family Pastor in form of a detailed Action Plan, a yearly Youth Ministry budget proposal and participate in annual performance review.
- Stay current with Youth ministry practices by reading, attending leadership conferences, etc.
- Be the primary preacher and teacher at the teen's ministry.

Current Schedule

- Sunday
 - D4H (11-14yrs)
 - 1st Service - 8:30am-10am
 - 2nd Service - 10:30am-12pm
 - Impact Youth (15-19yrs) - 10:30am-12pm
- Saturdays
 - 180 Youth Service (20 - 25) - 5:30pm-7pm
 - The Shift (20 - 25) – Currently on hold

B. Candidate Application:

Section One: Personal Information

Name: Last: _____ First: _____ Middle: _____

Address: _____ City: _____ County: _____

Code: _____ Numbers: Home _____ Cell _____ Business _____

Email Address: _____ Birth Date: _____ Birth Place: _____

Please list all addresses and residence periods for the last 10 years. [Explain gaps]

Address:	From:	To:

Please check one: Male _____ Female _____ Military Service? Yes ___ No _____

Marital Status: Married _____ Separated _____ Divorced _____ Widowed _____ Single _____

If married, spouse's name: Last: _____ First: _____ Middle: _____

Section Two: Ordination and Current Church

Are you licensed? Yes _____ No _____ Are you ordained? Yes _____ No _____

License date and place: _____

Ordination date and place: _____

Denomination: _____ Have you been baptized by immersion? Yes _____ No _____

Current Church Name & Address which you are a member? _____

Section Three: Background Information

Please briefly explain any matters that would be important for CFM to be aware of at this time.

[If you answer “Yes” to any of the questions in the following section, please attach a separate sheet indicating the nature of the suit, charge or offense, when and where charged, the date, court, and disposition or other appropriate explanation. An arrest or a conviction record will not automatically be a bar to employment. Factors such as your age at the time of the crime, seriousness and nature of the violation, time elapsed since the crime, job relatedness, and subsequent rehabilitation will be considered.]

A. Have you ever been arrested or convicted for any offense? Yes _____ No _____

If yes, please state nature of the charge(s), when and where charged and the case disposition.

[Attach a Separate Sheet]

B. Are you presently being investigated or under a procedure to consider your discharge by your present employer? Yes _____ No _____

If yes, please state nature of the charge(s), when and where charged and the case disposition.

[Attach a Separate Sheet]

C. Has any employer ever subjected you to disciplinary action, suspended, terminated, or asked you to leave/vacate a job position, or volunteer position on the grounds of any unlawful sexual behavior, or violation of an employer's sexual misconduct or harassment policy? Yes ___ No ___

If yes, please state nature of the action(s), when and where and the disposition.

[Attach a Separate Sheet]

D. Have you ever been charged in administrative, civil or criminal proceedings with improprieties regarding children? Yes ___ No ___

If yes, please state nature of the action(s), when and where and the disposition.

[Attach a Separate Sheet]

E. Have you ever entered a plea of not guilty, or guilty or a plea of "no contest" (nolo contendere), or has any court ever deferred further proceedings without entering a finding of guilty and placed you on probation or in a public service or education program for any crime other than a minor traffic offense? Yes ___ No ___

If yes, please state nature of the action(s), when and where and the disposition.

[Attach a Separate Sheet]

F. Have you ever been suspended, discharged or resigned in lieu of discharge from any position? Yes ___ No ___

If yes, please explain nature of the action(s), when and where and the disposition.

[Attach a Separate Sheet]

G. Have you ever been a plaintiff or defendant in an administrative, civil matter or lawsuit?

Yes ___ No ___

If yes, please explain the nature of the action(s) or suits(s), when and where and the disposition.

[Attach a Separate Sheet]

H. Have you ever been treated for substance/alcohol abuse? Yes ___ No ___

If yes, please explain.

[Attach a Separate Sheet]

Section Four: Education

School Type:	School Name:	School Location:	Nbr of Years	Major & Degree
High School				
College/University				
Vocational/ Technical				
Graduate				
Seminary School				
Military Training School				
Other				

Additional Academic Experience (Post-secondary) Please list courses attempted and whether or not completed; part-time or full-time dates; institutions and awards received.

Section Five: Work Experience

Please list all of the jobs that you have held, as well as your entire ministry experience. Begin with the most recent job you held and provide 20 years of work experience. If you were self-employed, give firm name. Please attach additional sheets if necessary.

Current Employer:			
Address:			
Phone:	Job Title:		
Supervisor Name:			How long position held?
Employment dates:	From:		To:
May we contact this employer for a reference?	Yes		No

Previous Employer:			
Address:			
Phone:		Job Title:	
Supervisor Name:		How long position held?	
Employment dates:	From:	To:	
May we contact this employer for a reference?	Yes: _____	No: _____	
Reason for leaving (specific):			

Previous Employer:			
Address:			
Phone:		Job Title:	
Supervisor Name:		How long position held?	
Employment dates:	From:	To:	
May we contact this employer for a reference?	Yes: _____	No: _____	
Reason for leaving (specific):			

Indicate your expected salary for this pastoral position: _____ **[Do not leave blank]**

Section Six: Leadership Role

Consider the following list and rank the areas of leadership responsibility you believe are the most important. Rank in order of importance Five (5) most – One (1) least

CHURCH LEADERSHIP RESPONSIBILITIES:

- ___ A gifted teacher who enables persons to learn and understand deep spiritual truths.
- ___ An administrator of the church office.
- ___ A person active in associational, state convention, denominational, and ecumenical life.
- ___ A community volunteer who cooperates in community and civic activities/programs.
- ___ An effective communicator of well-prepared sermons.
- ___ A skilled counselor available to assist persons with personal and spiritual problems.
- ___ One who emphasizes evangelism and the importance of lifestyle witnessing.
- ___ A person with a personal vision and a well-developed vision for the future of the church.
- ___ A person with a vision for overall direction to grow youth and young adult membership and ministries.

In which of these are you the strongest?

What evidence is there to confirm that you have strengths in these? Explain.

In which of these are you the weakest? Explain.

What evidence is there that you are able to operate cross-culturally and be at home in a multicultural community? What experience have you had in a multicultural community?

What experience do you have increasing church membership?

Section Seven: Reference

Give three (3) references qualified to speak of your spiritual experience and Christian service. (Do not list family members/relatives for references.)

Name/Address:	Phone:	Position:

Give three (3) references that are qualified to speak of your professional training and experience. (List your current or most recent supervisor first.) References should be different from above.

Name/Address:	Phone:	Position:

Section Eight: Certification and Signature

(Please read & initial the below statements and sign application)

I certify that the information given by me to the questions on this application, including representations in my resume, if given, are true and correct to the best of my knowledge, and have been made with no mental reservations whatsoever and I have not withheld any information that might adversely affect my chances for consideration. I understand that misleading or false statements will constitute a sufficient case for refusal of hire, employment termination or employment covenant.

I understand that neither the acceptance of this application nor the subsequent entry into any type of employment and covenant relationship with CFM Nyali creates an actual or implied employment.

I understand that, if I am offered and accept employment with CFM Nyali, it will be on an at-will basis. This means that either CFM Nyali or I have the right to terminate the employment relationship at any time, for any reason, with or without cause.

I authorize the release of national and state criminal records, as well as credit history report to CFM Nyali. I authorize the schools, my former employers, and people named in this application to release to CFM Nyali any information requested to verify the information on this application, and my education, character, and employment history with them. I also give CFM Nyali permission to use the information acquired to conduct a background check on me.

Print Name: _____ Date: _____

Signature of Applicant: _____ Date: _____

Please add any additional pertinent information if needed

