



DO WHAT YOU LOVE.



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**OAKS CHURCH**  
YOUTH DIRECTOR  
JOB PROFILE



A person with a backpack is walking in a city street. In the background, there is a large bridge structure, possibly the Manhattan Bridge, and tall buildings. The scene is dimly lit, suggesting dusk or dawn.

*One.*

THIRTY NINE

WE EXIST TO BRING  
TRANSFORMATION  
TO PEOPLE AND  
ORGANIZATIONS  
ONE STRONG HIRE  
AT A TIME



# THE OAKS CHURCH STORY

In the early 1980s, Cary Church began with a small group of families in a motel. Over the next several decades, God used this influential church to impact the city of Cary and beyond, expanding worldwide to locations like Ecuador. There, they planted churches and established mobile medical clinics in impoverished communities.

Cary Church has a rich history, and its legacy continues as one of love, gospel, and mission. In the fall of 2019, Pastor Clint and Amy transitioned to Raleigh to assume their new leadership roles as Senior Pastors, marking a new era for Cary Church.

Over the next four years, guided by prayer and the Holy Spirit, Cary Church embarked on a journey towards becoming a healthy church and rebuilding its foundations of God's presence, discipleship, and mission. During this period, the church experienced significant growth, leading us to transition from Cary Church to Oaks Church.

As we expand our reach to the Triangle area and beyond, we are filled with faith as we step into the future God has planned for us together.

## OAKS CHURCH VISION & MISSION

To see lost people know God, become who He created them to be, and do what He made them to do.

# CORE VALUES

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- Love God
- Love People
- Pursue Excellence
- Choose Joy

# JOB SUMMARY

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The Youth Director position at Oaks Church will serve the vision of the church by leading and developing a healthy, Christ-centered student ministry. This role focuses on student discipleship, leadership development, and pastoral care, creating environments where students can grow in faith, community, and purpose.

# PERSONAL PROFILE

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- Love for God
- Love for People
- Work Ethic that is excellent, protective, and frugal with time and money
- Attitude of a servant, enjoyable to be with, and devoted to the call and vision of God and the Church
- Operates with a spirit of excellence
- Committed to the core values and purposes of Oaks Church
- Personally committed to the well-being and success of groups at Oaks Church
- Leader and team builder
- Passion for the Lord and people

# ESSENTIAL DUTIES & RESPONSIBILITIES

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- Provide oversight for Youth Night and all middle school and high school ministries, including student internships.
- Develop and deliver message content for Youth Night based on relevant and engaging topics.
- Create and lead Youth Night service environments that connect students to Oaks 101 and the Serve Team, encouraging worship, prayer, healthy community, and leadership development.
- Build, train, and empower student leadership teams, creating opportunities for students to serve and lead.
- Strategically promote Youth Night across the campus through Sunday services, small groups, and church-wide events.
- Maintain an active social media presence to keep students and parents informed, connected, and engaged.
- Build relationships with local schools to encourage student participation and expand youth ministry reach within the community.
- Consistently follow up with students who complete connection cards during Sunday services.
- Provide relational pastoral care to students and develop individualized growth plans that support healing, restoration, freedom, and spiritual formation.



# ESSENTIAL DUTIES & RESPONSIBILITIES

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- Serve as a liaison for Small Groups, Oaks 101, and Serve Team systems and structures as implemented by Oaks Church leadership.
- Maintain availability to support and participate in Sunday services, host guest pastors, and assist with other ministry needs as required.

# EXPERIENCE & REQUIREMENTS

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- Minimum of 3+ years of hands-on youth ministry experience
- Demonstrated effectiveness in pastoral leadership
- Consistent involvement in meeting the pastoral care needs of students
- Proven ability in systematic team building and leadership development
- Ability to clearly communicate vision and direction
- Experience assessing, analyzing, and restructuring student ministry health as needed
- Proficient in Microsoft Word and Outlook; willing to learn new programs as required
- Strong leadership and administrative experience
- Energetic and physically able to stand or sit for extended periods as required





# CARY, NC

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Cary, North Carolina is a vibrant and welcoming town that blends small-town charm with modern convenience and a high quality of life. Consistently ranked as one of the safest and best places to live in the United States, Cary offers a thriving mix of family-friendly neighborhoods, top-rated schools, and scenic parks—all within minutes of the Research Triangle's economic and cultural centers.

Known for its beautifully maintained greenways, peaceful suburban streets, and a strong sense of community, Cary features everything from farmers markets and outdoor concerts to tech startups and world-class dining. Residents enjoy easy access to Raleigh, Durham, and Chapel Hill, while still savoring the calm and connection of hometown living.

Ask locals what they love about Cary, and you'll hear about "bike rides through the greenway trails," "weekends at Koka Booth Amphitheatre," and "a place where families grow and neighbors become friends." With its blend of opportunity, nature, and community spirit, Cary truly feels like home.

## WHO WE ARE

*We are bold. We are diverse. We are the catalyst for transformational change by connecting dynamic leaders, driven by a unique calling, equipping & empowering them to create exponential impact.*

## OUR WHY

*We exist to bring transformation to people and organizations, ONE strong hire at a time.*

## OUR VALUES

EXPERTLY SKILLED  
WILDLY EFFECTIVE  
AUDACIOUSLY INNOVATIVE  
BOLDLY AUTHENTIC  
PASSIONATELY TRANSFORMATIONAL  
UNUSUALLY GENEROUS

