

Water Street Mission Job Description Compass Director

Summary: Responsible to lead, grow and develop Compass, WSM's ministry among young adults, in its next stage of development and beyond.

FLSA: Exempt; Full-time

The Director of Young Adult Ministries must be:

- Willing to sign the Water Street Mission Statement of Faith
- A current member or regular attendee of a local church
- Able to fully support the Water Street Mission core values and ministry philosophy

Essential Duties:

- Maintain a growing relationship with Jesus Christ and a spiritual support system of peers and mentors; engage personally in regular spiritual and leadership formation
- Lead the growth and development of Compass, a WSM ministry among young adults (focus age: 18-24) in and from neighborhoods in Lancaster which are challenged by poverty
- Minister directly among young adults to share the Gospel of Jesus Christ, develop mature disciples of Jesus, and raise up people with a calling and a path to lead within their educational/training institutions, workplaces and neighborhoods
- Grow Compass' broader network of Young Adults; identify and develop core members who can become volunteer leaders within Compass
- Further define the Compass vision and strategy, set metrics, evaluate viability as a long-term ministry of WSM and communicate on progress and evaluation with WSM leadership and board, all in coordination with the Vice President, Community Ministries
- Identify and develop community relationships, resources and partnerships critical to the mission of Compass, particularly among local colleges and professional/vocational schools
- In a matrix arrangement with the Teen Haven Director, lead and supervise the High School and Young Adult Program Manager, particularly the Compass part of their role
- Teach, pray, lead small groups and discussions, plan and lead events and activities
- Embody and communicate a ministry culture which reflects the WSM mission and values, and will help set the DNA for Compass
- Coordinate with Teen Haven Director to define and develop how Teen Haven and Compass will work together
- Represent WSM/Compass among donors and community partners
- Manage Compass expenses according to the budget approved by the board, and in coordination with the Vice President, Community Ministries
- Work in full coordination with WSM staff at all times to identify, report and respond appropriately to any potential threats to the safety and wellbeing of WSM guests
- Other duties as assigned by the Vice President, Community Ministries

Education/ Experience: A bachelor's degree or equivalent training and experience. A minimum of 2 years' experience in a ministry working with diverse young adults in an equivalent environment. Experience in team leadership, supervision, program creation and public relations. Valid PA Driver's license.

Supervisor: Vice President, Community Ministries

Physical Demands:

Occasionally = 1%-33%; Frequently = 34%-66%; Continuously = 67%-100%

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this position.

- Stand, walk, or sit - *continuously*
- Use hands to finger, handle, or feel - *continuously*
- Lift and/or move up to 50 pounds - *occasionally*
- Weekend and evening availability –*frequently*

Christian Life:

Water Street Mission is a privately funded 501(c) 3 Non-Profit, evangelical Christian ministry. Our designated purpose is religious and we are a Christ-centered ministry that is dedicated to sharing the Gospel and helping the homeless and impoverished. We consider every position to be essential in the fulfillment of our ministry and purpose statement. As such, each employee must have a relationship with Jesus Christ as their personal Savior and Lord. All employees must:

- Be able and willing to share the Gospel and participate in the ministry activities of Water Street Mission.
- Subscribe to the Water Street Mission Statement of Faith and Qualifications of Employment upon hire and continuously while employed.
- Adhere to the Water Street Mission Employee Handbook.

My signature below acknowledges that I have read and understand the job description as described herein and I can perform that which is required under Physical Demands unless otherwise noted. I understand that this job description is not all-inclusive and that employment is at-will.

Signature

Printed Name

Date