

3. **Individual 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.
4. **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 failure.
5. **People/Volunteer Management:** Provides direction, gains commitment, facilitates change and achieves results through the efficient, creative, and responsible deployment of volunteers; engages people in their areas of giftedness and passion.
6. **Attention to Detail:** Consistently attends to the many small pieces which must be assembled into an organized whole; follows up on missing or out of balance items; resolves unanswered questions needed to address a problem; keeps the larger picture in mind while tending to the smallest of details.
7. **Conflict Management:** Understands the dynamics of human negotiation among conflicting interest groups and how to achieve mutual agreement; embraces constructive conflict as a means to promote growth; reads situations quickly; can find common ground and get cooperation with minimal anxiety.
8. **Communication:** Is able to employ correct grammar and clearly deliver oral or written communication effectively, with appropriate emotion in a variety of settings; clearly delivers message in a tone appropriate to the context.
9. **Listening:** Engages in thoughtful and attentive listening; listens beneath the surface for real intent that may contradict the spoken message; overcomes personal bias to genuinely hear the ideas and concerns of another; can describe the perspective of another, even when he/she disagrees.

General Requirements

Must be a mature Christian with a clear sense of calling to serve Christ in a ministry to middle school students, high school students, and their families.

Specific Requirements (Education, Experience and Skills)

1. Passion for Christian spiritual formation in the lives of middle and high school youth.
2. Supportive of United Methodist doctrine and theology.
3. Experience in building, equipping, and empowering teams extremely helpful.
4. Good interpersonal skills; an articulate and mature communicator.
5. Excellent administration skills with an eye for detail.
6. Ability to handle multiple tasks simultaneously and be organized, flexible and personable.
7. Bachelor's degree preferred, with two years relevant work or volunteer experience.
8. Annual Continuing Education.

Accountability

1. The DYM is accountable to the Senior Pastor.
2. Official performance evaluation is conducted by the Senior Pastor, and is shared with the Staff Parish Relations Committee.