



Job Description

Position Title:	Youth Director
Department/Location:	Youth Ministries / West Des Moines, IA/Camp Heritage
Immediate Supervisor:	Conference Officers
Status:	Full-time, Exempt
Wage Scale:	NAD Remuneration Scale (87–102%)
Date:	September 3, 2025

Mission: To Reach Iowa-Missouri, North America, and the world with the distinctive, Christ-centered Seventh-day Adventist message of Hope and Wholeness.

Job Summary

The Youth Director provides leadership, coordination, and vision for youth and young adult ministries throughout the Iowa-Missouri Conference. The primary responsibilities are to provide oversight of Adventurer, Pathfinder, and Master Guide programs as well as Camp Heritage. The Youth Director equips local churches and schools through training, resources, and support, and fosters collaboration with conference, union, and division-level initiatives.

Essential Duties and Responsibilities

Camp Heritage

- Serve by right of position as a member of the Camp Heritage Committee, Pathfinder Council, Adventurer Council, Youth Advisory Committees, and other boards/committees as assigned.
- Direct, manage, and oversee the summer camp program at Camp Heritage, including marketing, staff recruitment, and program development
- Work in conjunction with officers to create and follow an annual budget
- Work in conjunction with the Camp Committee to foster and further the vision of Camp Heritage usage, function, and building space.
- Serve as a Direct Supervisor to the Camp Ranger and other camp staff.

Pathfinders/Adventurer

- Attend, serve, and participate in the Pathfinder and Adventurer Area Coordinator Meetings.

- Be a resource to area coordinators as the vision and plan for the future
- Organize, plan, and help facilitate Conference club attendance to Union, NAD, and GC Camporees
- Assist in helping churches that want to form new clubs

Other duties

- Collaborate with Conference leadership and departments to integrate youth ministry into the mission of the Conference.
- Be a resource to pastors and church leaders in organizing conference-wide youth events.
- Assist churches in starting youth ministries and programs.
- Partner with Mid-America Union Conference (MAUC) and North American Division (NAD) youth ministry leadership to align and promote broader initiatives.
- When able, preaching in local churches and promoting Camp Heritage, Pathfinder, and Youth ministry initiatives.

Qualifications / Requirements

- A personal commitment to Jesus Christ, the mission and teachings of the Seventh-day Adventist Church, and membership in regular standing within the Church.
- Bachelor's degree in Theology, Religious Studies, or related field required; Master of Divinity or related advanced degree preferred.
- Minimum of 3–5 years of direct youth ministry experience preferred.
- Current CPR and First Aid certification, or willingness to obtain within six months of hire or before camp season.
- Strong organizational, administrative, and people skills with the ability to relate effectively to youth, adults, and diverse communities.
- Demonstrated ability to communicate clearly in writing and public speaking.
- Ability to work cooperatively with Conference administration, local churches, and volunteers.
- Must be able to read, speak, and write English fluently.
- Must hold a valid driver's license and be able to travel regularly.

Working Conditions

The Youth Director position requires great flexibility in hours available for work, including evenings and weekends. The position is a full-time, salaried position. Furthermore, it is recognized that the schedule may vary at different times of the year.

- Position includes both office-based and outdoor activities, with significant seasonal work at Camp Heritage.
- Flexible schedule required, including evenings and weekends.
- Travel throughout Iowa and Missouri is required.
- Work involves rugged outdoor environments and camp-related activities, as well as standard office settings.

Typical Physical Demands

- Requires standing, sitting, bending, walking, and reaching.
- May involve lifting up to 50 pounds.
- Must be able to operate standard office equipment and an automobile.
- Requires normal hearing and vision ranges.

Please Note: *The statements found in this job description are meant to describe the overall general nature and level of the work performed by an employee functioning in this position. The tasks, duties, responsibilities, functions, skills, talents, etc. outlined in the description is not an exhaustive list and should not be construed as such. The Iowa-Missouri Conference Administration reserves the right to modify this job description as/when needed in order to fulfill the mission of the Conference.*

Acknowledgment

I have received, read, and understood the job description for the Youth Director position. I further understand that I am responsible for carrying out the essential duties and responsibilities under the conditions described above.

Signature: _____

Date: _____

Employee Name (Printed): _____