INFORMATION FOR PROSPECTIVE STAFF ASSOCIATES

SO YOU ARE CONSIDERING YOUNG LIFE STAFF?

We’re thrilled! We hope that this pamphlet will provide a brief overview of the job. We encourage you to speak to your closest Young Life Staff person or Regional Director to obtain more information.

JOB DESCRIPTION

» Spiritual Development - lead teams in spiritual growth
» Leadership Development - recruit and train volunteer leaders
» Resource Development - plan and execute personal and area fundraising
» Direct Ministry - lead a team that provides excellent club, campaigner, and camp experiences
» Ministry Support - manage communications, plans, finances, and initiatives

WHAT DOES THAT LOOK LIKE?

Serving on Young Life staff is deeply fulfilling and the source of great joy. The fulfillment and joy are built on long hours of hard work. On average a staff associate will work 40-50 hours a week, but this will increase on trips and assignments. This is a serious commitment to an important job, and we expect our staff to conduct themselves responsibly and professionally, and be willing to live sacrificially.

FUTURE OPPORTUNITIES

You might be interested to know that many men and women stay on staff through their 40s, 50s and 60s. This is not just “something to do when you are young”, and there are opportunities for advancement that could keep you working for Young Life for years. If you do not choose to stay on Young Life staff after the Staff Associate Program, you will have accumulated graduate credits towards a Masters degree. You will also have developed leadership, communication, management, administrative and relational skills that will serve you well in the future.

TRAINING

The Staff Associate program is a two year training program that consists of:

Area Training - instruction and encouragement on a local level twice a month (one on one mentoring)

Regional Training - training days with other local Staff Associates several times a semester (small group learning)

National Training - yearly courses that are part of training and can be taken for seminary credit (greater mission vision)

SALARY & BENEFITS

SALARY: Ranges in the $20,000s
*opportunities for additional compensation through substitute teaching and coaching are possible **Significant increases are also possible when you are placed as an Area Director or Direct Ministry

GROUP INSURANCE:
Medical: hospital, physical diagnostic and prescription care, dental/orthodontia care, vision and adoption insurance is available on a 90/70 plan.
Basic Life Insurance: Two times annual salary
Accident and Long Term Disability

RETIREMENT:
4% 401K match
7% pension after 12 months (vested after 4 years)

ADDITIONAL BENEFITS:
12 paid holidays, 2 weeks vacation, 1 personal day, $250 to offset gym memberships
FAQ

[ HERE ARE SOME QUESTIONS WE MOST OFTEN RECEIVE... ]

What is the process to come on YL staff?
Each person considering staff should seek the counsel of their Area Director and trusted mentors. The process will include an application, recommendations and two or three interviews.

What is the hiring timeline?
Generally, most SA hires follow this timeline:
- January—submit applications
- February—initial interview
- March/April—placement and final interviews
- August—hire dates

How are placements made?
Hires are made first through the regional office, and then confirmed through the local area.

Is personal fundraising a part of this job?
Yes! Equipping staff to raise and sustain support keeps them in ministry longer, and increases the opportunities one might have on staff. You will be given a Personal Development Coach who will train you in fundraising. While this may seem daunting, we find that 90% of our incoming staff are successful in meeting their fundraising goals.

Why do I raise personal support?
Everything Young Life does is through relationships! While staff are only placed in areas with adequate community support, it is important for them to learn fundraising skills right away through relationships they have. Those skills will then be used in fundraising efforts with parents, churches and the local community.

What do I do if I want to apply?
You should fill out an application, and be prepared for a three step interview process.

Contact your local or closest Young Life staff or the Regional Director in your geography.