



COME JOIN OUR TEAM

As together we impact generations of teens, their families
and Canadian communities with the love of Christ.



About Young Life

Young Life is a world-class organization for adolescents. Our staff and volunteers enter the world of kids, focusing on what matters to them — fun, adventure, friendship and a sense of significance. In doing so, we earn the privilege of talking to them about something that we believe matters most of all — the truth about God and His love for them.



Our Vision

We will glorify God by sharing Jesus Christ with the entire next generation.

Our Mission

We are a Christian mission loving teenagers in their world, encouraging them to know Jesus Christ.

Our Values

Christ-centred ...

We build an ecumenical mission community of Christ followers.

Scripture ...

We act under the authority of Scripture and rely on the Holy Spirit to empower our ministry.

Discipleship ...

We introduce adolescents to Jesus Christ, helping them grow in their understanding of Him and preparing them to integrate into the local church.

Relational ...

We communicate about Jesus, not only with words, but with our offer of unconditional and authentic connection.

Adventure ...

We exemplify the nature of God through fun, humour and adventure.

Excellence ...

We are committed to excellence in all our operations: field work, camping, and mission services.

Growth ...

We are driven to expand the reach and depth of our mission everywhere there are adolescents across our country.

Stewardship ...

We are accountable to God to manage our financial and human resources as a sacred trust.



Our Statement of Faith

PREAMBLE

We, the members of Young Life of Canada, subscribe to the following articles of faith:

ARTICLE I

The Scriptures of the Old and New Testaments, being given by divine inspiration, are the Word of God, the final and supreme authority in all matters of faith and conduct.

ARTICLE II

God made man and woman in His image that He might have fellowship with us. Being estranged from God by our disobedience, we are, as sinful people, incapable of a right relationship to God apart from divine grace.

ARTICLE III

God made man in his image that he might have fellowship with him. Being estranged from God by his disobedience, sinful man is incapable of a right relationship to God apart from divine grace.

ARTICLE IV

The only Mediator between God and all human beings is Jesus Christ our Lord, God's eternal Son, Who as man, fully shared and fulfilled our humanity in a life of perfect obedience.

ARTICLE V

By His death in our place, Jesus revealed the divine love and upheld divine justice, removing our guilt and reconciling us to God. Having risen bodily from the dead and ascended into Heaven, He rules as Lord over all and intercedes for us as our great high priest.

ARTICLE VI

The Holy Spirit, through the proclamation of the Gospel, renews our hearts, persuading us to repent of our sins and confess Jesus as Lord. By the same Spirit, we are led to trust in divine mercy whereby we are forgiven all our sins, justified by faith through the merit of Christ our Saviour, adopted into God's family as His children, and enabled so to live in the world that all people may see our good works and the Gospel of grace at work in our lives and glorify our Father Who is in Heaven.

ARTICLE VII

God by His Word and Spirit calls us as sinful people into the fellowship of Christ's body. Thus He creates the one holy, catholic and apostolic church, united in the bonds of love, endowed with the gifts of the Spirit, and summoned by Christ to preach the Gospel and to administer the sacraments, to carry on the ministry of reconciliation, to relieve human need, and to strive for social justice.

ARTICLE VIII

God's redemptive purpose will be consummated by the return of Christ to raise the dead, judge all people and establish His glorious Kingdom. Those who are apart from Christ shall be eternally separated from God's presence, but the redeemed shall live and reign with Him forever.



Our Community Covenant

The values of this Community Covenant are aspirational—they are an invitation into who we can become as people and as a community. We recognize our humanity and inability to accomplish these perfectly 'on our own.' We will depend on the work of Christ in us to continue to redeem and refine us as we pursue these commitments together.

Jesus promised that the world would know that we are His by the way we love one another—we get to do this in a community that is collectively chasing after Jesus and His Kingdom. It is both a calling and a gift.

We choose to commit ourselves to the following for the purposes of honouring Christ, one another, and our mission not by our own strength, but through the work of the Holy Spirit.

We choose...

- to trust the Holy Spirit's work of transformation in the lives of those who seek him and reject taking on this mantle for ourselves.
- to be relentlessly faithful in prayer, for and with one another.
- to love God's word, spending time reading it, meditating on it, and allowing it to be living and active in our lives.
- to love with sincerity, defined in scripture as 'completely' or 'entirely.'
- to practice radical hospitality, receiving, welcoming, and serving one another with generosity.
- to be patient in affliction and conflict when it arises in our mission.
- to offer grace and dignity to one another and not speak ill of each other, privately or publicly.
- to enter into one another's joy, celebrating what is good.
- to enter into one another's sorrow, expressing empathy and coming alongside when life is hard.
- to surrender our pride and need to be right and instead choose humility and curiosity in our interactions with one another.
- to work for peace and unity in our relationships, and as a community.
- to be trustworthy, allowing space for honesty and vulnerability in our mission.
- to disagree well, expressing high courage and high consideration in our dialogue and in the way we move forward.
- to assume positive intent in one another, suspending our assumptions and presumptions and instead choose to keep an open mind and seek deeper understanding of one another.
- to ask for and offer forgiveness, like what we've been offered through Jesus.



Staff Associate Program

YOUR OPPORTUNITY

- Reach out to teenagers by entering their world
- Participate in communities with like-minded people
- Develop leadership skills
- Grow in your Christian faith
- Live with purpose and adventure

YOUR CREDENTIALS

Connector. Initiator. Team Builder.
Leader. Learner. Adventurer.
Motivator. Risk Taker. Innovator.
Relationship Builder. Self-Starter.
Christ Follower. Friend. Professional.

- Dynamic Christian faith and a passion to share it
- Demonstrated success leading teams
- Experience leading a Young Life club
- History of great friendships
- Emotional maturity
- Commitment to learning and personal growth
- Resilient & gritty
- Post secondary certification or three years' experience in a leadership role

YOUR TASK

- Equip to be deployed as an Area Director to build Young Life in another community
- Commit to active participation in a training community for 2 years
- Learn time-tested methods for reaching youth
- Build a Young Life high school or WyldLife club where there isn't one
- Recruit and train a team of volunteers to partner with you to reach teens

OUR PROMISE

- **Lasting friendships and connections**
- **Personal and spiritual growth**
- **Belonging in a dynamic affirming community**
- **Group health and dental benefits plus two weeks' annual vacation**
- **Part-time or full-time positions available**

Apply with resume and cover letter to: careers@younglife.ca



Application & Selection Process

How do I apply?

Send your current resume and a brief cover letter explaining how you are qualified to be an effective Staff Associate to careers@younglife.ca by the closing date indicated below.

We will send you a detailed application form requesting that you return it within five business days.

Once we receive your application form, we will review your application package, and contact you with the status of your application, and whether you have been selected for an interview.

What happens if I am selected for an interview?

Interviews will take place in a major urban centre, last about 45 minutes, and be conducted by a panel of three to five interviewers comprised of regional staff and YL committee members. You may be asked to travel to attend your interview if you live outside the urban centre where the interviews are being held in your province.

In this package, you will see Young Life's mission, vision, values, Statement of Faith and Community Covenant. You can expect to have a conversation about these as part of your interview.

After your interview, you may be invited to take the next step in the selection process. If you are selected to continue, we will contact your references and ask you to complete an assessment of your preferred work style and vocational interest.

Your application package will be reviewed by a team of senior Young Life staff, who will decide whether to offer you a position as a Staff Associate.

What happens if I am offered a position as a Staff Associate?

We will make you an offer of term employment subject to funds being available. (Please refer to the Budget and Fundraising Overview page in this package for more details on funding.)

We will equip you to build a personal support team that will help fund your work with Young Life. A fundraising training session will be held in late Spring in your province.

Once **80% of personal funding** and 100% of Young Life funding is pledged or raised, you would begin paid employment as a Staff Associate.



Role Description

Your purpose is to qualify for deployment as an Area Director to build Young Life in another Canadian or international community. You commit to active participation in a fellowship learning community for two years where you will learn Young Life ministry skills, spiritual leadership and professionalism to effectively reach teenagers with the Gospel.

You build relationships with teenagers, presenting the Gospel of Jesus Christ incarnationally, always trying to bridge the gap between teenagers and Jesus. Teenagers will hear the Gospel in terms they can understand from someone who cares for them personally.

While being trained, you are responsible to recruit, train and lead a team of volunteer leaders, and build an effective new Young Life ministry in a junior or senior high school. You will be active in all levels of contact work; be present and available to all kids in the school, particularly those of your own gender; and invest in key groups of kids. You will build a thriving club, take kids to camp, and initiate and lead a Campaigner group with excellence.

Your Commitment

These responsibilities are overarching, impacting all areas of the position.

Commitment to Spiritual Leadership

- ~ Model Christ in word, deed and actions.
- ~ Mentor volunteer leaders and teenagers, to foster spiritual formation.
- ~ Pray for teenagers, volunteer leaders and committee members.

Commitment to the Young Life Community

- ~ Practice open communication and work collaboratively within the Young Life staff and volunteer team.
- ~ Commit to Young Life's mission, core values and strategic plan.
- ~ Cultivate healthy relationships with the area staff and volunteer team.
- ~ Nourish a truthful, accountable, forgiving, joyful, and healthy work culture.

Commitment to Professionalism and Excellence

- ~ As an ambassador for Young Life, promote, enhance and protect Young Life's brand in the community.
- ~ Maintain professional integrity (i.e. office hours, dress, conduct and time management).
- ~ Follow Young Life policies and procedures.

Your Responsibilities

Work with Teenagers (40%)

- ~ Implement an area ministry (e.g. Young Life club, WyldLife club) with excellence.
- ~ Implement strategies for effective team contact work at your school.
- ~ Implement, direct and supervise effective bi-weekly outreach events and club.
- ~ Develop and implement an effective follow-up and discipleship program, including campaigner groups and work crew opportunities.
- ~ Recruit kids to summer and winter camp, and lead a summer trip to RockRidge Canyon from your club.
- ~ Demonstrate sound and responsible fiscal management with regards to all camp funds.
- ~ Help provide quality summer staff, trained work crew and strategic adult guests for summer camps.

Work with Volunteer Leaders (30%)

- ~ Recruit, screen and place volunteer leaders to carry out incarnational ministry to teenagers.
- ~ Lead weekly or bi-weekly team meetings.
- ~ Supervise, support, evaluate and encourage volunteer leaders in their leadership development, personal spiritual formation and ministry with teenagers. Meet occasionally with leaders one-on-one to provide coaching and more leadership.
- ~ Involve senior leaders in team leadership, assigning clear roles and responsibilities.
- ~ Recruit, train and deploy a team leader to replace you when you complete your two year training program.

Training and Development (20%)

- ~ Actively engage in the Young Life fellowship learning community.
- ~ Pursue opportunities to learn through books, TED talks, courses, etc.
- ~ Seek out mentorship by a valued friend and leader.
- ~ Pursue spiritual growth through involvement in the church and maintaining healthy relationships within the church community.

Work with Adults (10%)

- ~ Develop connections and build relationships with key adults in the area.
- ~ Build relationships and communicate with parents to ensure their support of Young Life's ministry.
- ~ Cultivate strategic relationships with appropriate adult leaders and organizations in the community.
- ~ Raise personal support as outlined in the area budget and communicate ministry progress to personal donor partners.



5 x 5 Outcomes and Benchmarks

With the support of your supervisor, you will work toward the following outcomes in your two years as a Staff Associate. If all these benchmarks are met, you may be eligible for deployment as an Area Director.

1 - Stability of Personal Finances

Raise 100% of personal fundraising goal each year.

1. Identify 10 adult partners who will commit to funding your involvement in the Staff Associate program (minimum of five regular monthly donors).
2. Present a fundraising case or support letter to potential donors.
3. Have 80% of fundraising goal committed or raised by your start date.
4. Have 100% of fundraising goal committed or raised by 4 months after start date and maintained through the 2 year program.
5. Inform and thank donors through regular newsletters and personal appreciation.

2 - Involvement of Ministry Partners

Recruit and develop 15 Ministry Partners by your second year.

1. Initiate a strategy within the first 2 months for recruiting and involving leaders, incarnational families, and campaigners.
2. Recruit and train five volunteer leaders, enabling their connection to a local school.
3. Recruit and engage people within five unique incarnational families.
4. Recruit and train a Campaigner group of five teens.
5. Cultivate a leadership team of leaders and campaigners who will continue on the work after your deployment.

3 - Relationships with Teens

Meet more than 120 teens in the first year.

1. Initiate a strategy within the first month for effective contact work.
2. Do regular contact work at least 4 times per week.
3. Meet 30 teens the first month and 10 more each subsequent month - 120 in the first year.
4. Develop connections with 5 different social groups between you and your leader team.
5. Develop close friendships with 5 F.A.T kids (Faithful, Available, Teachable).

4 - Involvement of Teens in Club Ministry

Have 20 teens attending weekly club in second year.

1. Have a small group hangout (GL3) with 5 teens within the first 6 months.
2. Take 10 teens to visit another Young Life club within the first year.
3. Host regular group hangouts (GL3) with at least 15 teens by the end of the first year.
4. Hold a weekly club of minimum 20 teens by the end of the second year.
5. Have at least 50 unique teens come to club by the end of the second year.

5 - Ministry Strategy of Summer Camp

Bring 20 teens to camp your second summer.

1. Initiate a strategy within the first 6 months for effective camp recruitment.
2. Bring 10 teens to camp the first summer, with a follow-up strategy for discipleship.
3. Bring 20 teens to camp the second summer, with a follow-up strategy for discipleship.
4. Recruit ministry partners to work crew, summer staff, adult guest program.
5. Initiate a strategy within the first 6 months to raise scholarship funds for camp.



Successful completion of our RTD program allows eligibility for Young Life Area Director positions anywhere in Canada or the world, as well as fantastic preparation for life and any future career!



Annual Budget and Fundraising Overview 2024

	25 Hrs / Week (with group benefits)	30 Hrs / Week (with group benefits)	40 Hrs / Week (with group benefits)
Salary	\$27,950	\$33,540	\$44,720
Budget (Includes program cost & group benefits)	~ \$42,000	~ \$55,000 - \$58,000	~ \$68,000 - \$71,000
National Funding (for training)	Up to \$3,000		
Regional Funding	30 - 35% of budget		
Area Funding	30 - 40% of budget		
Personal Fundraising	25 - 35% of budget		

Note:

- These budget figures are estimates and subject to change. Budgets will be confirmed by the local area when an offer of employment is made.
- 80% of personal funding and 100% of Young Life funding must be pledged or raised before paid employment begins.
- Group benefits include extended health and dental, long term disability, life, and accidental death and dismemberment insurance.