Youth & Family Minister
Job Description

Reports to: Senior Pastor
Directly Supervises: N/A
Status: Full-Time
FLSA: Exempt

Job Summary
The Youth and Family Minister will provide dynamic leadership and oversight of ministry to youth in grades 7th-12th grade and their families. They will also provide leadership for college age ministry focused around activities during college breaks and finding creative ways to keep college students connected to their faith while they are away from the congregation. It is expected that the Youth and Family Minister will be actively involved in creating opportunities for intergenerational faith formation.

Essential Functions:
- Communicates a vision of the church as an intergenerational faith family
- Nurtures caring relationships within the congregation that enable the congregation, especially among youth and families, to live out the mission statement of Abiding Presence – Connecting People to Christ through Community
- Makes disciples through faith formation and relationship building
- Implements the Log College Project grant
- Coordinates Christian Education for 9th-12th grade youth
- Coordinates, with the Senior Pastor, the confirmation ministry for 7th-8th grade youth
- Develops a college age ministry with the goal of keeping college students connected to their faith while they are at school
- Equips parents of youth to provide opportunities for faith formation at home
- Recruits, trains, and equips others to use their gifts in providing leadership to the youth and family ministries of the congregation
- Provides faith formation opportunities for youth beyond the walls of the church building with an emphasis on service
- Leverages the gifts and resources of the congregation to engage youth and families outside the congregation
- Screens all prospective volunteers in accordance with the Abiding Presence Child Protection Policy

Other Responsibilities:
- Administrates the Log College Project Grant, including all grant reporting
- Works as part of a staff team to support the overall ministry of the congregation
- Participates in staff meetings
- Worships regularly at both Sunday morning services and, as needed, occasional Saturday evening services
Minimum Qualifications:
- Deep and abiding love for God and God’s people
- Bachelor’s Degree in education, theology, Christian formation, or related field; Master’s Degree preferred
- Ministry experience with youth in a faith based setting (i.e. congregation, camp, school, etc.)
- Knowledge of the Bible and Lutheran theology
- Excellent communication, planning and organizational skills
- Membership in an ELCA congregation or ELCA full communion partner

Core Competencies:
- **Spiritual Maturity:** Shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk, and by responding with constancy of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent theology.
- **Spiritual Formation/Discipleship:** Demonstrates an understanding of spiritual formation/discipleship as a journey or process; invites others into reflection about personal spiritual journey; teaches a variety of spiritual practices to lead others in deepening and developing spirituality; creates teaching and small group environments that promote discipleship.
- **Teaching:** Designs effective lesson plans and facilitates learning experiences in both small and large groups settings; selects teaching topics that are relevant, provocative and contribute to a deeper understanding of scripture, theology and spiritual practice; uses a variety of teaching topics to maintain interest and build connection.
- **Interpersonal Skills:** Establishes good working relationships with all others who are relevant to the completion of work; works well with people at all levels of the congregation; builds appropriate rapport; considers the impact of his/her actions on others; uses diplomacy and tact; is approachable; avoids communication triangles.
- **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.
- **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.
- **Time Management:** Is able and willing to focus time on tasks that contribute to organizational goals; uses time effectively and efficiently; values time and respects the time of others; concentrates his/her efforts on the most important priorities; can appropriately balance priorities.
- **Verbal Communication:** Is able to deliver a message clearly, articulately and with appropriate emotion in a variety of settings; demonstrates communication styles appropriate to the situation at hand; adjusts the message, without losing the essence of the message, depending upon the circumstance and the listener.
- **Written Communication:** Is able to write clearly and succinctly; employs correct grammar, punctuation and patterns of speech; clearly delivers message in a tone appropriate to the context.