

Director of Youth Ministry

Faith Lutheran Church Sarasota Florida

Job Title: Director of Youth and Family Ministry or TBD

Title Reports to: Sr. Pastor

Position Status: Part Time, 25 hours/Exempt from overtime with no benefits

Role: \$23,000 - \$27,500

Youth Ministry Mission Statement

In a general sense of narrative, this position is a part-time ministry vocation that invites the individual in a full partnership of ministry to oversee, provide direction and quality control to all areas of church life that involve children and youth. It also includes the family element, and since everyone is part of a family, this means embracing the entire congregation as your parish. You will have the opportunity to guide and shape all aspects of church life that relate to children and youth, and in partnership with the Pastor and the rest of the staff, to develop long range plans and implement a specific intentional philosophy for developing Youth Ministry, Christian Education, their Families Worship and Faith development and transmission.

Job Description

This is a hands-on position requiring excellent planning, managerial and people skills to lead adult volunteers in all aspects of Faith's youth programs. It requires solid character and good judgment as the position is responsible for leading, developing and supporting our youth in the values of the Christian faith as taught by the Lutheran Church. The position will interact with all functions of the church to integrate our youth and families into the broader church family.

General Responsibilities

- Implement activities, programs and systems that inspire and interest youth and their families
- Embrace the whole youth as your flock to shepherd **and aid in their keeping their baptismal promise**
- Share information effectively using available technology, especially the church bulletin, newsletter, internet, texting and website
- Develop and administer the Youth Ministry Budget
- Network with Youth and Family Ministers of other congregations
- Provide support and a resource to the Faith Early Childhood Weekday Education Program Daycare/Preschool, such as leading weekly chapel
- Participate in other ministry areas as assigned by the Pastor

- Work with the Operations Manager to create good systems and use of resources
- Collaborate with all staff members and participate in leadership groups as requested by the Pastor
- Work in collegiality and represent Christian love with fellow employees, volunteers, parishioners and all people within the community
- Ensure programs are actively promoted so that the congregation and the community are excited about what God is doing in these areas of ministry
- Ensure that the entire congregation is regularly informed and kept “on board” regarding youth and youth family activities and invited to participate in activities as appropriate
- Research youth programs and developing strategies to improve existing programs (perhaps benchmarking and coordinating with other ECLA programs in the area)
- Responsible for creating opportunities for mentored social time in and around the youth programs
- Attend worship regularly and become an active and vital member of our Faith community
- Participate in Continuing Education within the field to continue to grow, learn and discover new insights

Youth Ministry

- Design, integrate and implement a comprehensive youth program to take advantage of potential opportunities in these areas.
 - Global Ministry possibilities
 - ELCA national events
 - Region 9 events
 - Florida-Bahamas Synod events
 - Mid Gulf Conference events
 - Ecumenical collaborations
- Promote full youth involvement through integration into any aspect of the life of the congregation
- Offer weekly Youth Group gatherings for High School and Middle School during the academic school year
- Maintain a personal involvement with each of the youth groups as needed to oversee and support the adult leaders and to develop a personal connection with the kids

- **Be** responsible for knowing each kid at Faith, and attending Faith functions other than youth activities in order to develop connections with new kids
- Be available for personal support and ministering of youth
- Be Justice Ministry oriented and involve the youth in our SURE membership
- Be Outdoor Ministry oriented and organize a summer camp trip to Lutheridge
- Promote elements of Mission and Service
- Create an atmosphere of Christian community that champions acceptance and hospitality and that models the gospel tenets of grace, forgiveness and unconditional love
- Offer retreats and trips that coincide with the above reference emphasis
- **Lead seasonal events such as Halloween and Christmas and Easter**
- Partner with youth families in the goal of passing our faith from generation to generation
- Help youth families to understand how to speak the language of faith and to live in congruity with their beliefs
- Ensure parents of our youth are informed and involved in the youth programs
- Bring people together to share special times and places within the church family

Worship

- Attend 10am worship services and occasionally 7:30 in order to relate to the whole congregation
- Possibly share with the Pastors giving the Children's Talks
- Teach sound stewardship theology and assist the faithful in putting it into practice

Christian Education

- Direct, equip and support the Sunday School program for children
- Select and purchase supplies, equipment and curriculum
- Recruit and train teachers and assistants

- Consider with the Pastors, new models and possibilities in Christian Education formulas
- Ensure the teaching of sound theology as understood in the Lutheran tradition
- Assist the Pastor in conducting a Confirmation Ministry that is engaging, developmental and of the highest quality.
- Plan and conduct a summer Vacation Bible School/Day Camp program that may include a multi-cultural collaboration within our community

Qualifications

The applicant should have a deep love for Jesus, a firm commitment to the church, as Christ's body on earth, and a passion for helping youth and adults grow in their faith. Specific training in youth ministry and outreach, and/or a certification in youth ministry or teaching is preferred. The applicant should have at least 2 years of experience in Christian youth programs, preferably for ages 10 through 18. The applicant needs patience, an inquisitive mind, a love of kids, high energy, the ability to energize others, good organizational skills, and a desire to grow and learn in their own faith. The applicant must be a "team player" as she/he will be working with a staff team that considers all ministries of Faith Lutheran Church to be part of one common mission. A thorough background check will be part of the application and interview process.

The Pastors Philosophies for these ministries can be stated in these ways.

The Youth are not simply the church of the future, they are the church of today, and are invited to participate fully in every aspect of church life. They need to be encouraged to participate as they are willing in leadership (there is a youth council position) and in worship in any area an adult might be involved.

We have been known as the Lutheran Church in Sarasota that puts a priority on Youth Ministry and being an intergenerational congregation. We have put our resources behind this philosophy by moving from an Associate Pastor position to a full time Director of Youth and Family Ministry. We want to provide the highest quality Youth programs that we can. Retirees are the largest demographic in Florida. To have successful youth ministry takes an intentional effort, and this is one that the congregation has historically supported.

Congregational growth is tied to Youth Ministry. If we can attract Youth and Children with the quality of your programs and community, their parents and grandparents will follow.

Confirmation and Middle School Ministry are the engine that drives Youth Ministry. If we can engage youth fully during this age cycle, they will stick with us as they grow older.

Confirmation as a Lutheran rite of passage is an opportunity when many uninvolved or unconnected Lutherans will return to the church. If we can integrate their children at this time, they are more likely to stay involved in the church. Outdoor Ministry is a key component in this dynamic. Camping Ministries are one of the best things we do as Lutherans, and the power to develop faith and bond youth together is perhaps unmatched in any other experiences the church can offer. We include confirmation camp as part of our three- year middle school confirmation curriculum and strongly encourage youth to attend, providing scholarship assistance as needed. If we can get them to camp together, they desire to stay together, to go back to camp as High Schoolers and it increases the chance they will stay connected when they graduate

Our first communion philosophy is that the decision when to teach and receive first communion is a joint decision between the Parents, the Pastor and the Church. The Church understands that Parents best know when their child is ready to learn and receive the Sacrament. The Church knows that there is nothing a child can do to earn this free gift and there is no secret knowledge that must be applied, but that an understanding of the gifts of Holy Communion enhances the appreciation of the Eucharist. Our policy has been to invite instruction at the 1st grade level, but we have provided instruction at younger and older ages, depending on the desire of the Parents.

As a baptizing church, we form partnerships with families to help them live out their baptismal promises, to place the scriptures into their hands, to worship and grow in the faith.