

Position: Director of Youth Ministry

Introductory Statement

Trinity Lutheran Church is seeking to enhance its ministry with youth through their increased participation in a variety of faith-development activities. Such activities will seek to create and develop a sense of belonging, celebrate life in Christ, provide nurture, foster witnessing and serving, and develop leadership among youth in the congregation.

Qualifications

The Director of Youth Ministry (DYM) must have a sense of call and passion for ministry with youth that is grounded in an understanding and appreciation of Lutheran theology. This person should have a significant experience in youth ministry and possess good communication skills with youth and adults. The DYM should see this position as a career-development choice rather than a “stepping stone” employment opportunity. This person must see this position as an opportunity to develop Christian faith and integrate youth into the broader ministries of Trinity Lutheran Church (TLC).

Specific qualifications include:

- a Bachelor's degree is preferred but not required.
- demonstrated leadership and organizational skills.
- an ability to identify and foster leadership in adults and youth.
- a desire to be a team player who works well with other staff.
- display a personal aptitude for spiritual, emotional, social, and physical wellness.
- an attitude of flexibility and adaptability in the face of the changing moods, plans, and directions common to working with youth and parents.
- a resilient and persevering spirit that is not easily discouraged or frustrated contributes to stability and longevity in this position.
- a sense of humor and energetic personality are also very helpful.

Description of Responsibilities

The Director of Youth Ministry shall:

1. Oversee the youth ministry of TLC and direct its mission and vision.
2. Provide leadership and input to the Youth Committee in developing strategies for Christian growth in TLC youth.
3. Evaluate youth ministry strategies and goals and provide direction toward appropriate goals and strategies.
4. Encourage and nurture youth and their families in the Lutheran understanding of Christian faith and living.
5. Coordinate Trinity's “Cross Training”/Confirmation ministry.

6. Explore ways to keep youth and their families involved in their faith and church life once they have completed the Affirmation of Baptism, a milestone typically followed by high drop-out rates.
7. Work cooperatively with local churches and youth leaders to develop inter-church and inter-denominational youth ministry events.
8. Promote cross-generational connections and integration with other ministries at Trinity.
9. Be flexible with commitment and energy devoted to youth.
10. Include ministry to parents of youth to assist parents in nurturing the faith of their children.

Accountability

The Director of Youth Ministry will be accountable to the assigned pastoral staff person. A performance review and goal setting will be held on an annual basis.

Work Relationships

The Director of Youth Ministry shall:

1. Emphasize and value the fostering of a team-spirit among the staff of TLC and recognize the importance of each staff member in the life and ministry of the congregation.
2. Be a mentor, companion, resource, and role model for the congregation's youth and their families.
3. Build a spirit of Christian community and family for TLC youth.
4. Work together with the Youth Committee and youth to educate and inform the congregation and its youth of the intentions and direction of its youth ministry, share experiences, hopes, and concerns of youth and youth ministry.
5. Communicate with the Congregational Council on a monthly basis.