

Position Description: Director of Youth and Family Ministries / Coordinator for Small Town & Rural (STAR) Youth Ministry Initiative

Grace Lutheran Church
Dodgeville, WI

Reports to: Pastor
FLSA: Exempt
Status: .75FTE
Effective: July 9, 2019

Purpose of this Position:

The Director of Youth and Family Ministries will lead and organize the Grace community in nurturing a personal, consequential, and sustainable faith in Jesus Christ among our middle and high school youth. In partnership with families, mentors, the congregation, and the wider community, this director will steward a comprehensive approach to faith formation that will equip youth to become adults who worship, witness, and serve—for the healing of God’s world.

With Grace as an anchor congregation, this director is also charged with pioneering an innovative, grant-funded initiative that seeks to strengthen connections among youth within a cohort of Small Town and Rural ELCA congregations in our surrounding area of southwest Wisconsin.

Responsibilities Specific to Grace Lutheran (.50FTE):

- Serve as primary coordinator for our middle school Confirmation ministry, including recruitment and support for guides and other volunteers. Collaborate with the Pastor in selecting or creating Confirmation curriculum, planning lessons, and teaching.
- In partnership with the Youth Committee, provide leadership and oversight for Grace’s senior high youth group.
- Invite, train, empower, and appreciate lay leaders for these ministries.
- Collaborate with the Pastor and Director of Music Ministries to strengthen worship skills and creatively involve youth in cross+generational worship.
- Partner with the Milestones Ministry Team in celebrating and ritualizing faith milestones for youth and their families. Align all Grace youth faith formation efforts with the Milestone Ministry Frame and consistently resource families for nurturing faith at home.
- Commit weekly ministry time to building connections with youth, parents, worship guests, and event guests, helping them connect with God and other people in the midst of daily life. This includes attending community and school events.
- Maintain regular, effective channels of communication between volunteers, church staff, and the Pastor.
- Frequent participation and leadership in worship.
- Commit to congregational membership at Grace.
- Attend six Grace Church Council meetings per year and offer a report for each.
- Develop and administer child safety and abuse prevention policies.

STAR Youth Ministry Initiative Responsibilities: (.25FTE)

- Initiate and develop cooperative relationships with youth ministry key leaders in neighboring ELCA congregations within an approximate half-hour distance of Dodgeville.

- Connect middle and high school youth within this southwest Wisconsin area cohort through periodic events, service opportunities, and mission endeavors.
- Connect youth to area ELCA outdoor ministry partners and campus ministries.
- Promote and upbuild this network of STAR partner congregations by participating in worship and related faith formation and fellowship opportunities on select Sundays.
- Provide and facilitate the sharing of creative programming resources and ideas to enhance the work of congregational youth, family, and faith formation leaders in these STAR communities.
- Together with Grace's pastor and key leaders, report learnings to the synodical Director of Evangelical Mission and the Domestic Mission unit of the ELCA toward developing a best practice model for vibrant small town and rural youth ministry across the wider church.
- Assist synod staff, including our Director of Evangelical Mission, in developing related STAR strategies for South-Central Synod of Wisconsin congregations.

Minimum Qualifications:

- Embrace Christian discipleship and be theologically compatible with the Evangelical Lutheran Church in America (ELCA).
- A Bachelor's degree in a related field is a requirement. Those with additional training in ministry or who belong to the ELCA roster for Word and Service ministry may receive higher consideration.
- Experience working with children, youth, and families in a church or faith-related context.
- Strong written and oral communication skills and a working aptitude with digital technology and social media.
- A willingness to learn about latest theories and practices of Christian faith formation through continuing education.
- Musical, artistic, or drama experience will be viewed as a plus.

Core Competencies:

- **Building Relationships:** Takes genuine interest in people of all ages and their uniqueness as children of God. Fosters a sense of community by nurturing Christ-centered friendships. Networks with the wider community. Diligently incorporates newcomers to the church.
- **Working in Teams:** Engages coworkers and volunteers in their areas of giftedness and passion. Shares leadership and responsibility. Listens to ministry partners and welcomes new ideas.
- **Showing Compassion and Care:** Exudes a natural sense of care for the wellbeing of others. Communicates effectively with people of all ages. Addresses conflict with sensitivity.
- **Planning and Organizing:** Develops short and long range plans that flow out of Grace's mission and vision. Manages multiple undertakings at once. Stewards time well.
- **Creativity and Flexibility:** Keeps eyes open to the workings of the Holy Spirit and puts human wellbeing ahead of routines and protocols.

To apply, email a cover letter and resume to Pastor Mark Williamson at mwilliamson.glc@gmail.com.