

Good Shepherd Lutheran Church

Job Title: Director of Youth and Family Ministry
Reports To: Pastor of Discipleship
Effective: March 11, 2025
Status: Full-Time
FLSA: Exempt

Job Summary:

The Director of Youth and Family Ministry will lead the congregation in ministry to, with, and among middle school, high school and college-age youth and their families. The director will work to cultivate a culture where young people and their families can encounter the deep and unconditional love of God, experience spiritual growth, build Christian community and a sense of belonging, and explore their own ministries.

Staff Mission Statement: Equipping, encouraging and empowering the people of Good Shepherd Lutheran Church to Follow Christ, Grow in Faith and Share God's Love.

Essential Functions:

- Build and nurture relationships with and among middle school, high school and college students, and between these age groups and the rest of the congregation.
- Lead spiritual growth for 6th-12th grade, by coordinating and overseeing regular programming, special events, and trips.
- Encourage and equip youth to share in leadership among the congregation.
- Coordinate outreach to college students.
- Serve as the primary staff person for care for youth and college students, and their families.
- Recruit and equip volunteers to help with your ministry areas.
- Foster community for parents of youth and encourage them to engage in the life of the congregation.
- Support, accompany, and equip parents of 6th-12th graders to lead faith formation at home.

General:

- Prepare budget and maintain oversight of spending for Youth and Family Ministry programming.
- Attend weekly staff meetings.
- Participate in the life of the congregation.
- All other duties as assigned.

Core Competencies:

- Organizational and planning skills: This person must be able to be organized enough to delegate and ensure programs and volunteers are prepared.
- Communication skills: This person must be able to communicate clearly, in a timely manner, and in a style appropriate to the context, with youth and adults.
- Leadership development: This person must have passion and skill for recruiting, developing, and showing appreciation for youth and adult leaders.
- Flexibility: Hours, responsibilities, and ministries require flexibility and a joyful spirit. Be able to project a compassionate and encouraging spirit, especially during stressful times.
- Interpersonal relationships: This person must be able to work together with staff and teams of people.
- Vision and purpose:
 - Passion and heartfelt concern and welcome for all youth and their families.
 - Knowledge, understanding and general acceptance of Lutheran doctrine.
 - Communicate the importance of youth ministry with the congregation.

- Awareness and openness to new areas of youth ministry.
- A good sense of how growing and supporting our youth and their families fits with the overall mission of Good Shepherd.
- Personal growth: continued spiritual and professional growth through reading, worship, and education.

Minimum Qualifications:

- Bachelor's degree preferred in a related field of learning and faith formation. Five plus years of experience is preferred.

Physical Requirements:

- Ability to move freely in and out of different small-group settings.
- Ability to speak in a public forum.