



**Director of Youth Ministry
Roseville Lutheran Church**

Reports to: Associate Pastor
Status: Full Time Salaried
FLSA: Exempt

Job Summary

The work of the Director of Youth Ministry is to deepen the relationships of students and families with God and each other. The person in this position is primarily responsible for facilitating opportunities for high school students to connect, serve, grow, and share their faith.

Essential Functions:

- Provide weekly programming for high school youth.
- Identify, train and equip adult volunteers and student leaders.
- Plan and facilitate a summer mission trip and camp opportunities for high school and confirmation age youth.
- Participate in the leadership of the Confirmation program.
- Periodically evaluate and review curriculum and programming to assure a high level of effectiveness and efficiency.
- Develop a structure for identifying and training young people to be faith leaders. Regularly meet with key youth leaders, to plan, hone leadership skills, and to support the high school ministry programs.
- Connect with a wide range of students both formally and in non-programmatic settings to make individual connections and build trust.
- Provide administration for youth ministry programs, paying attention to communication strategies, CYF team collaboration, strategic visioning, and the budget process.

Other Responsibilities:

- Participate in CYF team meetings and weekly staff meetings.
- In partnership with the Youth and Family Ministry Team chair, convene and lead the ministry team.
- Participate in planning and implementation of youth fundraising activities.
- Network in the community and synod to develop and share resources and support with other churches and youth directors.
- Occasionally preach in worship.

Core Competencies:

- **Interpersonal Skills:** Demonstrates the ability to lead others. Demonstrates the skills of active listening and openly accepts criticism. Productively engages and resolves interpersonal conflict. Holds others accountable in a spirit of love. Engages people positively, with a demeanor of optimism and abundance. Is able to develop and maintain relationships with students and families.
- **Mission Ownership:** Demonstrates understanding and full support of the mission, vision, values and beliefs of the congregation; can demonstrate those values to others; consistently behaves in a manner congruent with the mission, vision, values and beliefs.

- **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.
- **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;
- **Decision Making and Problem Solving:** Uses sound logic to approach difficult problems and apply effective solutions; can distinguish between symptoms, causes and implied solutions; decides in a timely manner based upon a blend of research, experience, risk-taking and judgment.
- **Priority Setting:** Spends his/her time and directs the time of others to what is important; quickly zones in on the critical issue, and ignores or minimizes distractions; can sense what will help or hinder accomplishing a goal; eliminates roadblocks; demonstrates focus. Is able to keep ministry tasks organized and work efficiently.

Requirements:

Faith:

- Personal Christian faith and a passion for sharing the Gospel.
- An understanding of Christian theology from a Lutheran perspective and a commitment to the mission of Roseville Lutheran Church and the ELCA.
- Passion for children, youth and family ministry.
- Willingness to offer grace and love to all students and their families.

Education:

- Bachelor degree, or equivalent experience
- Experience (paid or volunteer) in the area of ministry with young people.
- Excellent interpersonal skills including an ability to relate to people of all ages.

Skills in communication - speaking, teaching and writing

- Computer skills, and knowledge of internet and social media

General:

- This position requires working on evenings and weekends.
- An awareness and ability to maintain appropriate ministry boundaries is a requirement.
- Clear background check.
- Valid driver's license with clean driving record
- Willingness to participate in Boundaries training once every 5 years.
- Skills in technology and music leadership would be welcomed and utilized
- Demonstrated ability to work effectively as a member of a team

Physical

- Sedentary work. Exerting up to 10 pounds of force occasionally and/or negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects, including the human body. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.

Roseville Lutheran will commit to:

- Provide compensation appropriate for education and experience.
- Provide a benefit package including: health, dental, pension and disability.
- Provide opportunities for continuing education.
- Pray for staff member and their family
- Provide support, supervision and evaluation
- Provide opportunities for self growth and self care
- Be a christian community of love, forgiveness, grace and peace.