

Coordinator of Youth Ministry

Reports to: Pastor of Children, Youth, and Family
Status: Full Time
FLSA: Exempt

Effective 05/01/2023

Job Summary

This staff person will be a member of the Children, Youth, and Family (CYF) Ministry Team, which works collectively to implement the elements of worship, outreach, learning, fellowship, and leadership development to teach and develop faith in a way that is consistent with the mission and vision of Gloria Dei. This person will work directly with youth, young adults, parents, other adults, and staff, doing hands-on ministry and training others to share in this ministry.

Essential Functions.

1. Senior High Ministry (9th – 12th grade) 65%
 - Collaboratively work with CYF staff to set the strategy and vision for high school youth ministry at Gloria Dei
 - Recruit, develop and train a leadership team to help plan and implement high school youth programming and outreach
 - Plan and lead weekly (Wed nights) ministry gatherings
 - Develop and implement youth leadership training and opportunities
 - Plan and lead summer mission trips
 - Plan, develop, and lead fundraising to support ministry opportunities.
 - Communicate with students and families through print, digital, and social media
 - Have a ministry of presence to youth and their families on Sunday mornings
2. Middle School Ministry (6th-8th grade) 25%
 - Collaboratively work with CYF staff to set the strategy and vision for middle school youth ministry at Gloria Dei
 - Recruit, develop and train a leadership team to help plan and implement middle school youth programming and outreach
 - Participate in Wednesday night planning and programming
 - Plan and oversee a ministry that transitions youth from middle to high school
 - Provide and supervise ministry leadership opportunities for youth
 - Plan, promote, and coordinate summer camp opportunities
3. College Aged Ministry 10%
 - Identify, train, and supervise college students to be Youth Assistants with the High School Ministry.
 - Facilitate Campus Contacts
 - Identify and train a group of volunteers to keep students connected to Gloria Dei
 - Interface with Tre Ministries

Other Responsibilities

- Attend and participate in staff meetings.
- As a member of the CYF team, participate and contribute to the overall mission and vision of the CYF Ministry.
- Administrative and database management that pertains to ministry area

Qualifications

- A Bachelor's Degree or equivalent
- 3 years of ministry experience in a church or other similar field
- Demonstrated leadership skills
- A mature faith

Core Competencies

- **Mission Ownership:** Demonstrates understanding and full support of mission, vision, values, and beliefs of Gloria Dei. Knows how specific area of ministry fits into the bigger vision of the church.
- **Interpersonal Skills:** Establishes good working relationships with all others who are relevant to the completion of work; works well with people at all levels of the congregation; builds appropriate rapport; considers the impact of his/her actions on others; uses diplomacy and tact; is approachable; avoids communication triangles. Maintains personal and professional boundaries. Productively engages and resolves interpersonal conflicts. Holds others accountable and is accountable to own actions and decisions. Works as a part of a staff team with the Staff Covenant as a guide.
- **Theological Maturity:** Demonstrates an understanding of Lutheran theology and actively commits to deepening that understanding. Attends to faith life with regular opportunities to hear and be nourished by scripture. Can discern between law and Gospel.
- **Self-Differentiation:** Demonstrates strong and appropriate personal boundaries in relationships; has a healthy appreciation of self, without being egotistical; is emotionally mature; can maintain a non-anxious presence in the midst of turmoil; not overly dependent upon outside affirmation; works to build a strong personal support system.
- **Personal Resilience:** Can effectively cope with change and uncertainty; can shift gears comfortably; can decide and act without having the total picture; isn't upset when things are up in the air; can comfortably handle risk and uncertainty; is flexible.
- **Creativity and Innovation** Generates new ideas; makes new connections among existing ideas to create fresh approaches; takes acceptable risks in pursuit of innovation; learns from mistakes; has good judgment about which creative ideas and suggestions will work.