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**Director of Youth & Family Ministry**  
**Position Description**

**Status:** Full time (approximately 40 hours/week)

**Reports to:** The Senior Pastor

**Overview:**

Holy Cross Lutheran Church seeks to our intergenerational faith formation ministry. This position will be involved in the redesign of the church's youth and family ministries, driving engagement in ministry and milestone programs, and creating an enhanced sense of family within the church community.

The Director of Youth & Family Ministry will be responsible for the faith formation ministry for Middle and High School youth. Holy Cross extends the youth programs to include parents and families in the faith formation of youth, with frequent opportunities for intergenerational community. The goal for the Middle and High School youth program is to continue to cultivate a sense of love, purpose, identity, and belonging in the church. We will continue to have regular faith formation for all ages, and a series of fun events to enjoy together throughout the year. The Director of YFM will help to further define the overall vision and strategy of the youth programs.

Areas of focus for this role will include:

- **Build & Sustain Relationships**
  - Effectively builds genuine, healthy relationships with youth and their parents, making efforts to make all feel welcome
  - Encourage community and fellowship among the youth
  - Engages & empowers parents and families to maintain an active role in the spiritual faith development of their teenagers
  - Identifies and equips other members of the church to connect with youth as well
- **Middle School Youth Programming**
  - Helps to manage the transition of youth into the program from 5th grade, working with the Director of Early Faith Formation Ministries
  - Leads an active middle school youth group fostering community
  - Incorporates opportunities for spiritual growth including conversations with teachings of the Bible into weekly events, (over a three-year cycle)
  - Leads an annual confirmation workshop with a Lutheran perspective that guides students to affirm their own faith as part of the universal church.

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- **High School Youth Programming**
  - Guides youth and their families in nurturing and deepening their faith.
  - Leads an active high school youth group geared towards the interests of the group, furthering sense of identity and belonging and purpose
  - Cultivates leadership among the youth, providing meaningful opportunities to use their gifts
  - May identify and employ inclusive and dynamic resources or programs supporting faith formation
- **Communication**
  - Communicates directly with individual youth on regular basis
  - Regularly communicates with parents and families about past and upcoming events and ideas, seeking input and collaboration as is possible
  - Works with the administrative staff to publish information in a variety of mediums for the congregation at large, (print newsletter, website, etc.)
  - Sustains social media presence to support the community
  - Partners with the administrative staff to coordinate special events at church
- **Special Events**
  - Coordinates special events, outings, and service events throughout the year
  - Coordinates and leads a larger annual youth trip each year (National Youth Gathering, Mission Trip, Retreat, etc.)
  - Organizes fundraising as needed
  - Seeks and utilizes input and volunteer efforts from parents and other congregation adults to best set up for success

**Qualifications:**

- Strong faith, demonstrates Christian character
- Excitement for spending time with teenage youth
- Strong planning and organizational skills
- Joyful and positive attitude
- Heart of service
- Listener
- Leader
- Creative
- Flexible
- Enthusiastically and energetically work in a team
- Professional work ethic
- Ability to recruit and develop volunteer leaders
- Desire professional growth and learning
- Successful completion of background check

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