

St. Andrew Lutheran Church  
Position Description –Youth Engagement Director  
Fulltime - Salaried – Exempt  
September 2023

POSITION OBJECTIVE:

The purpose of this position is to walk alongside the high school and young adult young people and families of St. Andrew Lutheran church as they explore what it means to live out their faith in their daily lives. We believe that ministry begins with connectivity and relationships, and this position will be called upon to build relationships, guide them in faith formation and growth and raise up leadership opportunities for young people to use their gifts. The candidate should have a passion for working with youth, an inclusive spirit and theology, a strong Christian faith, and an ability to connect personally with youth, parents/care providers, and co-workers.

ESSENTIAL RESPONSIBILITIES:

1. Relationship Building
  - Engage with youth and young adults to build relationships at church and in the community
  - Accompany youth as they grow in faith modeling and encouraging key faith practices such as worship, service, and prayer.
  - Coordinate, plan, and participate in faith formation during the program year: youth group, service opportunities, social activities, Spirit in the Pines counselor training, and other creative programming.
  - Plan and help to implement intergenerational events with staff and volunteers (i.e., CYF team for children, youth, and family faith formation. Encourage H.S. leadership in other ministry areas in the congregation: Sunday School, Confirmation, Camp, Worship, etc.
  - Foster faith formation and relationship building among young adults in cooperation with St Andrew team
2. Summer Engagement
  - Plan and implement the yearly high school summer trip
  - Recruit and train volunteer leaders to help with the trip
  - Be present at the scheduled high school weeks at Spirit in the Pines and H.S. Retreats
  - Plan social, fun, and faith based H.S. activities in the summer months
3. Organization and Outreach
  - Work with pastors and Worship & Music Coordinator in planning youth presence and help in Worship Services
  - Participate in Children, Youth & Family Ministry Team meetings as scheduled
  - Stay current on best practices for meeting the needs of our youth and families
  - Network with other churches and program leaders to develop resources and identify new and creative ministry opportunities
  - Assess current practices and design for implementing best practices for youth ministry programming, striving for excellence
  - Plan and lead fundraising for summer trips
  - Recruit and empower lay leaders to assist with faith formation programming

- In coordination with the Communications staff, communicate regularly with youth and families via newsletters, website, social media, voice mail, email and text in ways that encourage and strengthen faith formation in their daily lives as well as at church
- Work with supervisor and finance staff to prepare and submit for approval an annual budget that will support youth ministry each program year

**Position Type/Expected Hours of Work:**

The position of Youth Engagement Director requires flexibility for hours available for work, including evenings and weekends. The position is a full-time, salaried position, based upon a projected 40 hours per week. It is recognized that the schedule may vary at different times of the year and that job duties are required on and off-site ministry.

**CORE COMPETENCIES**

1. Creativity and Innovation-generate new and creative ways of implementing youth ministry
2. Team Orientation-work in a team environment with CYF Team as well as the rest of St. Andrew staff
3. Spiritual Maturity-commitment to Christ and sharing the Gospel, knowledge of Lutheran beliefs and theology, and call to service youth and their families

**The Youth Engagement Director shall:**

1. Maintain certain regularly scheduled office hours and contact information to be accessible to the congregation
2. Commit to ongoing education and additional learning and training through seminars, conferences, and classes.
3. Be familiar with and operate within the guidelines set forth in the St Andrew Employee Handbook.

**Minimum Qualifications:**

1. Bachelor's degree required
2. 3-5 years of youth ministry experience in a large church environment
3. 3-5 years working with H.S. youth
4. Demonstrated organizational and interpersonal skills
5. Ability and desire to utilize technology to strengthen communication.

**Position Reports to: Pastor of Children, Youth, and Family Ministry**