

St. Paul's Lutheran Church
Director of Student Ministries
Job Description

Biblical Ministry Objective:

Let no one despise your youth, but set the believers an example in speech and conduct, in love, in faith, in purity. Until I arrive, give attention to the public reading of scripture, to exhorting, to teaching. Do not neglect the gift that is in you, which was given to you through prophecy with the laying on of hands by the council of elders. Put these things into practice, devote yourself to them, so that all may see your progress. Pay close attention to yourself and to your teaching; continue in these things, for in doing this you will save both yourself and your hearers.

(I Timothy 4:11-16)

Ministry Goals:

1. As part of the staff of St. Paul's, develops, leads, teaches, and oversees the ministry of nurturing faith in Jesus Christ in the lives of students and their families so that together we may fulfill the congregation's mission of "Helping People G.R.O.W. With Jesus!"
2. Works in collaboration with St. Paul's youth leadership team and volunteers to assist parents and the congregation in their baptismal responsibility to help children grow as followers of Jesus Christ.
3. Teaches, works, and lives in accordance with the teachings and practices of the Evangelical Lutheran Church in America.

God Given Traits and Skills Desired:

1. A deep commitment to our Lord Jesus Christ expressed through regular prayer and reading of scripture, regular worship, service, giving and sharing of faith with others, and demonstrating a Christian lifestyle.
2. A passion to help younger people grow as followers of Jesus Christ.
3. A sound base of Biblical knowledge and the ability to communicate this.
4. Ability to understand and integrate Evangelical Lutheran Church in America theology and doctrine in the practice of ministry.
5. Good organizational, planning and management skills.
6. Ability to create a strong and collaborative team to facilitate student ministry.
7. Strong interpersonal and listening skills. Demonstrates compassion and communication abilities.
8. Ability to establish and maintain appropriate boundaries with students, as well as provide discipline and structure for the ministry and its programs.
9. Ability to take responsibility for the student ministries of St. Paul's.
10. Demonstrate empowerment, leadership, team building, flexibility, mentoring, and training skills.
11. Physically capable to participate in student activities (travel, sporting events, mission trips, etc.); intellectually capable to grow through study and education; emotionally capable of respecting personal boundaries and taking periods of rest and sabbatical.

Time Required

- Part Time, 20-30 hours/week
- Maintain regular hours in the church office
- Be available for regular Sunday morning worship and youth gatherings

Salary and Benefits

- Competitively compensated
- Medical coverage if needed
- Pension of 10%
- Continuing education
- Travel reimbursement
- Vacation and sick time, as noted in "St. Paul's Parish-Employee Handbook"

Education and Experience

- High School graduate required, college degree preferred
- Education in student ministry or related experience

Term

Dependent on satisfactory job performance as described in the "St. Paul's Parish-Employee Handbook"

Evaluation

Performance reviews as noted in "St. Paul's Parish-Employee Handbook"

Supervision/Mentor

Work in partnership with the staff, the pastor having primary supervisory and mentoring responsibility, with ultimate hiring and firing authority residing with Church Council

Responsibilities:

At present there are four primary areas of ministry, corresponding to the following age groups:

- Weekly Sunday Morning KidSafari targeted toward elementary age
- Bi-Weekly Wednesday Night Confirmation targeted toward middle school age
- Monthly Senior High Gatherings
- Previously there were intergenerational family events, which we would like to revisit

Also, throughout the year, there are ELCA offered events which are currently: Junior High Free Ride, Senior High Road Trip, Confirmation Camp, Transformers, High School Theological Education and tri-annual ELCA National Youth Gathering. Congregationally the DSM has helped with First Communion Class and has coordinated an annual Vacation Bible School.

Within These Ministries The Goals Are:

1. Develop, coordinate, schedule, and lead student ministry programs which provide a fun, safe, and faith building environment.

2. Strive for student programs which integrate their faith into daily living, provide opportunities to serve others and strengthen communication and relationships within families.
3. Encourage, recruit, motivate, mentor, supervise and train youth ministry volunteers and leaders to support the development and implementation of programs associated with student ministries at St. Paul's.
4. Promote youth involvement and participation in congregational ministries and activities.
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6. Maintain training in risk management with children and youth consistent with the child protection policy requirements of the congregation.
7. Cultivate one-on-one relationships with youth and volunteers.
8. Monitor and manage youth ministry budgets.
9. Work in partnership with the Delaware Maryland Synod (ELCA) and other partners in ministry to help youth engage in the larger church.
10. Establish and maintain timely and reliable communication practices with youth, families, and the congregation using a variety of communications media (print, face-to-face, digital, social media, Constant Contact, Church Community Builder, etc.)
11. Collaborate with the staff in actively supporting the vision and strategic plan of St. Paul's.
12. Provide leadership for vision and planning processes related to student ministries.
13. Prepare monthly reports to the congregational council and if desired, attend monthly congregational council meetings.
14. Maintain administrative records for hours worked, expenses, travel, and ministry activities.
15. Assist the Pastor and church staff with related activities, as assigned.

We welcome the gifts, ideas, and experiences that will come with a new staff person who is open to being led by the Holy Spirit!