

Director of Faith Formation (Full Time)
Christiania Lutheran Church
Lakeville, MN
Spring 2019

Mission Statement

We start with Christ...in our serving, in our caring, and in our growing

Position Summary

The Director of Faith Formation leads and directs ministry for children, youth, and families, developing dynamic ministry opportunities that involve and engage young people and their families, and supports the overall mission of Christiania Lutheran Church.

Accountability

The Director of Faith Formation reports to the Senior Pastor, who, along with the Personnel Committee, will administer yearly performance appraisals to review progress toward mutually agreed upon goals and measures for success.

Desired Qualifications

- A collaborative team member who enjoys working in a structured ministry environment while also showing a willingness to innovate, create, and explore new ways of doing ministry with youth and their families.
- Demonstrated leadership, organizational, and planning skills.
- Awareness of issues and challenges encountered by young people and families (mental health, gender and sexuality, etc.)
- Professional work ethic, positive attitude, and commitment to the mission, vision, and core values of Christiania Lutheran Church and the teachings of the ELCA.
- A minimum of a 4-year degree in youth ministry or a relevant area is preferred.
- At least 3 years of youth and family ministry or comparable ministry experience.

Essential Functions

- Plan, coordinate, and lead faith formation ministry, ensuring it aligns with the goals and vision of Christiania.
- Nurture ongoing relational ministry with young people and their families, maintaining a presence among young people in the greater community.
- Develop regular opportunities for connection and growing spiritual maturity with young people and families.
- Work closely with the Senior Pastor and Faith Formation Ministry Team to create, plan, and implement a natural scope and sequence of faith formation from early childhood through adults. This includes regular coordination with learning, worship, service, and retreat opportunities and maintaining regular communication with families.
- Recruit, equip, and support volunteer leaders for ministry with children, youth, and families.
- Promote, plan, and lead summer programming for children, youth, and families (service trips, camps, etc.) including the coordination of fundraising activities.
- Develop an intentional approach to encouraging young people and families in mission opportunities.

- Creatively and consistently use a variety of communication vehicles to support a strategy for communicating with young people and families.

Other Responsibilities

- Work with staff to advocate for the promotion of the youth ministry program through all available Christiania communication.
- Work with Senior Pastor and key leaders to develop opportunities to engage the cross-generational family.
- Partner with the Senior Pastor and Education Committee to create a strategy for adult faith formation.
- Partner with Senior Pastor and Finance Committee to oversee an annual budget for Faith Formation.
- Regularly attend and participate in staff meetings.
- Participate in continuing education and networking opportunities in the area of Faith Formation Ministry.

Core Competencies

- **Compassion and Care:** Exudes a spirit of care and compassion to young people and their families, offering them a ministry of presence and support. Possesses a natural affinity for young people and their families, a clear understanding of children and youth culture and family systems, and a maturity of judgment in personal life and values.
- **Interpersonal Skill/Listening:** Exhibits a presence with and curiosity about young people and their families. Seeks to learn and grow individual and collective relationships following the example of Jesus Christ.
- **Effective Communicator:** Communicates in a spirit of joy and enthusiasm, sharing with all the vision of Christiania and its Faith Formation Ministry Program. Uses a variety of communication strategies and vehicles to deliberately reach out to all families, striving for the inclusion of all families in Faith Formation Ministry at Christiania Lutheran Church.
- **Teaching:** Draws out conversation and experiences through a variety of educational methods, interaction with God's word, and a process of action/reflection. Encourages and affirms a diversity of learning styles.
- **Spiritual Leadership/Self-Differentiation:** Maintains a spirit of Christ-centered, emotionally intelligent leadership with appropriate boundaries and expectations. Models a spiritually disciplined life of worship, practices, and self-care. Is also committed to developing emerging youth leaders, encouraging them to take on leadership roles in the church and wider community.
- **Planning/Organizing:** Consistently and purposefully organizes and plans ministry opportunities and programs for youth, their families, and the wider congregation. Archives communication, documentation, and feedback of ministry to create efficiency and sustainability.