

*Lutheran Church of Our Saviour (LCOS) is seeking a part-time Director of Children, Youth, and Family Ministry to strengthen its congregational life together and foster faith in this growing demographic.*

## Job Purpose:

The Director of Children, Youth, and Family Ministry is responsible for developing, executing, and providing for programs and events that teach the Christian faith from a Lutheran perspective and encourage community for children ages 3-18.

## Essential Functions:

- Prepare and host a summer Vacation Bible School program.
- Provide activities to engage children during worship, in coordination with the Pastor.
- Develop and maintain a current roster of children, ages, and grades.
- Recruit volunteers to assist with programs and events.
- Responsibly steward the Education Team budget line.
- Administer and ensure compliance with the LCOS Child Protection Policy.
- Organize Faith Formation opportunities outside of worship, including, but not limited to, after worship activities or lessons, work trips, fellowship events, etc.

## Other Responsibilities:

- Engage with children's, youth, and family events and resources at the synodical and churchwide level, advertising and encouraging participation.
- Work with the Pastor and other LCOS staff to communicate effectively, support the whole ministry of LCOS, and embrace collaborative efforts, including attending staff meetings.

## Qualifications:

- Demonstrated extraordinary aptitude for and experience working with children of all ages.
- Be knowledgeable in and confess the Christian faith and willing to teach according to Lutheran tradition and theology.
- Relate well with diverse populations, showing patience and a positive attitude. This diversity may be present in culture, race, neurodiversity or physical disabilities and may require, in time, additional learning and training.
- Able to attend and participate in overnight/weekend youth events.

## Core Competencies:

- 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.
- Project Management: Identifies the key objectives and scope of a proposed project; garners needed resources and project support; develops a realistic and thorough plan for achieving key objectives; keeps team members briefed on progress; implements action plans; communicates progress to congregation and leadership; identifies and resolves barriers and problems.

- **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 their actions on others; uses diplomacy and tact; is approachable; avoids communication triangles.
- **Ethics and Values:** Honors the core values and beliefs of the congregation in their choice of behaviors; consistently embodies appropriate behavioral choices in both stressful and non stressful situations; practices the behaviors they advocate to others.
- **Initiative:** Enjoys working hard; is action oriented and energetic about worthwhile activities; not fearful of taking calculated risks; seizes opportunities; sets demanding, but achievable objectives for self and others.
- **People/Volunteer Management:** Provides direction, gains commitment, facilitates change and achieves results through the efficient, creative and responsible deployment of volunteers; engages people in their areas of giftedness and passion.
- **Spiritual Formation/Discipleship:** Demonstrates an understanding of spiritual formation/discipleship as a journey or process; invites others into reflection about their personal spiritual journey; teaches a variety of spiritual practices to lead others in deepening and developing spirituality; engages children and youth in age appropriate discussions about questions of faith.

### Compensation and Hours:

\$20,800/year.

Part-Time, avg. 20 hours/week.

**Interested individuals can send a cover letter and resume to:**

**Pastor Becca Ajer Frantz**

[pastorbecca@lcosva.org](mailto:pastorbecca@lcosva.org)

**804-276-4271**