

## **Director of Faith Formation in the First Third of Life**

### **First Lutheran Church**

**Sauk Centre, MN**

#### **General Purpose:**

The Director of Faith Formation will develop, coordinate and implement ministries of the first third of life that reflect the mission, vision and values of First Lutheran Church, serving as an active partner with staff and volunteers. The Director of Faith Formation will oversee these ministries with an intentional focus to inspire, encourage and nurture the on-going faith formation of our youth, young adults and families.

#### **Essential Responsibilities:**

##### **1. Relationship Building**

- Engage with congregation and community youth, young adults and families to build relationships and participation in all aspects of congregational life.
- Accompany youth as they grow in faith through direct instruction, modeling and encouragement of key faith practices such as worship, study of scripture, service, giving and prayer.
- Coordinate, plan and participate in year-round faith formation programming which may include summer camps; mission trips; ELCA youth gatherings; and other faith formation events as decided.
- Encourage youth leadership through membership on synod LYO board, committees, worship assistance, newsletter articles and community service.

##### **2. Organization and Outreach**

- Meet regularly with the pastor, staff and volunteers to coordinate faith formation.
- Provide a monthly update on ministry program activities through attendance at Council meetings and through a written newsletter article.
- Network with other area and synod ministry staff and volunteers to plan joint activities.
- Plan and lead fundraising for youth events, including synod and church wide activities. · Publicize events.
- Meet quarterly with youth families.
- Recruit and empower lay leaders to assist with faith formation programming.
- Work with an advisory committee to plan and implement outreach.

##### **3. Christian Education**

- Partner with staff and volunteers to provide long-range planning, active direction, oversight and coordination of youth, young adults and family faith formation such as Servant Leadership Academy, Youth Group, Sunday morning education time, and Vacation Bible School.
- Plan and help to implement intergenerational events with staff and other volunteers.
- Maintain personal growth and education by participating in continuing educational opportunities offered by the ELCA and other church affiliates.
- Other duties as assigned

##### **4. Requirements**

- BA or 2-3 years of equivalent experience
- Background check
- Valid driver's license and reliable vehicle
- Musical ability and/or camp experience would be desirable.

## **Core Competencies:**

1. **Compassion & Accessibility:** Communicates a sense of availability, warmth and openness and approachability; empathetic to the life circumstances of others; builds rapport and demonstrates appropriate boundary expressions of care; works well with people from all levels of the congregation; fosters natural connections between all ages of the congregation; considers the impact of his/her actions on others.
2. **Spiritual Formation/Discipleship:** Demonstrates an understanding of spiritual formation/discipleship as a journey or process; invites others into reflection about personal spiritual journey; teaches a variety of spiritual practices to lead others in deepening and developing spirituality; creates teaching and small group environments that promote discipleship.
3. **Team Management:** Clearly and comfortably delegates both routine and important tasks and decisions; creates accountability; trusts people to perform their own work; efficient, creative and responsible deployment of volunteers; engages people in their areas of giftedness and passion; creates strong morale and spirit in the team; invites shared input and decision making; creates a climate in which people want to do their best; creates a feeling of belonging and pride in the team.
4. **Organization & Planning:** Knows how to organize people and activities; can simplify complex processes and create policy for repetitive processes; garners needed resources and project support; develops a realistic and thorough plan for achieving key objectives; identifies and resolves barriers and problems; communicates progress to staff, volunteers, ministry participants and congregation.
5. **Innovation:** Generates new ideas; makes new connections among existing ideas; learns from mistakes; has good judgement about which creative idea and suggestions will work; acquires and demonstrates the technical skill required to proficiently execute the essential functions of the job; continually works toward the mastery of technical proficiency.

## **General Information:**

FLC is a congregation that is looking to position itself for an exciting future in its ministry. This position is the most recent addition to our staff, and we are excited about the ministry potential that will occur through this ministry.

This position is overseen directly by the Pastor and the Executive Leadership Team. There will be a 60 and 90 day evaluation. If these are positive and employment continues, annual reviews will continue in partnership with the Pastor and the Executive Leadership Team

This position is full time, and we understand the need to be flexible in scheduling due to the different demands outside a regular work week. Along with a competitive salary, this position also includes full benefits provided by Portico.

## **To Apply:**

Send your resume and cover letter to First Lutheran Church at [firstlutheran@mainstreetcom.com](mailto:firstlutheran@mainstreetcom.com) or you may mail it to: **304 Elm Street South**

**Sauk Centre MN 56378**