

## Director of Youth Ministries

Date: June 2023  
Job Type: Negotiable. As written, this is a full-time position.  
Reports to: Reports to Lead Pastor  
Church: UNITY Lutheran Church (2 campuses in Brookfield, WI)  
Size: 2,100 baptized members; 500 average weekly attendance (in person and on-line)

### **Role Summary**

Develop trustworthy relationships with the youth, parents, and member leaders. Work with the pastors, youth and member leaders to create an atmosphere of fun, curiosity, and initiative. Help all involved to grow in their roles as learners, servants, and faith examples. Be a presence among Unity youth and their friends which helps them be grounded in community; a community that is there for them now and an awareness that others like it will be there for them in the future.

### **Key Roles & Responsibilities:**

We will prayerfully support this person to:

- Collaborate with Pastors, Youth Ministry Team (Adult Leaders), and Sr. High Youth Board (Teen Leaders) to establish priorities and direction for the Youth program.
- Get to know the youth and their parents and seek to build strong connections with them.
- Lead the overall program and scheduling of weekly Sunday evening and other activities during the program year and occasional events during the summer.
- Coordinate planning and facilitate pre- and post-trip meetings with trip attendees to prepare for an annual summer servant, wilderness, or Gathering trip (3-year rotation of summer trips).
- Help support our Confirmation (7-8 grade) program through regular leadership of the Wednesday evening community-building time we call *Alpha and* be present by regularly serving as a small group leader or by helping lead monthly Friday Fusion Fellowship events.
- Encourage youth to lead any way possible within the program and throughout the ministries of the congregation including in worship or music, in education or technology, and in serving within UNITY or among our partners.
- Meet with the Pastor assigned to the Youth Ministry Team on a weekly basis to talk about program activities.
- Develop strong adult and youth leadership of the Senior High group. Work with the chair of the Youth Ministry team to schedule teachers and adult advisors to lead the Sunday morning class, Sunday evening programs and summer events. Encourage additional training of our youth at summer leadership camps.
- Collaborate with the Pastors, adult facilitators, and student leaders to select and develop materials for Sr. High Café (Sunday mornings) and retreats.
- Attend weekly staff meetings and other scheduled all-staff events; attend and help lead meetings of the Youth Ministry Team (Adults) and Sr. High Youth Board (Youth).
- Engage in a process of review and feedback on a yearly basis, both personally and with the youth and adults of the program.

- Attend a yearly continuing education opportunity to grow, learn and connect with others in similar positions.
- Adhere to the policies and procedures of the UNITY Lutheran Church Personnel Handbook.

### **Qualifications**

We will prayerfully support this person to:

- Bring Christ's spirit of love, energy, and enthusiastic adult leadership to the youth of our congregation.
- Interact easily with youth and their parents. Have an appreciation for, and sensitivity to their various situations.
- Capably communicate the priorities, needs, and contributions of our youth ministry to the larger congregation.
- Work in a collegial fashion with the Pastors and staff.
- Seek to include God in every activity through prayer, Scripture, conversation about faith/life, open-ended questions, seeking to be an example of what Jesus taught and inviting others to look for Christ's presence in all things.
- Treat all member information and internal knowledge of church affairs in a confidential manner.
- Have experience or willingness to work with Senior High church groups and a willingness to pursue additional education in the field.
- Possess a minimum Bachelor of Science or Arts degree, or related experience, preferably with some emphasis in education, youth and family, or working with groups.

### **Desired Possible Characteristics:**

- Lead a Music group of youth and or beginning level adults that would play periodically in worship (such as handbells, instrumental, guitar, percussion, etc.,). Collaborate with other musicians to complement and share resources.
- Able to assist with the creative Videography and Technology needs that arise throughout the year such as for short announcement commercials, member stories that capture a purpose or educational materials created by Pastors, staff or members.
- Interested in expanding the outreach of youth to extend to young adults; explore travel with our young adult/college-aged youth on service events during their school breaks. Help us stay connected to them via social media.