

Director of Youth and Family Discipleship Position Description

The primary job of the Director of Youth and Family Discipleship is to help people delight in taking a next step following Jesus. The primary focus will be youth and family discipleship. To help people delight in taking a next step, this position will create, nurture, resource, and support an on-going process of Jesus-centered discipleship that engages youth and their families.

The mission, values, growth environments, and discipleship marks for youth and family discipleship will align with and embody the vision of St. Luke ([see attached](#)).

Primary Ministry Foundations

St. Luke seeks a Director of Youth and Family Discipleship who believes and lives out the following ministry foundations:

- Youth discipleship is about journeying together, not merely passing on the torch. In other words, youth are a valuable part of the local congregation and have much to teach as well as learn as we follow Jesus together.
- Youth who have real faith conversations with their parents are more likely to be following Jesus when they are 30.
- Next to faith conversations with parents, the most important factor in long-term discipleship of youth is first-name relationships with an adult at church who is not a parent or paid church staff member.
- Discipleship growth requires a safe relationship environment.
- You can't lead people where you aren't going. In other words, the personal ongoing discipleship walk of youth leaders will directly affect the discipleship walk of youth and youth families.
- St. Luke youth ministry will relentlessly focus on Jesus.

Primary Responsibilities

- Build discipling relationships with youth and youth parents while facilitating discipling relationships between youth and other adults in the congregation.
- Oversee curriculum selection and production in coordination with other staff to support family conversation and discipleship.
- Instill St. Luke's values and lives out St. Luke's mission statement with youth and families ([see attached](#)).
- Collaborate with other staff to implement a culture of discipleship for youth, children, and families in line with St. Luke's Growth Environments and Discipleship Marks ([see attached](#)).
- Prepare youth for a life of discipleship.
- Oversee and help implement a confirmation process that aligns with all of the above and creates a bridge into ongoing discipleship.
- Equip, train, and resource Confirmation Mentors and other adults who engage youth in discipling relationships.
- Represent the congregation in the community and to the larger Church through activities such as playing a leadership role or writing for publication.

Primary Giftedness

The Director of Youth and Family Discipleship at St. Luke will function best with some mix of the following:

- Relational Discipleship, demonstrated by shared life and mutual care
- Communication, timely and effective with both youth and youth parents
- Biblical teaching, expressed in engaging, dynamic, and relevant ways.
- Organization, of volunteers, projects, programs, events, and processes
- Collaboration, with staff and lay leaders and volunteers, youth and adult
- Confident Leadership, expressed through taking ownership and initiative
- Faith, lived out in humble dependence on Jesus

Qualifications

The Director of Youth and Family Discipleship at St. Luke:

- Is committed to personal and ongoing discipleship growth.
- Holds an unswerving loyalty to the Scriptures and the Lutheran confessions and provides a proper balance of Law and Gospel.
- Has experience and education in congregational leadership and related tasks and structures.
- Has experience and education in discipleship tools and process, especially for youth and youth families.
- Understands Lutheran theology and practice and is able to apply this understanding evangelically and appropriately.
- Has the experience and insight to engage people in an exceptionally diverse community and can help youth and families navigate that diversity.
- Has the capacity to teach, and to teach teachers; the capacity to lead, and to lead leaders; and the capacity to disciple others, and to disciple those who disciple others.
- Has both the heart and the aptitude for team ministry.
- Is able to lead both independently and collaboratively.
- Has a heart for mission and ministry that goes beyond title and job description.

Primary Staffing Relationships

The Director of Youth and Family Discipleship oversees the part-time Children's Minister, Nursery Coordinator, and Children's Church Teacher and reports directly to the Minister of Discipleship.

Compensation

St. Luke staff members are compensated at or above the Michigan District scale for professional church workers. The scale takes into account position, experience, and education.