

## Job Description: Youth Minister

St. John's Lutheran Church  
Salisbury, NC

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### Summary

The Youth Minister oversees a multi-faceted program that supports the spiritual growth of youth in grades six through twelve. The minister will partner with staff, the congregation, and parents to provide opportunities for youth to build Christ-centered relationships, participate fully in worship, and connect faith with daily life. In addition to youth ministry, the minister will coordinate the congregation's engagement with local ministry partners.

### Area of Emphasis: Youth Ministry (80 percent)

- Invest in the lives of youth, their parents, schools, and community faith partners
- Manage the development of curricula for youth ministry
- Serve as lead teacher for youth ministry, including the identification and equipping of additional adult leaders/teachers
- Manage the congregation's confirmation program for middle school youth.
- Provide oversight to the Youth Discipleship Team, a team of youth and adults that manage
- Provide regular contact and support for St. John's college students
- Serve as a partner in the pastoral care team in the care of youth and their families
- Create a well-rounded youth ministry program with multiple entry points, including but not limited to Sunday night programming, retreats, an annual mission trip, and participation in regional and national youth events
- Work in close tandem with the NextGen staff, which includes ministry to children, youth, and college students
- Work in tandem with the contemporary worship leader in leading worship for and with youth
- Provide consistent and reliable communication with students, program leaders, parents, and the congregation

### Area of Emphasis: Community Ministry (20 percent)

- Manage a vibrant program that engages the congregation's members in community ministry
- Represent St. John's to our local ministry partners, and vice versa
- Connect the congregation's small groups with local ministry partners
- Coordinate the annual "God's Work, Our Hands" day of service
- Coordinate the congregation's annual community ministry initiative
- Serve as liaison to the congregation's three global ministry teams (Bethlehem, Guatemala, South Sudan)

### Key Characteristics

- Love for youth
- Teacher
- Relationally-gifted
- Capable leader
- Flexible
- Excellent oral and written communication skills
- Detail-oriented
- Team player
- Conscientious work ethic

**Key Competencies**

- Strong background in the biblical story
- Behavior that is in alignment with Christian beliefs, practices, and a healthy relationship with God, incorporating regular practice of spiritual disciplines
- Technology and social skills/proficiency
- Experience with Microsoft Office, social media, email marketing, and other web-based tools for communication, research, and management of ministry
- Ability to communicate vision and follow-through with program tasks supporting that vision
- Administrative and organizational skills
- Ability to manage conflict for healthy resolution
- Ability to coordinate ministry that meets a wide variety of students at different levels
- Skills in equipping adult leaders
- Works well in a Christ-centered, team environment

**Qualifications**

- Four years of professional work experience required
- College degree minimum
- Previous experience in children's and youth ministry preferred
- Willingness to invest significantly in the life of the St. John's and Salisbury communities

**Expectations of all staff members**

- Develop a continuing education plan and professional goals that are shared annually with supervisor
- Attend and be fully engaged in staff devotions and all-staff meetings.
- Commit to a healthy discipline of holy living.
- Commit to a healthy embrace of staff supervision and evaluation.
- Understand and adhere to the congregation's Personnel Guidelines, including the protocol for staff grievances, the Child Protection Policy, Social Media Policy, and the policy surrounding harassment.
- Commit to upholding staff trust and integrity.
- Understand triangulation, proper conflict management, and the importance of healthy space for challenging conversation.
- Serve as a champion and advocate for the congregation's mission and ministry.

Hours: Full-time, exempt, salaried position with benefits

Supervision: Accountable to the Pastor for Faith Formation

**About St. John's**

St. John's Lutheran Church is a congregation of 1200 members located in Salisbury, NC. The congregation has a rich history in the ELCA and is a significant ministry partner in the Salisbury community. The St. John's community gathers weekly for worship in both traditional and contemporary form and through the week for study, fellowship, and service. Visit [www.stjohns-salisbury.org](http://www.stjohns-salisbury.org).