

# Youth and Family Minister

SAMPLE MINISTRY DESCRIPTION © Vibrant Faith Ministries 2007

Vibrant Faith Ministries  
1604 West Old Shakopee Rd  
Minneapolis, MN, 55431  
952-405-7300  
<http://www.vibrantfaith.org>



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**Mission** (Your church's mission statement)  
**We** help people live a vibrant faith in Jesus Christ that is authentic, available and affirming

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**Youth and Family Ministry Vision** Equip and support youth, families, and congregation to nurture faith, pass on faith, and live well in Christ.

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**Desired Outcomes**

**As** the results of this ministry, youth and their families

- will know God's grace and love, and live with hope as God's children
- have faith which guides them in decisions and choices.
- are supported along the various milestones of their faith journey by a network of significant people of all ages, including peers, family members, congregation members, and others.
- discover and strengthen their gifts as disciples of Christ and are given purposeful opportunities to use them.
- experience and lead others in the Four Key faith nurturing practices of caring conversations, devotions, service, and ritual and tradition, both at home and in the congregation.
- understand ministry as always welcoming and caring for people, regardless of congregational membership, race, economic status, age, or beliefs.
- value and participate in a worshiping and blessing community

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**Tasks and Innovations**

*Desired Outcomes Review*  
Annually, review desired outcomes with the ministry team and staff. The review should include desired outcomes for the overall congregation and for this specific ministry. Adjust program and planning as needed.

*Circles of Faith Relationship Ministry*  
Help form, equip, and support networks of people of all ages who participate in each young person's faith journey and who...

- Share the love of Christ by being authentic, available and affirming.
- Recognize Christ's presence and honor the young person at significant milestones.
- Share in the Four Key practices of faith

*Equipping Home Ministry*  
Hands on opportunities and resources that equip the home as the primary place for faith formation

*Program Ministry*  
A balance of relational Four Key opportunities for youth, youth and their families, and cross+generational groups such as...

- Training and learning opportunities
- Utilizing gifts, interests, and talents
- Developing purposeful leadership
- Faith mentoring
- Experiencing and practicing with faith resources
- Group building activities and gatherings
- Small group discussions about faith and life
- Camps and retreats
- Service learning experiences
- Visits in homes, school, and community events

- Ideas and assistance that enhance worship experience
- Ways for youth and families to participate throughout the congregation
- Facilitate connections with other faith partners after leaving community. (e.g. Campus Pastors, other congregations.)

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## Relationships

Supervised by Senior Pastor (or as appropriate for congregational setting)

Shares in Team Covenant. (Read together at all ministry team meetings)

This ministry team will share the love of Christ, equipping households of faith to nurture faith in children and adults. We will...

- Work from a common youth and family ministry vision
- Intentionally affirm, encourage, pray for, and bless one another and the ministries each represents
- Appreciate and affirm each other's gifts
- Be open to new ways of seeing and doing things
- Arrive on time for meetings, being well prepared to address the issues at hand
- Speak well of each other, to build up the body of Christ
- Commit to ongoing personal and professional growth
- Honor each other's individual pace and working style
- Keep confidentiality and deal with issues and concerns directly with those involved

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## Qualities and Requirements

- Theology and values are in harmony with the congregation's mission, vision, and values.
- Understands this job description as being in alignment with personal vocational calling, skills, and ability to learn.
- Professional work ethic and positive attitude
- Committed to Jesus Christ
- Relational skills with youth, parents, staff, and community
- Can speak and lead from a genuine language and experience of faith
- Program planning and implementation skills
- Experience with camp and retreat programming
- Motivational abilities
- Knowledge of resource people, curriculums, and materials
- Understands adolescent development, culture, and trends
- Understands faith development and various educational methods
- Understands family systems
- Experience with a variety of educational methodologies
- Basic counseling, decision making, referral skills, and support services
- Advocates for youth, families, and their needs in the congregation and community

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## Benefits and Wellness

Two hours a week to participate in congregational activities such as small group Bible Study, or other congregational activity, in order to be familiar with the people and ministry of the congregation.

\_\_\_\_ Salary                      \_\_\_\_ Weeks of vacation                      \_\_\_\_ Benefits

Two full days off per week, negotiated with supervisor

Quarterly ministry reviews for the first two years

After two years, annual ministry reviews

Continuing education, support and networking (Defined with supervisor at review times)

Such as...

- Certification School through Vibrant Faith Ministries and Wartburg Theological Seminary
- First year coaching
- Peer Ministry Training
- Vibrant Faith Events
- Group or Youth Specialties Events
- Yearly attendance at denominations gatherings of professionals (e.g. ELCA Youth Ministry Extravaganza)