



## MINISTER OF YOUTH AND FAMILIES (FULL TIME)

### ABOUT FIRST COVENANT CHURCH OF SAINT PAUL

First Covenant Church embraces the joy and the messiness of true, deep engagement with our neighborhood, mission partners, and congregation as we seek to deeply know and truly follow Jesus. As we pursue dynamic relationships with God and intentional relationships with each other, [we extend grace to all people](#), along with the invitation to belong, believe, and become. At First Covenant, you will experience opportunities for unique partnerships: from an after school program with children and youth from our neighborhood and partner schools, collaboration with our partners in opportunities like musical productions and back to school & holiday giveaways, build relationships with folks along the refugee highway, and a bustling food shelf run by our mission partners. You will experience the mundane and the glorious, with God in the midst of it all. We are real people on a real journey with God and each other, and we invite you to join us on the path.

### PURPOSE OF POSITION:

To minister to youth (6th - 12th grade) and their families within the broader ministry of First Covenant Church. Through programming and partnerships, this deeply relational position focuses on inviting families in the congregation, neighborhood, and community to belong, believe, and become as they experience the grace of Jesus Christ and the fellowship of the First Covenant community.

<https://first-covenant.org/about/identity-mission-vision-values>

### JOB RESPONSIBILITIES:

#### Programming

- Plan and coordinate a cohesive, safe, age-appropriate ministry to youth and families (6th-12th grade), being mindful of the spiritual, social, cultural, educational, physical, and emotional differences of youth and their families in our community.
- Work in collaboration with the ministry team to ensure children and family ministries aligns with the broader mission and vision of the whole church.
- Ensure facilities, supplies and equipment for ministries are safe, welcoming, engaging, and age-appropriate.
- Lead the Confirmation Program along with the other pastors.
- Lead youth in other opportunities for spiritual growth and service both inside and outside the church (e.g. worship planning, Boundary Waters and summer trips, service learning opportunities, VBS)

## **Leadership and Vision**

- Build relationships and serve as an advocate for youth and families within the church and those connected with First Covenant's ministries.
- Lead the Youth and Family Ministry Steering Team to plan and provide for long range goals and curriculum in alignment with First Covenant's mission and vision.
- Recruit, train, and motivate volunteers to serve in Youth and Family Ministries.
- Contribute to worship planning and implementing weekly worship services.
- Continue to grow in knowledge and expertise of Youth and Family Ministry to develop and maintain effective ministry skills.
- Assist and prepare youth for leadership roles through identification of their gifts, talents, and motivations.
- Collaborate with the ministry team to provide care and support for families in critical moments.

## **Communication and Administration**

- Ensure consistent communication with youth, parents, volunteers, ministry team, congregation, and community.
- Develop, implement, communicate, and enforce appropriate policies and procedures for the safety of youth and families.
- Prepare and manage the annual Youth and Family Ministries budget.

## **Partnerships**

- Collaborate with key community partners to provide relational ministries to youth and families in order to continue living into our mission and vision. Serve as key contact to McVay Youth Partnership.
- Engage with denominational partners that align with the vision and priorities of First Covenant Church. These may include, but are not limited to, Northwest Conference Youthworker Connection, and denominational NextGen Conference.

## **Other Areas of Responsibility**

- Participate in designated FCC staff meetings, trainings, church-wide events, and initiatives that pertain to living out our mission together.
- Meet regularly with supervisor for prayer, planning, and accountability.
- Other duties as assigned; the responsibilities listed above are representative of the job and are not all-inclusive.

## **BASIC QUALIFICATIONS & EXPERIENCE:**

### **Youth and Family Ministries:**

- Clear sense of call to the faith development of youth
- A personal relationship with Jesus Christ as Lord and Savior and a commitment to continue attending to their own spiritual, physical, mental health, and relational needs with God, family, and friends.
- Commitment to First Covenant's [Identity, Mission, Vision, and Values](#) and [extending welcome and inclusion to all people](#).
- 2+ years of paid youth ministry experience, or other relevant experience
- A commitment to minister to a diverse, urban community that seeks to be increasingly multi-ethnic and multi-generational with many socioeconomic backgrounds
- Experience with youth with special needs desired or a willingness to be trained in this area of ministry
- Ability to effectively plan, coordinate and carry out ministry events in a team environment
- Effective communicator, both verbally and in writing, with ministry team, parents, church members, and people in the community
- Excellent interpersonal skills
- Familiarity with and ability to use current technology and social media

### **ADDITIONAL PREFERRED KNOWLEDGE, GIFTS, SKILLS, AND ABILITIES:**

- Bachelor's degree in youth ministry or a related field
- Strong aptitude for process improvement, problem solving, and creativity
- Ability to be flexible and respond/adapt to changing priorities
- Demonstrated learner within the fields of spiritual formation and leadership development
- Excellent relationship-building abilities
- Effective ability to recruit, retain, and develop both paid and volunteer staff
- Excellent verbal and written communication skills, especially listening and counseling, in a variety of cross-cultural contexts
- Ability to work effectively and efficiently, independently, as well as within a team structure
- Relatable and reliable
- Demonstrated ability to initiate and complete tasks and projects within a given timeline

Must successfully pass a criminal background check.

### **TO APPLY**

Submit a cover letter and resume to [jobs@first-covenant.org](mailto:jobs@first-covenant.org). Please put "Youth and Family Minister" in the subject line.