

**POSITION DESCRIPTION: Director of Children's and Youth Ministries**  
**Abiding Love Lutheran Church – Austin, Texas**

Abiding Love Lutheran Church is seeking a **Director of Children's and Youth Ministry** to lead a vibrant ministry with our children and youth.

For more than 40 years, Abiding Love has been a place where all people are supported in discovering and living out their faith and gifts, regardless of race/ethnicity, gender, age or any other distinction. A member congregation of the Evangelical Lutheran Church in America (ELCA), everything we do is focused on one mission: *Sharing God's Love*.

**Overview**

- The Director of Children's and Youth Ministries plans, coordinates and executes programs for the spiritual formation of children and youth, from birth through the 12<sup>th</sup> grade. Working with ministry teams, sponsors, teachers and parents, the Director is responsible for setting and accomplishing programmatic goals, calendaring, budgeting, communicating, and interfacing with staff and congregational leadership.
- The Director's work involves recruiting and equipping volunteers and cultivating relationships through direct involvement with children, youth and parents. The Director takes a wholistic approach to the ministry area: developing curricula, planning age-appropriate events, and celebrating milestones (Baptism, First Bible, First Communion, Confirmation and graduations).
- The Director will innovate as well as build on current programming, working toward growth, improvement and deepening engagement for our young people in spiritual life and service. Current programming includes ongoing weekly and monthly activities, some travel for periodic events, retreats and camps.

**Goals for Children's and Youth Ministry**

This ministry is about helping children and youth grow closer to God, to one another, to their faith community and to the world. This will be characterized by:

- Children and youth actively participating in worship, learning, fellowship and service.
- Programs and events inspiring wonder, promoting inclusivity, embracing Lutheran principles and engaging with children and youth in the questions and struggles of living their faith daily.
- Children and youth confidently engaging with their peers, and inviting their participation in our ministries, regardless of faith background, sexual identity, race, ethnicity or family situation.
- Children and youth warmly welcomed and valued by the congregation in cross-generational and mentoring activity.
- Children and youth developing a deeper knowledge of the Bible, the Christian faith, and Lutheran principles along with a commitment to lifelong learning and spiritual growth.

**Primary Responsibilities**

- Integrate children and youth into worship, learning and service with the congregation and wider community.

- Cultivate relationships through direct involvement with children, youth, parents and sponsors.
- Continue and enhance age-appropriate Christian education and faith formation processes.
- Balance leadership and involvement across children, middle school and high school students and activities.
- Actively recruit, equip and support volunteers.
- Effectively communicate with families regarding the program, purpose, and activities for various ages.
- Be an active, welcoming participant in Sunday gatherings and other events.
- Be a liaison between Abiding Love and the community at-large for the advancement of children's and youth ministries.

### **Successful Skills and Characteristics**

- A warm, energetic, encouraging approach to engaging children and youth in sharing God's love in fun, compassionate, fulfilling ways.
- A bachelor's degree in a related field preferred with three to five years of relevant experience.
- Working knowledge of child development, youth culture, and age-appropriate phases and relationships.
- Effective verbal and written communication skills, the use of office technology and social media.
- Experience as a teacher and small group facilitator, utilizing Godly Play, Confirmation, and other age-appropriate curricula.
- Deep understanding of Christian faith and its Lutheran expression.
- Support the mission and social beliefs and practices of the Evangelical Lutheran Church in America ([elca.org](http://elca.org))
- Integrate fully into the life and ministries of Abiding Love, including worship, spiritual growth, service and outreach.

### **Compensation and Benefits**

The Director of Children's and Youth Ministries is a full-time staff position, reporting to the Pastor. **Total annual compensation of \$58,000+ includes** salary of \$45,000 plus contributions to retirement (10 percent) and to insurance (health, life and disability), along with continuing education, paid vacation and sick leave.

Please forward resume and credentials to: [info@abidinglove.org](mailto:info@abidinglove.org)

Subject Line: Children's and Youth